



United Nations Global Compact



Advancing Women in the Global Marketplace

New York, 5-6 March 2009

Contents: Meeting Report

- Highlights
- Participants Speak
- Participant List
- 5-6 March Agenda
- Women's Principles
- Spotlight on Good Practices
- Snapshot of Women Worldwide

On 5-6 March, the United Nations Global Compact and the United Nations Development Fund for Women (UNIFEM) convened *Advancing Women in the Global Marketplace*, a meeting and consultation which explored the role of business in improving the status of women around the world. Held just prior to International Women's Day, the day-long event at UN Headquarters and the following day's workshop brought together representatives of business, civil society, academia, labour, governments and the UN to develop a more coherent vision of the many ways in which business can help to empower women and advance gender equality. The meeting addressed issues such as creating the optimal workplace, women and entrepreneurship, and public-private partnerships to advance women. (See http://www.unglobalcompact.org/Issues/human_rights/5March2009_main.html for background, speeches, and more information.)

"Our hope is that *Advancing Women in the Global Marketplace* and the process that it [launched]... will foster a broader understanding that the empowerment of women is an essential and integral part of ensuring the long-term sustainability of business," said Georg Kell, Executive Director of the United Nations Global Compact.

"Reducing poverty or achieving gender equality is not just the business of government, the UN, the international financial institutions or nongovernmental organizations", added Inés Alberdi, Executive Director, UNIFEM. "There is a missing and essential partner – the private sector."

As a central part of the discussions, participants explored how a set of *Women's Principles* – initially developed by the investment firm Calvert, in partnership with UNIFEM, and launched in 2004 – might be useful to stimulate further progress. Participants discussed the global application of the *Women's Principles*, and how they might be enhanced to increase their international impact and reach. As Barbara J. Krumsiek, Calvert's President & CEO, said, "As an investor in corporations operating around the world, Calvert understands the influence and economic power business wields in the global economy. These corporations can play a vital role in empowering and advancing women, who remain—to some degree in all parts of the globe—an untapped resource."¹

¹ This event was conducted under the Chatham House Rule (<http://www.chathamhouse.org.uk/about/chathamhouserule/>). However, quotes have been authorized by the relevant persons.



Advancing Women in the Global Marketplace / Highlights

The Women's Principles in Brief

- 1. Treat women fairly at work – promote women's human rights and non-discrimination
- 2. Secure the health, safety and well-being of women workers
- 3. Ensure women's participation in corporate management and governance

(more)

Reflecting Consensus

Empowering women to fully participate in economic life across all sectors and throughout all levels of economic activity is essential to build strong economies, more stable societies, and achieve internationally-agreed goals for development and human rights. Yet until recently, guiding principles tailored for the business community to advance women in the global marketplace have been unarticulated.

Prior to the meeting, UNIFEM and the UN Global Compact circulated the document "Advancing Women, Advancing Business and Supporting International Development Goals: Guiding Principles for the Corporate Sector." The discussion centered around these ideas which were seen by many as the beginning of a focused conversation on how to move from principles into aligned practices. Participants noted that a set of principles could be a bridge to add coherence and bring together corporate social responsibility plans and programmes with efforts to advance gender equality and stimulate further progress. They viewed a follow-up consultative process as a valuable way to work together to move the agenda.

Notable Themes

- 1. Participants demonstrated **general acceptance and support of the women's principles' objectives**. Anu Menon, speaking of San Francisco's experience with adapting the principles locally, noted how important it is to work with the private sector. "In San Francisco the private sector is the largest employer, so how can you enhance women's economic empowerment without them?" Anniken Huitfeldt, Norwegian Minister for Children and Equality stated, "Investing in gender equality is not only the right thing to do, it is necessary for sustainable development."
- 2. There was **general consensus that advancing gender equality is critical – especially in the context of the current economic crisis**. As Inés Alberdi, Executive Director of UNIFEM noted, "We cannot build flourishing economies or peaceful communities without drawing on the skills, creativity and self-interest of one-half of the world's population – women." Amy Augustine of Calvert elaborated, "...no nation can achieve its full economic and human potential if half of its population remains marginalized, and no corporation can reach its full potential while ignoring the untapped potential of women." Anne Black of Goldman Sachs said, "There is a real movement building behind the economic empowerment of women. The public, private, and non-profit sectors are reaching consensus that investing in women is one of the smartest investments that can be made."

The Women's Principles in Brief

4. Promote education, training and professional development for women

5. Have marketing and supply chain policies and practices that empower women

6. Promote women's full participation in civic life and freedom from discrimination and exploitation

7. Monitor and be transparent about progress

3. The **connection between CSR and gender equality** was highlighted. Gender-aware business practices play a significant role in advancing the position of women worldwide, while business practices that ignore gender dynamics contribute to the subordination of women around the world. Similarly, while gender equality benefits business, gender inequality limits the ability of business to reach its potential. There was significant support for exploring how gender can become more integrated with CSR; participants discussed the possibility of creating a cross-function committee to help focus integration efforts. Participants recognized that attitudes must be altered within businesses in order for gender-focused CSR initiatives to be operationalized.
4. Participants underscored that **gender equality is good for business and agreed that gender equality principles enhance business success and competitiveness**. Keynote speaker Dr. Elizabeth Kelan reported that 83% of consumer decisions are made by women. Her studies show that an equal number of men and women team members is the best combination for innovation. According to Molly Tschang of Cisco, "Most companies get that gender equality and diversity are good for business," while Jim Wall of Deloitte and Touche said "...disenfranchising women is a *going-out-of-business-strategy*."
5. Stakeholders expressed a **willingness to work to operationalize the principles by leveraging their core assets**. Dan Viederman of Verité noted that the question was not one of [the principles'] relevance, but of how to move them from anecdotal to operational, while Molly Tschang of Cisco pointed out that often "the private sector knows how to operationalize things, but they need a compelling driver for change." A number of companies offered examples of how companies can leverage their core assets in order to provide creative solutions:
 - Avon has been using its distribution network to help spread valuable health information and anti-violence messages;
 - GAP has been leveraging its supply chain for a training programme to empower suppliers' employees;
 - Goldman Sachs is using its analytical skills, staff and relationships with business schools and financial institutions to help capacitate women entrepreneurs and enhance their access to capital;
 - DLA Piper is using its staff and legal expertise to provide pro bono assistance in a variety of contexts to empower women and increase their access to justice;
 - Calvert is leveraging its role as an investor to encourage other businesses to increase the number of women on their boards.

The examples provided demonstrate that flexibility and tailoring of initiatives will be required.

6. Participants welcomed advice to **involve chief executives and top leaders**, recognizing that **initiatives start at the top**. Nancy Glaser expressed, speaking on Avon's history of advocating on behalf of women's issues, "Certainly it starts at the top, with the commitment of [our] management team..." Cecily Joseph of Symantec described how her company's chief executives publicly adopted the Calvert Women's Principles.
7. The **need for more women leaders and role models** was acknowledged. Despite progress, creating women leaders seems to be a stumbling block for businesses – most of which have been unable to appoint women to more than 30% of their leadership positions. Moving forward will require attitude changes and a willingness to engage in diverse searches for employees, suppliers and board members, and awareness that women may need encouragement to apply for positions.
8. Participants recognized that the label of 'Women's Principles' may be limiting and that **a more inclusive title may be needed** in order to encourage necessary involvement by all stakeholders, including men.
9. **Commitment to helping companies to envision incorporating the gender equality principles.** Georg Kell of UN Global Compact stated, "The launch of this process today represents a key opportunity to make these issues mainstream. Business everywhere has a big advantage because it can act as an accelerator of practices and values." Molly Tschang of Cisco acknowledged that the "UN-convened meetings are great because they include such a cross-section of people," and underscored, "the most important thing lacking and needed to move this agenda forward is a *driver*."
10. **Importance of partnerships and multi-stakeholder cooperation and involvement** in the process. Business can't do it alone-- need governments and other actors. As Inés Alberdi stated, "Reducing poverty or achieving gender equality is not just the business of government, the UN, the international financial institutions, or nongovernmental organizations...The private sector can and must play a vital role in securing and protecting women's rights and unleashing women's economic capacity." Susan Myers of the United Nations Foundation noted that, "the UN Foundation is rooted in the belief that...partnerships are critical to solving the most pressing issues...no sector is capable of taking on global problems on its own."
11. **Participants noted the importance of supplier diversity and value chains and the need to support women entrepreneurs globally – especially by creating access to capital.** As noted on the website for Goldman Sach's *10,000 Women* initiative, represented at the event by Anne Black, "A critical – yet often overlooked – condition for reducing inequality and ensuring that the benefits of globalization are more widely spread is a robust and growing class of entrepreneurs, managers and financial leaders in developing countries – especially one that promotes opportunities for women..." Dan Viederman of Verité remarked "because gender equality issues are often not focused on, unless you are looking for these issues in supply chains or the workplace, you won't find them."
12. In order to for the Women's Principles to yield results, they must be **manageable and supported by transparent data, as well as tools and indicators to measure progress.** Participants proposed that focused initiatives are more beneficial than attempting to tackle all components of the Women's Principles at once. They welcomed the **creation of practical tools** to help them monitor their progress and saw value in sharing business case studies that examine the different experiences companies have had addressing gender equality.

Participants said a set of women’s principles to advance gender equality should be:

1. **Intentional.** Gender equality is advanced through an intentional and deliberate process. If gender equality issues are not specifically looked for, they will be missed.
2. **Accessible.** Need to be simply stated and easily understood. Many cited getting the language right as critical.
3. **Aligned.** Most helpful if easily aligned or complementary with existing practices and policies. Best if add value and strengthen corporations’ initiatives.
4. **Adaptable.** Able to be tailored to a variety of situations, including for developing and developed countries, from US-based corporations, to small and large businesses around the world, and also be of interest to government and civil society.
5. **Robust.** Need to ensure that the principles are robust enough to include the informal economy, where 90% of people work, particularly in developing countries.

Participants said that practices to advance gender equality must recognize:

1. **Attitudes.** Need to change attitudes as well as policies/practices. Need to involve men and not necessarily mark gender equality initiatives as “women’s” initiatives.
2. **Resources.** Efforts need to be supported with appropriate information and resources, such as diverse business cases.
3. **Transparency.** Need transparency of data, measurable goals and progress reporting.
4. **Recognition.** Platform for highlighting promising practices and programmes, and sharing lessons and credit.
5. **Generations.** Reaching the next generation through tailored approaches; adolescence must be included.

Moving forward:

1. Many participants cited that a **driver** is necessary to keep moving along this path.
2. Proceed with **working groups** on set of global women’s principles; **refine** global women’s principles and tools needed.
3. **Involve** business leaders.
4. **Engage** business schools, human rights and CSR, women’s organizations, international organizations and governments.
5. Develop **outreach** strategy and **communications** plan.



Advancing Women in the Global Marketplace / Participants Speak

Partnerships Essential

“Why is partnership with the private sector so important? First, we cannot meet economic goals without building a more stable world – development progress and global security are tightly connected. And we can neither build flourishing economies nor peaceful communities without drawing on the skills, creativity and self-interest of one-half of the world’s population—women. Second, we’re all in this together: reducing poverty or achieving gender equality is not just the business of government, the UN, the international financial institutions or nongovernmental organizations. There is a missing and essential partner. The partner is you – the private sector.

As corporations are key players in the global economy....they can and must play a vital role in securing and protecting women's rights and unleashing women's economic capacity. ...More than ever before, private sector leadership is essential because corporations affect capital flows, employ so many people and affect the life of so many communities, they can exert tremendous influence and they can set an example. “

-- Inés Alberdi, UNIFEM

“Avon has a long and very proud history of advocating on behalf of issues that are important to women.... but we know we can’t go it alone. The problems are too great. The solutions too complex. That’s why we strongly believe that the answer lies in forging strong partnerships between the public and private sectors. By working together, our voices will be that much louder....our impact that much greater....our solutions....that much closer.”

-- Nancy Glaser, Avon

Intentional Policies for Empowering Women

“Gender equality is not achieved automatically. We have had to keep a vigilant eye on every aspect of public life and proactively advance the equality....We need multilateral cooperation to work for a fair globalization....We need to work together and engage also the private sector, civil society and all the leaders of the world to understand the fact that our common welfare will be greater when women are able to participate in, contribute to and benefit from political decision-making and economic value addition.

...We will have to stop thinking that gender equality is a women’s issue. It is not. It touches both men and women...we will [also] have to stop thinking of women’s economic contribution as minor or secondary...we have to begin to understand that gender equality benefits both men and women, and that women’s business activities are not necessarily small. We need to ensure that women are recognized as capable actors in larger business as well. At the same time, nevertheless, small business is definitely not meaningless. In Finland, small enterprises account for 62% of all employment in the

private sector. Acknowledging these facts will help us contribute more to the common good, especially in these challenging times...”

-- H. E. Kirsti Lintonen, Ambassador and Permanent Representative of Finland to the United Nations

Equality Benefits Business

“If we are in the business, we need to attract and retain the best people...disenfranchising women is a going out of business strategy. Workplace requirements need to reflect the new market reality, where women will continue to play a bigger role globally...creating the optimum workplace requires change....Research by Catalyst suggests that a well-designed strategy, not separate programs, makes all the difference. Strategies must be business-based, focused on three or four priority areas that define the programs the organization develops, integrated into business strategy and human resources policies with effective planning and implementation, and driven by key change elements – a solid business case, senior leadership support, effective communication, accountability and metrics. From a strategic, leadership level, local councils and a global council set our strategy...the global community of practice is the connecting forum between practitioners who implement strategy at a global and local level. We understand that a successful diversity and inclusion strategy requires many resources so that we can help each other achieve our goals faster and easier through the community of practice...”

--Jim Wall, Deloitte Touche Tohmatsu

“International research shows having women in board rooms has a positive impact on business. Three or more women in business corresponds strongly to above average rate of return on stakeholder equity, capital etc. Conversely, a decrease in women in decision making positions leads to a below average rate of return. Today Norway has 40% women in board rooms. At first businesses did not agree... but employing all available human capital is good business. I would urge the business community to make gender equality an integral part of your good corporate citizenship.”

-- Anniken Huitfeldt, Norwegian Minister for Children and Equality

“We believe that promoting responsible corporate conduct can make a real difference not only in the lives of women around the world, but also for businesses as they expand and capitalize on the strengths women bring to the workforce.

“The *Principles* are consistent with Calvert’s longstanding investment approach, which holds that well-governed, sustainable and responsible corporations are better positioned to manage risk and deliver long-term value to their shareholders. We believe they can play a critical role in improving the quality of life for female employees, their families, vendors, suppliers and other stakeholders, while advancing the rights and status of women around the globe.”

--Barbara J. Krumsiek, Calvert

“Calvert is an investment firm that has a strong tradition of supporting the empowerment of women. We recognize that no nation can achieve its full economic and human potential if half of its population remains marginalized, and no corporation can reach its full potential while ignoring the untapped potential of women. Calvert brings the investor's voice to the table; we are using our voice and power as an investor to improve corporate codes of conduct, and in doing so, improve actual corporate conduct.

“With UNIFEM's partnership we created a code of conduct to advance, empower, and invest in women. We did an extensive vetting process – involving human rights and labor rights organizations, NGOs, women's organizations, corporations etc. – as we formed these principles. Governments have a role, civil society has a role, but if we leave out the private sector, we will never get there.”

--Amy Augustine, Calvert

Business and Change Agenda

“Most companies understand that gender equality and diversity are important and good for business. The private sector knows how to operationalize things, but they need a compelling driver for change. They like sound bites – so creating these sound bites and business cases for is needed to galvanize the private sector. The UN convened meetings are great because they include such a cross-section of people. Most important thing lacking and needed to move this agenda forward is a driver. Need a crisp soundbite as to why to do it. We have to keep pressing forward, creating the business cases. There should be a certain percentage of women on corporate boards. The issue is creating driver for change and creating want as an outcome for deliverable.”

--Molly Tschang, Cisco

“The current economic downturn emphasizes the need to search for value and sustainability. Striving to survive, businesses have to reinvent themselves and make important choices. Good performance on non-financial issues is increasingly driving competitiveness. Investors are increasingly aware that risk has to be redefined. Engaging in non-financial issues is an important way of restoring trust and confidence; there is a premium on restoring trust. I am confident that a new era where values and sustainability are at the center is beginning...Women's issues over past 10 years have been advancing, though many of the advances have been isolated... The launch of this process today represents a key opportunity to make these issues mainstream. Business everywhere has a big advantage because it can act as an accelerator of practices and values.”

--Georg Kell, UN Global Compact Office

Gender Equality in Practice

“Symantec's Diversity Steering Council – made up of company executives – adopted the Calvert Women's Principles in the fall of 2007 because...we wanted a comprehensive set of principles on which to grow our women's initiative; we wanted to raise the visibility of the women's initiative within the company; we wanted to put something in place which helps us to set targets [and] measure against those targets...something that made us more transparent and accountable...we...publicly announced and continue to talk about the adoption of the principles both internally and externally [and have] created a cross-functional team...so that we get different perspectives...”

--Cecily Joseph, Symantec

“We adapted the Women's Principles locally under the auspices of our work on the local implementation of CEDAW. There is particular importance in working with the private sector. In San Francisco the private sector is the largest employer, so how can you enhance women's economic empowerment without them? We modified and adapted the Principles to the San Francisco context working with Calvert and Verite. Given the San Francisco business environment, we added more diversity language to the Principles and made them more palatable for local companies and local businesses.”

-- Anu Menon, San Francisco Department on the Status of Women



Advancing Women in the Global Marketplace / Participant List

New York, 5-6 March 2009

	Name	Organization	Title
1	Lynn McMahon	Accenture LLP	Partner
2	Tauni Crefeld	Accenture LLP	Senior Manager
3	Marie Royce	Alcatel-Lucent	Managing Director, Global Strategic Initiatives
4	Dr. Reny Jacob	All India Association for Christian Higher Education	Director and Visiting Professor
5	Angelina Rouse	Arrow Electronics, Inc.	VP Finance
6	Carine Jean-Claude	Arrow Electronics, Inc.	Corporate Attorney, Employment
7	Sherry Snipes	Arrow Electronics, Inc.	Global Diversity Manager
8	Ms. Carol Kurzig	Avon Foundation	President
9	Susan Arnot Heaney	Avon Foundation	Director, Corporate Responsibility
10	Nancy Glaser	Avon Products Inc.	Senior VP, Global Communications
11	Verna Eggleston	Bloomberg Philanthropies	Research and Development
12	Brad Harrington	Boston College's Centre for Work and Family	Executive Director and Professor
13	Kara Hurst	Buiness for Social Responsibility	Managing Director
14	Anne Marie Agnelli	CA, Inc.	VP, North American Communications and Community Affairs
15	Erica Christensen La Blanc	CA, Inc.	Director, Community Affairs
16	Sherilyn Brodersen	Cadbury	Ethical Sourcing Manager
17	Aditi Vora	Calvert	Social Research Analyst
18	Amy Augustine	Calvert	Manager, Diversity and International Labor relations
19	Barbara J. Krumsiek	Calvert	CEO and President
20	Emma Sabin	Catalyst	Senior Director, Advisory Services
21	Margot Baruch	Centre for Women's Global Leadership	Program Coordinator
22	Molly Tschang	Cisco	Director, International Programs Internet Business Solutions Group
23	Inete Felite	Coalition for Gender Equality in Latvia	
24	Maureen Kilgour	Collège universitaire de St-Boniface (University of Manitoba), Canada	Associate Professor, Faculty of Business Administration

25	Connie Wong	CSW Associates Inc	CEO
26	Anu Menon	Department on the Status of Women, City and County of San Francisco	CEDAW Policy Analyst
27	Genhi Givings Bailey	DLA Piper	Regional Manager, Diversity and Inclusion
28	Mike Davis	DLA Piper	
29	Richard L. Gruenberger	DLA Piper	Pro Bono Counsel
30	Sheila Geraghty	DLA Piper	
31	Christa Dowling	Dowling & Associates	Author-Executive
32	Jim Wall	DTT	Global Managing Director Talent and Chief Diversity Officer
33	Essie Calhoun	Eastman Kodak Company	Chief Diversity Officer
34	Jucara Maria Dutra Vieira	Education International	Vice President
35	Arantxa Balson	Endesa	HR Development and Innovation General Director
36	Willa Shalit	Fair Winds Trading, Inc.	CEO & Founder
37	Michele Boisclair	FIQ	VP
38	Deborah Epstein Henry, Esq	Flex-Time Lawyers LLC	Founder & President
39	Valerie Colville	Fluor	VP, Project Finance
40	Bobbi Silten	Gap Inc.	CHIEF FOUNDATION OFFICER
41	Ukonwa Kuxi-Orizu	General Mills	Marketing
42	Christopher Metzler	Georgetown University	
43	Aisha Taylor	Global Business Coalition on HIV/AIDS, TB and Malaria	Project Coordinator, Corporate Strategies
44	Olivia Reyes	Global Business Coalition on HIV/AIDS, TB and Malaria	Fellow
45	Anne Black	Goldman Sachs & Co	VP, Corporate Engagement
46	Sister Ling	Hands of Love GS and LWSF	Founder/Rep
47	Rachel Davis	Harvard Kennedy School	Legal Advisor to the UN SRSG on Business and Human Rights
48	Barbara Dubach	Holcim	Head CSR/SD Coordination
49	Sachiyo Onishi	Hosei Research Center for the Support of the Global Compact, Japan	Researcher
50	Kelly Stevenson	Hunter College, Toronto	Student
51	Raphael Crowe	ILO	Senior Gender Specialist
52	Erin Hulme	International Business Leaders Forum (IBLF)	Americas Associate
53	Louise Kantrow	International Chamber of Commerce (ICC)	ICC Permanent Representative to the United Nations
54	Bama Athreya	International Labor Rights Fund	Deputy Director
55	Osman Atac	International Trade Centre	Chief, Trade Support Institutions Strengthening Section
56	Anne Knipper	ITUC (AFL-CIO)	
57	Elizabeth Kelan	King's College London	Lectrer in Work and Organisations

58	Martha Tae-Shin Kim, Esq.	Level Playing Field Institute	Director of Public Policy, Research & the Law
59	Alyson Warhurst	Maplecroft	Director
60	Lea Goldman	Marie Claire	Features Editor
61	Sharon Gamsin	MasterCard Worldwide	VP, Worldwide Communications
62	Madhura Kelkar	Merck & Co. Inc	HR Analyst
63	Marian Tackie	Ministry of Women and Children Affairs, Ghana	Director
64	Mitsie Paisley	National Grid	Coordinator Inclusion & Diversity
65	Neddy Perez	National Grid	Vice President
66	Yoldanda (Dina) Ciarmatori	Neuberger Berman	SRI Associate
67	Kelly Conners	NgalSo Authentic Leadership Group	Associate
68	Lelia O'Connor	NgalSo Authentic Leadership Group	President
69	Branislava Balac	Ngo committee on human settlements	Chair
70	Anniken Huitfeldt	Norwegian Government	Minister of Children and Equality
71	Janine Waclawski	PepsiCo	VP, Human Resources
72	Leslie Teichgraeber	PepsiCo	VP, PepsiCo University
73	Erik Lundberg	Permanent Mission of Finland	
74	Kinn Stenghed	Permanent Mission of Sweden	
75	Sonja Fuhrer	Permanent Mission Of Switzerland to the UN	Advisor
76	Piet de Klerk	Permanent Mission of the Kingdom of the Netherlands to the UN	Deputy Permanent Representative
77	Christina Zimmermann	Principles for Responsible Investment	Manager, Investor Engagements
78	Lisle Ferreira	Principles for Responsible Management Education	Logistical Coordinator
79	Manuel Escudero	Principles for Responsible Management Education	Head Secretariat
80	Virginia Littlejohn	Quantum Leaps Inc.	CEO
81	Irina Bazarya	Realizing Rights: The Ethical Globalization Initiative	Program Officer
82	Aline Wolff	Stern School of Business, NYU	Associate Professor
83	Susan Stehlik	Stern School of Business, NYU	Clinical Assistant Professor, Management Communication
84	Carmen Castillo	Superior Design International, Inc.	President and Owner
85	Cecily Joseph	Symantec	Director Corporate Responsibility
86	Ruth Gaube	Symantec	VP Legal
87	Leslie Wright	The CSR Group	Consultant
88	Lynda Dorman	The Dorman Group	Principal
89	William Kennedy	UN Fund for International Partnerships	Senior Programme Officer

90	Georg Kell	UN Global Compact Office	Executive Director
91	Lauren Gula	UN Global Compact Office	Intern
92	Soren Petersen	UN Global Compact Office	Head, Local Networks and Participants Management
93	Sunok Lee	UN Global Compact Office	Policy Analyst
94	Ursula Wynhoven	UN Global Compact Office	Head, Policy and Legal
95	Kanika Gupta	UNDP	Network Research Associate, Bureau of Management
96	Hazel Gooding	UNIFEM	External Relations Specialist
97	Ines Alberdi	UNIFEM	Executive Director
98	Joan Libby-Hawk	UNIFEM	Public Affairs Chief
99	Joanne Sandler	UNIFEM	Deputy Director of Programmes
100	Laraine Mills	UNIFEM	Public Affairs Consultant
101	Tracy Raczek	UNIFEM	External Relations Consultant
102	Urjasi Rudra	UNIFEM	Communications Intern
103	Aparna Mehrota	United Nations	Focal Point for Women
104	Susan Myers	United Nations Foundation	Executive Director
105	Timothy Downey	United Nations Foundation	Director, Corporate Relations
106	Traci Freeman	United Nations Foundation	Sr Associate, Corporate & Foundation Relations
107	Adam Greene	US Council for International Business	VP, Labor Affairs & Corporate Responsibility
108	Sally Kader	USFMEP	President
109	Dan Viederman	Verite	Executive Director
110	Robin Jaffin	Verite	Supplier Programs Director
111	Christian Baldia	Virtcom	Managing Director
112	Doug Freeman	Virtcom	CEO
113	Nancy Oremlynam Noollesw	Women and Climate Change Task Force	
114	Jon Thiele	Women for Women International	Economic Development Specialist
115	Ann Goodman	Women's network for a sustainable future (WNSF)	Executive Director
116	Dianne Curtis	Zonta International	President-elect
117	Beth Brooke		US Delegate to CSW
118	Debra Whitman		Global Trial Leader - Women's Health
119	Lucia Candu		Blogger
120	Tanya M. Odom		Global Diversity & Inclusion Consultant



United Nations Global Compact



In cooperation with:



UN Global Compact Commemorates International Women's Day Advancing Women in the Global Marketplace

5 March 2009

Delegates Dining Room, UN Headquarters, New York

Agenda

09:00 am **Arrival at the UN (Visitors' entrance, First Avenue at 45th Street)**

Participants are encouraged to arrive early for breakfast and networking

09:30 am **Welcome**

- **Remarks by the Executive Director of UNIFEM, Inés Alberdi**
- **Remarks by the Executive Director of the UN Global Compact Office, Georg Kell**
- **Remarks by the Minister for Children and Equality, Norway, Anniken Huitfeldt**

09:50 am **Introduction of Facilitators Tanya M. Odom, Global Diversity & Inclusion Consultant, and Mike Davis, DLA Piper, who will describe the aims for the day and expected results**

10:00 am **Why the Women's Principles -- Why Now?**
Chaired by Joanne Sandler, Deputy Director for Programmes, UNIFEM

How and why respect for women's rights is indivisible from corporate, social and economic progress.

Lead discussants

- **Amy Augustine, Manager, Diversity and International Labor Relations, and Aditi Vora, Social Research Analyst, Calvert**
- **Dan Viederman, Executive Director, Verité**
- **Anu Menon, Policy Analyst, San Francisco Department on the Status of Women**
- **Cecily Joseph, Director of Corporate Responsibility, Symantec**

- 10:30 am** **Interactive session**
- How are the Women's Principles good for business and development?
 - What is the experience up to now?
 - What could the next steps be?
- 11:15 am** **Spotlight on the Women's Principles and Business -- Participants respond**
- 11:45 am** **Break**
- 12:00 pm** **Lunch and keynote address**
H.E. Kirsti Lintonen, Ambassador and Permanent Representative of Finland to the UN
Dr. Elisabeth Kelan, Lecturer, Department of Management, King's College London
- 13:00 pm** **Creating the Optimum Workplace**
Chaired by Raphael Crowe, Senior Gender Specialist, International Labour Organization
From fair and equal treatment of women workers to women's health and safety initiatives and more, the workplace provides many opportunities for business to promote equality.
- Lead discussants**
- Bobbi Silten, Chief Foundation Officer, Gap Inc.
 - Jim Wall, Global Managing Director Talent and Chief Diversity Officer, Deloitte Touche Tohmatsu
 - Bama Athreya, Executive Director, International Labor Rights Fund
- 13:45 pm** **Interactive session**
- What are examples of business practice that are making a difference?
 - What can we all learn from them and how might such examples be scaled up?
 - What are the opportunities for further progress?
- 14:15 pm** **Break**
- 14:30 pm** **Women and Entrepreneurship**
Chaired by Dr. Osman Atac, Chief, Trade Support Institutions Strengthening Section, International Trade Center
Exploring the sustainability and effectiveness of a model for enabling clusters of women-owned/managed enterprises to participate in international trade as preferred suppliers.
- Lead discussants**

- Virginia Littlejohn, CEO, Quantum Leaps, Inc.
- Carmen Castillo, President and Owner, Superior Design International, Inc.

15:15 pm

Interactive session

- How can the proposed model address the issues presented in the concept note? Are there other issues that need to be addressed and who can/should address them?
- Based on this model, what might be the role(s) of participants/stakeholders?
- What are examples of other models that worked (i.e. empowered women entrepreneurs and were sustainable?)
- What are examples of other models that did not work?

15:45 pm

Break

16:00 pm

Public-Private Partnerships Advancing Gender Equality

Susan Myers, Executive Director, New York Office of the United Nations Foundation

Lead discussants

- Nancy Glaser, Senior Vice President, Global Communications, Avon
- Anne Black, VP, Corporate Engagement, Goldman Sachs & Co.
- Molly Tschang, Director, International Programs, Cisco Systems, Inc.
- Richard Gruenberger, Partner, DLA Piper

Innovative collaborations helping women, benefitting business and other organizations.

Interactive session

- What role do partnerships play in advancing women's position in the global marketplace?
- How do they make a difference?
- Is scaling up possible?
- What are the opportunities for further expansion?

16:45 pm

Participants reflect on the day and next steps

17:15 pm

Closing

- Remarks by Barbara J. Krumsiek, Chair, CEO and President of Calvert Group, Ltd
- Remarks and thank you from Georg Kell, Executive Director of the UN Global Compact Office



United Nations Global Compact



In cooperation with:



Optional working session on global strategies for addressing gender equity

6 March 2009

DLA Piper, 1251 Avenue of the Americas, New York

Agenda

These small group sessions will build upon the work of the panels and dialogues of 5 March and help develop a strategy on how to ensure that efforts to advance and empower women are a part of corporate citizenship efforts more broadly. This will include developing priorities and action items for the process being launched around the Women's Principles.

- 10:00 am** **Working Session on the Draft Good Practice Guide on Advancing Women's Position in the Global Marketplace**
- 12:00 pm** **Lunch**
Innovative Training Tools to Address Gender Equity
- 13:30 pm** **Workshop on Global Strategies for Addressing Gender Equity**
Facilitated strategy session designed to create innovative approaches to realizing the full potential of women in the global marketplace
- 16:00 pm** **Close and Optional Reception**



Advancing Women, Advancing Business and Supporting International Development Goals: Guiding Principles for the Corporate Sector

There is consensus that empowering women to participate fully in economic life across all sectors and throughout all levels of economic activity is essential to build strong economies, more stable societies, and achieve internationally agreed goals for development and human rights. Experience shows that crafting approaches and policies that result in empowering women requires a particular understanding of the gender dimensions of the context and impact sought. Yet, until recently, guiding principles for business to advance women in the global marketplace have not been articulated.

In 2004, the investment firm Calvert, in collaboration with the United Nations Development Fund for Women--UNIFEM, developed the first global voluntary code of conduct guiding business on how to empower, advance and invest in women worldwide.² The Calvert Women's Principles® bring together a variety of ways in which business can contribute to the advancement of women. While the response to the Women's Principles has been strong and positive, many have suggested bringing together an array of global stakeholders to discuss how to promote and implement these goals around the world.

Consultative Process with Business and Stakeholders

Therefore, the UN Global Compact and UNIFEM are organizing the **"Advancing Women in the Global Marketplace" event on 5 March 2009 at UN Headquarters in New York**. Based on interest from companies and others, the UN Global Compact and UNIFEM will launch a consultative international process around opportunities and obstacles for business in working with such a set of Women's Principles, especially in the current context of the global economic crisis. The process will feature dialogue around the potential global application of the Women's Principles, and how they might be operationalized, including what business would need in the way of guidance materials and other assistance to support their implementation. Importantly, it will also seek input on the current content of the Women's Principles to further enhance their international impact and reach. In collaboration with business and other stakeholders worldwide, the process will develop a robust global business case for the Women's Principles, illustrated with examples of good business practice.

Broad participation in the process is sought to ensure that it captures global and local perspectives from large and small businesses in a variety of industries, as well as other societal actors. Subject to business interest in further engagement on the Principles, the UN Global Compact and UNIFEM together with

² The Calvert Women's Principles are the property of Calvert Group, Ltd. and may not be reproduced or disseminated without the express written permission of Calvert Group, Ltd.

Calvert, are keen to explore opportunities for developing a voluntary engagement platform, with concrete guidance to support company implementation of the Women's Principles in order to empower, advance and invest in women world-wide. Participation in the process will not commit any participant to adopt the Principles.

As a starting point for the discussion, a copy of The Calvert Women's Principles follows.

1. EMPLOYMENT AND COMPENSATION

Corporations will take concrete steps to attain gender equality by adopting and implementing employment policies and practices that eliminate gender discrimination in areas such as recruitment, hiring, pay, and promotion.

Key elements of this principle include:

- a. Pay the legal wage to all women.
- b. Ensure fair and comparable wages, hours, and benefits, including retirement benefits, for all employees for comparable work.
- c. Undertake concrete, verifiable actions to recruit and retain women and candidates from traditionally underrepresented groups.
- d. Eliminate all forms of discrimination based on attributes such as gender, race, ethnicity, religion, disability, sexual orientation, gender identity, or cultural stereotypes in all work-related privileges or activities, including wages, hours, benefits, job access and qualifications, and working conditions.
- e. Prohibit discrimination based on marital, parental or reproductive status in making decisions regarding employment or promotion, including ensuring employment security that allows for interruptions in work for maternity, parental leave, and family-related responsibilities.
- f. Implement equitable policies for non-salaried employees regarding contract work, temporary work, and layoffs that do not disproportionately affect women.
- g. Strive to pay a living wage to all women.

2. WORK-LIFE BALANCE AND CAREER DEVELOPMENT

Corporations will take concrete steps to attain gender equality by adopting, implementing, and promoting policies and practices that enable work-life balance and support educational, career, and vocational development.

Key elements of this principle include:

- a. Undertake concrete, verifiable actions to make professional and private life more balanced, by implementing and promoting flexible work options, family leave, dependent care, wellness programs, and workforce exit and reentry opportunities.
- b. Support access to childcare either by providing childcare services or by providing information and resources regarding childcare services.

- c. Provide gender equitable opportunities for and access to literacy training, education, and certified vocational and information technology training.
- d. Provide professional development opportunities that include formal or informal networking, client development activities, and mentoring programs that include women at all levels, including those women working in non-traditional fields.

3. HEALTH, SAFETY, AND FREEDOM FROM VIOLENCE

Corporations will take concrete steps to attain gender equality by adopting and implementing policies to secure the health, safety, and well-being of women workers.

Key elements of this principle include:

- a. Prohibit and prevent all forms of violence in the workplace, including verbal, physical, or sexual harassment.
- b. Ensure the safety of female employees in the workplace, in travel to and from the workplace, and on company-related business, and ensure the safety of vendors in the workplace.
- c. Provide and promote policies and programs addressing domestic violence.
- d. Eliminate and disclose unsafe working conditions and provide protection from exposure to hazardous or toxic chemicals in the workplace, particularly when those substances have known or suspected adverse effects on the health of women, including reproductive health.
- e. Allow time-off from work for employees seeking medical care or treatment, for themselves or their dependents, including family planning, counseling, and reproductive health care, and support return to positions of equal pay and status.
- f. Prohibit discrimination in hiring and employment based on health status, such as individuals with HIV/AIDS positive status or persons with disabilities.
- g. Strive to provide gender equitable health services and insurance.

4. MANAGEMENT AND GOVERNANCE

Corporations will take concrete steps to attain gender equality by adopting and implementing policies to ensure equitable participation in management and governance.

Key elements of this principle include:

- a. Establish policies and undertake proactive efforts to recruit and appoint women to managerial positions and to the corporate board of directors.
- b. Establish policies and undertake proactive efforts to assure participation by women in decision-making and governance at all levels and in all areas of the business, including budgetary decision-making.
- c. Include gender equality as a factor in performance measures, strategic planning goals and objectives, and budgetary decisions.

5. BUSINESS, SUPPLY CHAIN, AND MARKETING PRACTICES

Corporations will take concrete steps to attain gender equality by adopting and implementing non-discriminatory business, supply chain, contracting, and marketing policies and practices.

Key elements of this principle include:

- a. Maintain ethical marketing standards by respecting the dignity of women in all sales, promotional and advertising materials, and excluding any form of gender or sexual exploitation in marketing and advertising campaigns.
- b. Encourage and support women's entrepreneurship, and seek to enter into contractual and other business relationships with women-owned businesses and vendors, including micro-enterprises, and work with them to arrange fair credit and lending terms.
- c. Clearly forbid business-related activities that condone, support, or otherwise participate in trafficking, including for labor or sexual exploitation.
- d. Ensure that these Principles are observed not only with respect to employees, but also in relation to business partners such as independent contractors, sub-contractors, home-based workers, vendors, and suppliers.
- e. Take these Principles into consideration in product and service development and major business decisions, such as mergers, acquisitions, joint venture partnerships, and financing.

6. CIVIC AND COMMUNITY ENGAGEMENT

Corporations will take concrete steps to attain gender equality by adopting and implementing policies to promote equitable participation in civic life and eliminate all forms of discrimination and exploitation.

Key elements of this principle include:

- a. Encourage philanthropic foundations associated with the entity to adhere to these Principles through their donations, grant-making, programmatic initiatives, and investments.
- b. Encourage women and girls to enter non-traditional fields by providing accessible career information and training programs designed specifically for them.
- c. Respect female employees' rights to participate in legal, civic, and political affairs — including time off to vote — without interference or fear of repercussion or retaliation in the workplace.
- d. Respect employees' voluntary freedom of association, including the voluntary freedom of association of female employees.
- e. Work with governments and communities where the company does business to eliminate gender-based discrimination and improve educational and other opportunities for women and girls in those communities, including support for women's non-

governmental organizations and other community groups working for the advancement of women.

- f. Exercise proactive leadership in its sphere of influence to protect women from sexual harassment, violence, mutilation, intimidation, retaliation, or other denial of their basic human rights by host governments or non-governmental actors and refuse to tolerate situations where cultural differences or customs are used to deny the basic human rights of women and girls.

7. TRANSPARENCY AND ACCOUNTABILITY

Corporations will take concrete steps to attain gender equality in operations and in business and stakeholder relationships by adopting and implementing policies that are publicly disclosed, monitored, and enforced.

Key elements of this principle include:

- a. Publicize commitment to these Principles through a CEO statement or comparably prominent means, and prominently display them in the workplace and/or make them available to all employees in a readily accessible and understandable form.
- b. Develop and implement company policies, procedures, training, and internal reporting processes to ensure observance and implementation of these Principles throughout the organization.
- c. Establish benchmarks to measure and monitor progress toward gender equality and report results publicly.
- d. Conduct periodic self-evaluations through data collection and analysis, audits, public disclosure, and reporting on status and progress made in the implementation of these Principles.
- e. Establish a clear, unbiased, non-retaliatory grievance policy allowing employees to make comments, recommendations, reports, or complaints concerning their treatment in the workplace.
- f. Engage in constructive dialogue with stakeholder groups, including employees, non-governmental or non-profit organizations, business associations, investors, customers, and the media on progress in implementing the Principles.
- g. Be transparent in the implementation of these Principles, and promote their endorsement and implementation by affiliates, vendors, suppliers, customers and others with whom it does business.
- h. Strive to ensure that government relations and corporate political spending policies and practices incorporate these Principles.



UN Global Compact Commemorates International Women's Day Advancing Women in the Global Marketplace

5 March 2009

What follows is a sampling of good practices gathered from online searches or submitted by UN Global Compact participants in response to our call to share actions and initiatives that their companies are undertaking to empower and advance women.

These working examples have not necessarily been reviewed by the companies concerned. Nor have they been through any vetting process. They are content for a proposed publication intended to raise awareness of the many ways in which business can promote gender equality in the workplace, marketplace and community.

#

Aarhus Kartshamn AB (“AAK”), a Sweden-based leading manufacturer of high value-added specialty vegetable fats, imports shea kernels collected by women from West Africa as an important raw material in its operations. As part of its commitment to promote gender equality and empower women, AAK partnered with the United Nations Development Programme (“UNDP”) in 2003 to provide diesel generators to power simple tools to ease the daily workload of these women who collect raw materials for AAK, allowing the women more time to earn a living collecting shea kernels. AAK has also worked towards reducing the number of middlemen in the supply chain by helping to form women’s groups which can trade directly with AAK, thereby reducing costs for AAK and improving pay for the women. On June 3, 2008, AAK was presented with a torch by the Danish Minister for Development Cooperation in recognition of its work promoting gender equality and empowering women.

Adecco Foundation Spain (“Adecco España”) was established in Spain in 1999, as a branch office of Adecco, a human resource company. Adecco España offers job placement services to disadvantaged groups; which include single mothers and victims of domestic violence. Adecco España established a four-step program to place women in appropriate jobs: the information stage, the orientation and advice stage, the job training/counseling stage, and the tracking stage. In the information stage, women receive job information based on the employment market and individual characteristics and circumstances. During the second and third stages, Adecco España provides each woman with customized individual employment advice, training, and counseling to properly place each woman in a position. Finally, in the placement tracking stage, Adecco

España maintains contact with each woman after she is employed and offers to act as a liaison between the woman and the employer if any issues arise. In 2008, Adecco España integrated approximately 9,705 single mothers and victims of domestic violence into new employment positions.

AstraZeneca is a multinational healthcare company based in the United Kingdom with approximately 67,000 employees operating in over 100 countries. As part of its commitment to the Global Compact, AstraZeneca has undertaken local initiatives in India to help reduce maternal mortality rates. In 2005, AstraZeneca India forged a partnership with the Federation of Obstetric and Gynecological Societies of India (“FOGSI”) to implement Safe Motherhood programs to combat increasingly high rates of maternal mortality. Through radio and television documentaries, FOGSI focused on promoting safe pregnancy and childbirth practices. In conjunction with this media campaign to heighten public awareness of Safe Motherhood practices, FOGSI held over 60 conferences for healthcare professionals to increase education and awareness of safe motherhood practices. Additionally, FOGSI organized a walkathon along the Ganges River to spread Safe Motherhood education among the rural population to educate people using their local languages. Through this walkathon, a team of 27 doctors covered five states in 108 days, met 200,000 people, conducted health camps for 25,000 women and visited 80 schools. Over the course of the initiative, FOGSI distributed medicines, provided rubella vaccination for over 1,000 teenage girls, showed educational films to 500 people per day, and visited over 100 schools and over 80,000 children in rural areas to discuss education, marital age, gender bias, female feticide, HIV/AIDS, sanitation, the environment and nutrition.

AstraZeneca is a multinational healthcare company based in the United Kingdom with approximately 67,000 employees operating in over 100 countries. In 2003, the AstraZeneca Delaware office created flexible working arrangements for its field sales force, which enabled mothers to work from home. As of 2009, 90% of staffers telecommute, flex or compress their work schedules. In addition to flexible working arrangements, AstraZeneca Delaware subsidizes day care and provides small peer-mentoring groups to offer support, build leadership skills, and discuss business solutions. In early 2007, 130 female employees participated in these workshops and by fall, nearly half of the participants reported career advancement. Because of these initiatives, women comprise over 50% of AstraZeneca Delaware’s employees, 36% of their top earners, and 25% of the Board of Directors.

Avon, a leading American beauty products company, last year announced a US \$1 million donation to benefit the United Nations Development Fund for Women (“UNIFEM”). The pledge was funded through the sale of the “Women’s Empowerment Bracelet” for US \$3 each. The profits from the sales of the bracelets were donated to the UNIFEM-managed UN Trust Fund to End Violence against Women, with Avon committing to match the first US \$500,000 raised. The program was designed to help women the world over adversely affected by domestic violence and was headed by actress Reese Witherspoon, the Avon Global Ambassador. The donated funds will bolster the Trust’s efforts to implement laws and policies to prevent and reduce the prevalence of violence against women.

Bilbao Bizkaia Kutxa (“BBK”) is a Spanish financial institution. BBK respects equal opportunity principles with regard to salary as well as selection, promotion, training and development criteria. BBK publicizes its commitment to equal opportunities on its website. This

commitment is further highlighted by the fact that BBK regularly undergoes External Equality Diagnostics that are validated by Emakunde, an autonomous government body. BBK is committed to the principle of equal opportunity and establishes Strategic Plans which implement this objective. The first Strategic Plan was implemented throughout 2005-2007. In 2007, €75.2 million was invested in the social welfare work of BBK, including the first Strategic Plan. Part of this funding was aimed at the BBK Gazte Lanbidean foundation, which was established in 1998 with a view to fostering the employment of young people. The foundation provides services for young men up to age 35, and extends the age limit for women to 40, to promote equality. In 2007, BBK conducted a diagnostic study, the results of which served as the basis for the second Strategic Plan for the 2008-2010 period. Online training courses and the use of non-sexist language in communications are only two aspects of this detailed plan.

Business Partnership for Girls' Education ("BPGE") is a tripartite Yemeni partnership formed in 2006 between the government of Yemen, the private sector and UNICEF. The organization's mission is to promote girls' education across the country and to address the substantial gender gap which has developed in Yemeni schools. On average, for every 100 boys in primary school, there are fewer than 65 girls, and the drop-out rate amongst girls that enroll in school is very high. Through the efforts, expertise and generosity of the founding members, including several private corporations, the BPGE launched the "Let me Learn" campaign, which succeeded in spreading its message through various media, including stickers, flyers, text messages and advertisements on products. The BPGE encourages all businesses, organizations and community members to join its partnership and to promote the education of girls in Yemen.

CA, located in New York, is one of the world's largest independent software companies. CA strongly supports the career interests of women within the high tech industry. In that regard, CA participated in the 2008 Grace Hopper Celebration of Women in Computing. The event was the eighth in a series of conferences designed to bring the research and career interests of women-in-computing to the forefront. During the conference, CA generously awarded a scholarship to Ruzica Piskac, a finalist in the graduate category of competition. Also, CA has chosen to be a corporate partner of the Anita Borg Institute for Women and Technology ("ABI"). ABI's mission is to increase the impact of women on all aspects of technology, and increase the positive impact of technology on all women. Since 1995, ABI has been developing tools and programs designed to help industry, academia, and government recruit, retain and develop women technology leaders.

CAN is a medium-sized Spanish savings bank. CAN stresses the importance of finding balance between work and personal life for its employees. The bank's maternity protocol gives women a smooth transition and guaranteed return to their job position, including paid maternity leave and reduced work days without deduction in pay for parents with children under age three. CAN also helps its employees set up work stations at home and grants leaves of absence for those who must provide for children or the elderly. CAN encourages mixed working teams and has eliminated gender exclusivity in job positions, such as security and secretarial work, to promote gender equality.

Cisco Systems is a multinational corporation based in San Jose, California that designs and sells networking and communications technology services. Cisco is dedicated to increasing the number of women in the field of science and technology around the world. Through its Cisco

Girls/Women in Technology Initiative and Networking Academy Gender Initiative, Cisco provides greater access to IT training for women in some of the least developed countries, including Ethiopia, Kenya and Rwanda. Currently there are over 8,000 academies in over 130 countries which cultivate mentoring and career development opportunities for women. Cisco's Networking Academy Gender Initiatives are open to both men and women, but Cisco encourages females to enroll by reducing fees for female students and providing female only classes, and female instructors. Cisco has also partnered with the United States Agency for International Development ("USAID") and the Institute of International Education to provide scholarships for women in Algeria, Morocco, Tunisia, Bangladesh, Nepal, Mongolia and Sri Lanka to attend the Cisco academies in their countries. Cisco's commitments to gender diversity have been widely lauded and Cisco was recognized in 2008 for being among The Times' "Top 50 Where Women Want to Work."

"comme il faut" is an Israeli fashion company. CEO Sybil Goldfiner put out a written statement entitled "I believe in women" in which she explains the disparities that women face in Israel, such as low representation in managerial positions, earning 60% of what men do in the same position, the "glass ceiling" and the "sticky floor." The company is combating these issues by enacting strong policies and being vocal about them. They voluntarily disclose a Social and Environmental Responsibility Report reflecting their commitment to their responsibility towards women. They are the first mid-sized company in Israel to disclose such a report.

COSCO Group is a Chinese company operating internationally. Its core business involves shipping and modern logistics. COSCO aims to protect the legal rights and special interests of female employees and has established a Female Employee Committee to assist in achieving these goals. The company has established a wage payment system which guarantees fair and comparable wages for all employees doing comparable work, an open competition program which ensures promotion of competent females and a collective contract to be signed by trade unions which specifically addresses concerns relevant to women employees. In addition, COSCO has created special health benefits for women including bi-annual gynecological health examinations in addition to regular health examinations.

Endesa is a public utility company headquartered in Madrid, Spain. It is the leading utility in the Spanish electricity system and the number one private-sector multinational electricity utility in Latin America. Endesa has enacted a Corporate Diversity Management Policy with the aim of making diversity a key business strategy. To foster this policy, Endesa, together with BBVA and Telefonica, created the Diversity Observatory, which aims to generate and disseminate knowledge about "diversity management" at organizations and to identify and share best practices. Endesa's subsidiaries are also working to promote employment of women in this typically male dominated sector. Endesa Spain, Endesa Colombia, EDESUR (Argentina) and Enersis (Chile) all are working to guarantee equal opportunities for women in the recruiting process. EDESUR (Argentina) has adopted a Business and Family Program, with them aim facilitating the entry and retention of women in the workplace. Ampla ("Endesa Brazil") has been recognized as one of the best places for women to work in the "Great Place to Work" rankings due to its policy of recruiting and promoting professional staff during the maternity period. Enersis, Endesa Chile and Chilectra, all Chilean subsidiaries of Endesa, have incorporated principles of non-discrimination throughout their internal regulations and have signed a "Good Gender Equality Practice at Work" Agreement with El Servicio Nacional de la

Mujer (“SERNAM”), a state-sanctioned institution created to address issues of gender equality. The adoption of policies such as part-time, flex-time and family support measures have led to Endesa’s Chilean subsidiaries being named among “The Ten Best Companies in Chile for Working Parents”.

Ericsson, a Swedish provider of technology and services to telecom operators, has instituted an initiative to bring high speed internet connectivity to rural Tamil Nadu, India. The program aims to provide the region with a wide variety of internet-based resources including medical information, educational materials, and government services. Via the internet, the region’s women will have access to regular medical examinations via telemedicine and will be able to register newborn children online, ensuring eligibility for essential health and education services. A spokesman for Ericsson stated, “[t]echnology can be a major catalyst for social and economic empowerment for women, improving their quality of life by supporting access to vital services.”

Fomento de Construcciones y Contratas, S.A. (“FCC”) is the parent company of one of Spain’s leading construction and service groups. It operates both in Spain and internationally. In November of 2008, FCC signed an “Equality Plan” under which the company pledges to work towards equal treatment and opportunities for men and women and to eliminate gender discrimination. Among other things, the Plan seeks to promote fair and comparable wages, to ensure equal opportunities for career development, to establish a protocol for action to address discrimination, to guarantee equal access to training for the purposes of enhancing professional development and promotion, and to establish guidelines to safeguard a healthy work-life balance.

Gap, Inc. is a leading international specialty retailer of clothing, accessories and personal care products based in San Francisco, California. In 2007, in partnership with the International Center for Research on Women (“ICRW”), an NGO operating in India, Gap launched P.A.C.E. (Personal Advancement, Career Enhancement), a program focused on female garment workers which aims to empower and build the education, life and workplace skills of young women in the developing world. The P.A.C.E. program offers education in critical areas such as health care, financial literacy and government entitlements, as well as leadership and job training so that women can move into management positions. These efforts benefit Gap by increasing productivity in its factories and creating a more educated community of women who enrich its vendor resources. The program launched in two sites in India in 2007 and by the end of 2008, more than 900 workers participated in the program. P.A.C.E. will launch in Cambodia in March 2009.

Goldman Sachs, Inc. (“Goldman”), based in New York and a preeminent global financial services firm, has taken significant steps to foster greater career development for women. In 2008, it founded the 10,000 Woman Initiative, a project aimed at providing business and management educational opportunities to women, mostly from developing countries, through the creation of worldwide partnerships, including establishing sister business schools, mentoring and networking partnerships and relationships with women’s development organizations. Goldman has already set up partnerships to help women in Brazil, China, India and the Philippines, has conducted its own studies on the impact of women in the workforce, and will commit over \$100 million towards the 10,000 Woman Initiative. One prominent example of the initiative is Goldman’s partnership with CHF International and Overseas Private Investment Corporation, which has created business and management educational opportunities for Liberian women,

including establishing a short-term certificate program to provide business management education to 300 underserved Liberian women.

Hc Energía Group is a diversified energy group based in Spain that produces and distributes electricity, gas and renewable energies. Hc Energía has implemented the Hc Energía Collective Agreement and the Concilia Plan in order to promote gender equality, work-life balance and the health and safety of female workers. First, they guarantee equal professional opportunities and pay scales. Hc Energía strives to foster equality in its professional promotion by giving preference in recruitment to women who are victims of gender-based violence and women who have recently had a child, biologically, by adoption or fostered. Second, they ban discriminatory practices. Hc Energía has implemented a prevention and intervention protocol to report moral, physical or sexual harassment or gender inequalities. Third, they provide flexible work options, family leave plans and access to childcare. Hc Energía has allowed for greater flexibility at work using corporate tools such as webmail and videoconferencing, and Hc Energía has increased the job reservation period after a leave of absence for childcare to 3 years, and even longer in the case of large families and one-parent families. Fourth, they endeavor to protect victims of gender-based violence. Hc Energía provides flexibility in working hours, leaves, transfers and access to loans to victims of gender-based violence as well as psychological, medical and legal advice and a bonus for accommodation rental expenses in case the victim needs to move out of her home. Furthermore, Hc Energía promotes transparency and accountability via publication of these guidelines and norms in the official Code of Ethics.

HSBC is a multinational financial institution headquartered in London that puts women's development and equality high on its agenda. For example, HSBC Saudi Arabia employs a work force that is 14% female – three times the national average and the highest in the financial services industry in Saudi Arabia. HSBC India has collaborated with Mannndeshi Udyogini Business School for Rural Women to provide financial literacy and entrepreneurship training to 83,512 women in 98 villages in rural India. The HSBC Self-Employed Women's Association Rural Urban Development Institute trains women in rural Gujarat in product manufacturing, processing and marketing skills.

HSBC is a multinational financial institution headquartered in London that puts women's development and equality high on the agenda. For example, HSBC France shows its commitment to gender diversity by promoting female employees to advanced positions. In 2006, 25% of the General Management Committee, 32% of Branch Managers and 43% of the executives were women. In October 2006 and 2007, HSBC France participated in the Women's Forum which brought female executives from around the world together to discuss ways to give more responsibility to women in the work place and in society. HSBC UK similarly supports a variety of women's initiatives. HSBC UK provides sponsorship and practical help to Aurora, Europe's leading network for the economic advancement of corporate and entrepreneurial women, to help it deliver products and services to women's businesses and organizations. HSBC UK also sponsors Women in Rural Enterprise ("WiRE"), an organization that has offered support to rural women in business since 1996. In addition to sponsoring outside initiatives, HSBC UK also focuses on the advancement of women in the workplace. In 2006, HSBC UK piloted a Senior Women's Mentoring Program with 41 senior women from across the bank participating. In 2008, HSBC UK was among The Times' "Top 50 Where Women Want to Work" in the UK.

IBERDROLA is one of the four largest energy companies in the world, focusing on producing and distributing electricity, gas and renewable energies. The company originated in Spain, but currently operates in over 40 countries around the globe. In May 2006, IBERDROLA was certified as a Family-Responsible Company due to its efforts to support maternity and equal opportunities in the workplace. The company accomplished these objectives through generous family leave programs, workforce exit and reentry opportunities, flexible work options, occupational training, and comprehensive studies to monitor hiring, promotion, and compensation of its female employees.

Infosys is an Indian IT company that puts a focus on gender diversity. Infosys has established the Infosys Women Inclusivity Network to promote a gender sensitive work environment and the Family Matters Network to provide support to employees on parenting matters. As a result of their efforts, today women constitute more than 32% of the Infosys workforce. In 2008, Infosys marked International Women's Day by launching an initiative to introduce women from both urban and rural colleges to the IT business and providing an opportunity to meet women leaders at Infosys. Infosys' commitment to gender diversity has been widely recognized and it won the NASSCOM Corporate Award for Excellence in Gender Inclusivity in 2007 and 2008.

Inforpress Group is a Spanish consulting company that provides communications and public relations services to its clients, primarily in Spain and Portugal. Inforpress applies an equality policy to all levels of staff hiring – from administrative staff to managerial staff. Although women make up the majority of graduates in the field of communications, at most Spanish communications consultancies, women only constitute 41.9% of the employees. By contrast, at Inforpress, women make up 82% of the workforce. In order to obtain such a high percentage of female employees, Inforpress adopts family-friendly policies and seeks to prevent maternity from being a barrier to career advancement. Some successful policies include offering a nursery supplement for employees with children under the age of three, working hour flexibility and telecommuting.

Johnson & Johnson, headquartered in New Brunswick, New Jersey, is one of the world's leading providers of health care products and services. Johnson & Johnson includes diversity as a key process not only in recruiting, but also in its supply chain, product development, sales, marketing and advertising. Johnson & Johnson is committed to gender diversity acts on this commitment by promoting women to senior management positions. According to a 2008 study by WOMEN-omics, Johnson and Johnson was ranked number two for Fortune 100 companies having the most equal balance of men and women on executive leadership teams, with 44% of its Executive Committee positions occupied by women. Working Mother magazine has named Johnson & Johnson among the "Top 100 Companies for Working Mothers" every year since the list was initiated 23 years ago. Johnson & Johnson was also acknowledged by DiversityInc Magazine as one of the "2008 DiversityInc Top 50 Companies for Diversity."

Levi Strauss & Co. is one of the world's leading manufacturers of blue jeans and other apparel. Established in 1952 and based in San Francisco, California, the Levi Strauss Foundation is a private foundation organized by Levi Strauss & Co. that provides grants to community-based organizations in countries where Levi Strauss & Co. does business. In 2008, the Levi Strauss Foundation paired with Business for Social Responsibility to expand the HERproject peer health

education training to 6 factories throughout Egypt. The HERproject connects businesses with health educators who train employees in reproductive health, maternal health nutrition, disease prevention, and in how to access health services. In addition to supporting the HERproject, Levi Strauss has also sponsored an intensive return-on-investment study in the hope of demonstrating that health awareness promotion can have substantial economic benefits to an employer. These educational efforts will help women protect themselves against disease and thus empowers them to promote their basic human rights.

Levi Strauss & Co. is a leading manufacturer of blue jeans and other apparel. Established in 1952 and based in San Francisco, the Levi Strauss Foundation is a private foundation organized by Levi Strauss & Co. that provides grants to community-based organizations in countries where Levi Strauss & Co. does business. In 1999, the Levi Strauss Foundation paired with the Asia Foundation to create grassroots programs aimed at providing female Chinese migrant workers with accessible career and human rights information. The program includes training in areas such as labor rights awareness, women's health, legal rights, occupational health and safety, and asset building. The program was the first effort of its kind in China and has provided a model for several other global companies doing business in China's industrial regions.

Macy's is a chain of mid to high range department stores operating in 810 U.S. locations. In 2005, Macy's began partnering with women widowed during the civil war in Rwanda to distribute baskets that the women had hand-woven. In 2006, Macy's purchased 31,000 of these baskets to sell throughout the United States. Each basket, which was purchased for approximately \$24 from the women and sold for three times that amount, provides enough income for a worker to feed herself for a month. This represents a salary equaling roughly eight times the country's average income. The weavers also receive health care benefits. Finally, the weavers benefited from having honed their skills to meet the quality and scale demands of the international market. The program, which is ongoing, has been called "holistic" by Women for Women International, and promotes ethical labor standards, encourages entrepreneurship, and invests in micro-enterprise.

MAS Holdings ("MAS") is a major apparel manufacturer in Sri Lanka, servicing brands, such as Victoria's Secret, Nike and Speedo. Despite a civil war in Sri Lanka and intense competition from manufacturers with "sweat shop" conditions, MAS Holdings has remained committed to safeguarding the health and safety of its employees, the majority of whom are poor women from rural communities. To ensure the safety of its workers, MAS built factories near its workers' villages and provides bus transportation to work. MAS followed the UN Global Compact in its code of conduct, and has prioritized workplace safety, limiting the length of the work day, providing air conditioned facilities, serving meals, employing only people over eighteen and giving pregnant women different colored hairnets so they can receive special care. Further, in 2003 MAS focused specifically on women with its "MAS Women Go Beyond" program which provides trainings to help women with many issues, including career advancement, learning English, developing technology skills and managing personal finances.

Negucci Inc. Ghana Limited ("NGL") is an NGO dedicated to improving the lives of women in Ghana. NGL has partnered with the United Nations Habitat Slum Upgrading program and Slum Dwellers International to train unemployed women to build houses using blocks made from Insulated Concrete Form, which are more resistant than typical wood frame construction to poor

weather conditions and seismic activities. The project enables women to build their own houses, as well as to engage in construction projects as a means to generate income for themselves. Through this program, NGL is providing equal opportunity and access to vocational training to unemployed women.

OPDENTCI-GIE is a private international trade promotion and marketing organization which promotes and develops commercial and export opportunities to support the production efforts of Côte d'Ivoire artisans. OPDENTCI-GIE is composed of 34 professional associations in the craft industry sector, with institutional support from a variety of governmental bodies. Artisans directly participate in the implementation and management of processes designed by the OPDENTCI-GIE. OPDENTCI-GIE focuses on gender neutrality in recruiting and hiring employees by asking candidates to hide in their CV any information that will show their gender. Recruiting on the basis of merit alone led to 175 females out of 360 technical and professional personnel. OPDENTCI-GIE ensures that women are either the first or second in command of each department, activity or organization, and guarantees that all organizations concerned with female activities are headed by women. OPDENTCI-GIE actively trains its female personnel and managers and provides educational scholarships to target female students.

Proctor & Gamble ("P&G"), the international consumer products company headquartered in Cincinnati, Ohio, recently announced a joint venture with the United Nations' Children's Fund ("UNICEF") to raise money for tetanus vaccinations in the Democratic Republic of Congo through the sale of Pampers diapers. For each packet of Pampers purchased over a three-month period in the United Kingdom, P&G pledged to donate the money for one tetanus vaccine. Tetanus, a disease long ago eliminated as a concern for new mothers in the developed world, claims the lives of an estimated 250,000 newborns and 30,000 mothers worldwide each year. The program appears to be a win-win for both P&G and the Democratic Republic; sales of Pampers diapers outpaced projections during the program, and as a result, 7.4 million people will receive life-saving vaccinations.

Renfe is a Spanish company owned by the government to operate freight and passenger trains throughout the country. Renfe has implemented various provisions to ensure equality in professional promotion. Preferential criteria in favor of women are used to encourage women to choose "male-dominated occupations." Currently, Renfe is in the process of implementing a diagnostic study to enable the development of an Equal Opportunities Plan which will establish gender equality targets and a means of achieving them. Renfe, as part of the diagnostic study, is utilizing various means to conduct its self-evaluation, including: analyzing its human resources processes, opening a communication space for employees and the company to engage in constructive dialogue, and establishing focus groups as a form of qualitative information research. Renfe is striving to keep its employees abreast of its progress toward an Equal Opportunities Plan through its company magazine and the intranet.

Repsol YPF is a Spanish oil and gas company, operating in over 30 countries around the world. The company is considered a leader in its industry throughout Latin America, and strives to be a leader in the realm of gender equality and the promotion of women within its business. Repsol YPF has specifically targeted diversity in management by establishing programs to increase the percentage of women in managerial positions. These programs include a system of comprehensive reviews of female employees to identify "high potential employees," and the

creation of sixteen development centers (seven of which are exclusively for women) designed to examine the potential of the company's employees and to offer an insight into their interests and aspirations. Additionally, Repsol YPF places an emphasis on work-life balance and has established a Diversity and Work/Life Balance Committee which has taken various measures to improve the balance. Such measures include the implementation of flexible working hours, restricting the duration of meetings, providing an employee support service and allowing for remote-working.

Sun Microsystems is a multinational technology company based in California with approximately 33,556 employees operating in over 100 countries around the world. Sun Microsystems has a long history of building strategic partnerships to enhance the opportunities of women in the technological field. In the 1990s, Sun Microsystems hosted the first Women in Technology International ("WITI") meeting, which approximately 250-300 women attended. In 2008, Sun Microsystems sponsored the 2008 Women of Awards banquet, which was hosted by the Anita Borg Institute for Women and Technology. The banquet honored three women leaders in technology and highlighted women's contributions to innovation, leadership, and social impact. In addition to these partnerships, Sun Microsystems has developed partnerships with the Executive Women's Alliance, the National Association of Women MBAs, and the National Women of Color in Technology Awards. Through these partnerships, Sun Microsystems helps advance the careers of women in technology by supporting leadership conferences, recognizing the accomplishments of women in technology, and supporting various women's initiatives.

The Agbar Group, based in Spain, is a holding company made up of more than 150 businesses operating in the public service sector, including businesses that focus on the distribution and treatment of drinking water and public health. In 2008, Agbar signed an agreement with the Catalan Regional Government pursuant to which Agbar will work with the government to recruit and train women who have suffered from gender-based violence to fill available employment positions with Agbar. By training and hiring women who have suffered from gender-based violence, Agbar will help these women achieve economic independence.

Titan Industries Ltd. ("Titan") is an Indian company that is part of the Tata Group and that manufactures watches, jewelry and glasses. Titan has created opportunities for poor women from rural Indian communities and encouraged women's entrepreneurship through its program, Management of Enterprise and Development of Women ("MEADOW"). MEADOW originally provided women with jobs cleaning uniforms, but later evolved, through Titan's work with the NGO MYRADA, into a successful watch strap company privately owned and run by women. Through MEADOW, women are given the opportunity not only to become wage earners, but also to serve on the board of the company, receive business education, and to play significant roles in the company, including negotiating with Titan. All of these initiatives have helped women to achieve status and respect in regions where they previously had little chance for professional advancement.

Unilever is a multinational corporation based in London which manufactures and sells 400 brands spanning 14 categories of home, personal care and food products. In 2003, Unilever Sri Lanka launched "Project Saubhagya" to empower women in its communities. The project enables women to create micro-enterprises that provide them with sustainable sources of income through selling Unilever brands in their own villages. This translates into a much-needed,

sustainable income contributing towards better living and prosperity for the Saubhagya women and at the same time, creates a new sales mechanism for Unilever's products. Through Project Saubhagya, Unilever Sri Lanka is taking steps to eliminate gender discrimination in the workplace by recruiting women in the community and paying them a living wage.

Westpac Banking Corporation is a multinational financial services company and the largest bank in Australia. Westpac launched its "Women in Business Program" in 1999, and has since trained approximately 35,000 bankers in delivering high-quality services to women by training both male and female employees in catering to the expectations of female clients. It has also trained thousands of women to grow their personal businesses successfully. The company is now focusing on sharing its knowledge with emerging market banks that have relatively few female customers. In addition to providing these professional development opportunities to the community, Westpac also conducts internal training and mentoring for its employees. In 2001, Ann Sherry, an executive of human resources and public affairs, outlined Westpac's 5 year plan involving concrete, verifiable actions aimed at developing and enhancing the role that women play in its business. This plan included promoting women to visible leadership roles, soliciting feedback about the experience of women at Westpac, raising awareness of the need for female leadership, and fostering gender-equitable opportunities in the workplace. More recently, Westpac has sponsored the Lead, Learn and Succeed campaign, which operates throughout Australia, in an effort to encourage networking among women in business.



Advancing Women in the Global Marketplace / Snapshot of Women Worldwide

The Case for Advancing Women in the Global Marketplace

Snapshot of Women Worldwide: Facts and Figures

Advancing and empowering women requires the participation of many partners – governments, international organizations, civil society and the private sector. Until recently, guiding principles for business to advance women in the global marketplace have been unarticulated, yet the business community has a vital role to play -- especially as there is consensus that empowering women to fully participate in economic life across all sectors and throughout all levels of economic activity is essential to build strong economies, more stable societies, and achieve internationally agreed goals for development and human rights. However, the statistics on women's health, participation in society, and economic well-being show that there is a long road to travel.

Women at Risk

- More people have been lifted out of poverty in the last **50 years** than in the previous **500**; yet more than **1.2 billion** still subsist on less than **\$1 per day**.¹
- The World Food Programme reports that **7 out of 10** of the world's hungry are women and girls.²
- According to U.S. Government-sponsored research completed in 2006, approximately **800,000** people are trafficked across national borders annually. In addition, millions of victims are trafficked within their own national borders. Approximately **80%** of transnational trafficking victims are women and girls and up to 50 percent are minors.³
- An estimated **72%** of the world's 33 million refugees are women and children.⁴
- According to Habitat for Humanity, women own **less than 15%** of property worldwide.⁵ The International Fund for Agriculture and Development (IFAD) reports that in the developing world, the percentage of land owned by women is **less than 2%**.⁶
- The IPU in 2008 reported that of all the legislators in parliament around the world, only **17.7%** are women – and that is an all-time high. In 1995, only **11.3%** of all parliamentary seats were held by women.⁷
- Rural women are particularly vulnerable to poverty. In some regions, especially sub-Saharan Africa, women provide **70%** of agricultural labor and produce over **90%** of food.

Women at Work

- Some **60%** of the world's working poor are women, primarily clustered in part-time, contract and other forms of informal employment, which are badly paid, lack job security and all forms of social protection.⁸
- Women in the US currently earn only **77 cents** for every \$1 earned by a man, according to the Institute for Women's Policy Research. In the developing world, the ratio is just **73 cents**, according to World Bank estimates.⁹
- In 2007, women at the global level still had a higher likelihood of being unemployed than men -- the female unemployment rate stood at **6.4%** compared to the male rate of 5.7%.¹⁰
- Over the past decade, the services sector has overtaken agriculture as the prime employer of women. In 2007, 36.1% of employed women worked in agriculture and 46.3% in services. In export industries, women provide up to **80%** of the labour force in sectors such as textiles or electronics.

Women in Business Leadership

- The BBC reports that only **10%** of directors of UK's FTSE 100 firms are women.
- Women account for less than **1%** of directors on corporate boards in Japan.
- Of the top 10 Asian companies -- drawn from the latest Fortune Global 500 listing -- only one woman sits on an executive committee of these major global enterprises.
- According to the 10th-year Cranfield Female FTSE Report, the share of women on FTSE 100 corporate boards rose by only five percentage points in the 10 years since the first report. The total number of women on FTSE 100 corporate boards is **131**, or **12%** of the total, up from 79, or 7% in 2008. 22 FTSE 100 companies still do not have a single woman on their boards. Female directors expect that women will hold only **14%** of FTSE 100 directorships after the next 5 years.
- A September 2007 survey by Calvert of 636 large U.S. companies reported that only **7%** made public the detailed demographic data the government requires of such companies, and only a bit over half of companies had at least one family-friendly benefit like flexible schedules, adoption benefits or subsidized wellness programs.

[Source: [http:// www.women-omics.com](http://www.women-omics.com)]

Costs of Gender Inequality

- Inadequate reproductive health care limits female labor productivity – in some cases by **20%**, costing the world **250 million years** of productive life annually, according to an Alan Guttmacher Institute 2004 study.¹¹

- The cost of intimate partner violence in the United States alone exceeds **US\$5.8 billion** per year: US\$4.1 billion is for direct medical and health care services, while productivity losses account for nearly US\$1.8 billion.¹²
- In Canada, a 1995 study estimated the annual direct costs of violence against women to be approximately **Can\$1.17 billion** a year. A 2004 study in the United Kingdom estimated the total direct and indirect costs of domestic violence, including pain and suffering, to be **£23 billion** per year or £440 per person.¹³
- **Every minute** somewhere in the world a woman dies due to complications during pregnancy and childbirth. **99%** of an estimated total of **536,000** maternal deaths worldwide in 2005 occurred in developing countries, more than half of them in sub-Saharan Africa, followed by South Asia. In the developing world as a whole, a woman has a **1 in 76** lifetime risk of maternal death, compared with a probability of just **1 in 8,000** for women in industrialized countries.¹⁴ Access to quality health care services, including maternal and reproductive services, saves women's lives.

Spotlight on Women and Productivity

- When women are afforded the equality of opportunity that is their basic human right, the results are striking. In 2006, the *Economist* estimated that over the past decade, women's work has contributed more to global growth than China.¹⁵
- The *Economist* further noted that if Japan raised the share of working women to American levels, it would boost annual growth by **0.3%** over 20 years.¹⁶
- Goldman Sachs has reported that different countries and regions of the world could dramatically increase GDP simply by reducing the gap in employment rates between men and women: the Eurozone could increase GDP by 13%; Japan by 16%; the US by 9%.

Violence against Women

- The most common form of violence experienced by women globally is physical violence inflicted by an intimate partner. On average, at least **1 in 3 women** is beaten, coerced into sex or otherwise abused by an intimate partner in the course of her lifetime.¹⁷
- It is estimated that, worldwide, **1 in 5 women** will become a victim of rape or attempted rape in her lifetime.¹⁸
- Violence against women during or after armed conflicts has been reported in every international or non-international war-zone.
- Many women face multiple forms of discrimination and increased risk of violence. Indigenous women in Canada are **5 times more likely** than other women of the same age to die as the result of violence. In Europe, North America and Australia, **over half of women with disabilities** have experienced physical abuse, compared to one-third of non-disabled women.¹⁹

- Women experience sexual harassment throughout their lives. Between **40% and 50%** of women in the European Union reported some form of sexual harassment in the workplace.²⁰
- In Malawi, **50% of schoolgirls** surveyed reported sexual harassment at school.²¹

Two Pandemics: Violence and HIV/AIDS

- The prevalence of violence and of HIV/AIDS is interlinked. Women’s inability to negotiate safe sex and refuse unwanted sex is closely linked to the high prevalence of HIV/AIDS. Women who are beaten by their partners are **48% more likely** to be infected with HIV/AIDS.

Women and HIV/AIDS

- The AIDS epidemic has had a unique impact on women, which has been exacerbated by their role within society and their biological vulnerability to HIV infection -- **Over half of the estimated 33 million** people living with HIV worldwide are women.²²
- That proportion has remained stable since the late 1990s, but has increased in many regions. More than **3 in 4 (77%) of adult women** (15 years and older) with HIV globally live in Sub-Saharan Africa – that’s an estimated 12 million out of the 15.5 million women infected with HIV worldwide.²³

Women and Education

- About two-thirds of the estimated 776 million adults – or **16%** of the world’s adult population – who lack basic literacy skill are women.²⁴ In developing countries, nearly **1 out of 5** girls who enrolls in primary school does not complete her primary education.
- In 2008, the International Trade Union Confederation reported that women are often educated equally high as men, or to a higher level. Higher education of women does not necessarily lead to a smaller pay gap, however, and in some cases the gap actually increases with the level of education obtained.²⁵
- The Women’s Learning Partnership (WLP) estimates that worldwide, for every year beyond fourth grade that girls attend school, wages rise **20%**, child deaths drop **10%** and family size drops **20%**.²⁶

Endnotes

¹ Women's Funding Network. 2007. World Poverty Day: Investing in Women – Solving the poverty puzzle. Poverty Statistics. Available from: <http://www.wfnet.org/sites/wfnet.org/files/jenn/Poverty%20Statistics.doc>].

² *Ibid.*

³ USAID website, accessed 27 February 2009: http://www.usaid.gov/our_work/cross-cutting_programs/wid/wid_stats.html.

⁴ *Ibid.*

⁵ Habitat for Humanity website, accessed 27 February 2009: http://www.habitat.org/gov/public_policy/property_rights_for_women.aspx.

⁶ IFAD website (fact sheet on women), accessed 27 February 2009: http://www.ifad.org/pub/factsheet/women/women_e.pdf

⁷ Inter-Parliamentary Union (IPU) Press release, 'Women in Politics – not enough progress', 4 March 2008. Available from: <http://www.ipu.org/press-e/gen298.htm>

⁸ Women's Funding Network. 2007. World Poverty Day: Investing in Women – Solving the poverty puzzle. Poverty Statistics. Available from: <http://www.wfnet.org/sites/wfnet.org/files/jenn/Poverty%20Statistics.doc>.

⁹ *Ibid.*

¹⁰ International Labour Organization (ILO). 2008. *Global Employment Trends for Women*, March 2008. Available from: http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_091225.pdf

¹¹ Women's Funding Network. 2007. World Poverty Day: Investing in Women – Solving the poverty puzzle. Poverty Statistics. Available from: <http://www.wfnet.org/sites/wfnet.org/files/jenn/Poverty%20Statistics.doc>.

¹² United Nations. 2008. Unite to End Violence against Women Fact Sheet. Available from: <http://endviolence.un.org/docs/VAW.pdf>

¹³ *Ibid.*

¹⁴ UNICEF. 2009. *State of the World's Children: Maternal and Newborn Health*. Available from: <http://www.unicef.org/sowc09/>

¹⁵ *Economist*. 2006. The importance of sex (April 15). Retrieved 6 February 2009 from Academic Search Premier database.

¹⁶ *Ibid.*

¹⁷ United Nations. 2008. UNite to End Violence against Women Fact Sheet. Available from: <http://endviolence.un.org/docs/VAW.pdf>. Also, UNIFEM 2008 'Violence against Women: facts and figures' [http://www.unifem.org/attachments/gender_issues/violence_against_women/facts_figures_violence_against_women_2007.pdf].

¹⁸ *Ibid.*

¹⁹ *Ibid.*

²⁰ *Ibid.*

²¹ *Ibid.*

²² UNAIDS. 2008. Report on the Global AIDS Epidemic. http://data.unaids.org/pub/GlobalReport/2008/jc1510_2008_global_report_pp29_62_en.pdf

²³ Global Coalition on Women and AIDS website, accessed 27 February 2009. <http://womenandaids.unaids.org/>; Also, UNAIDS 2008 Report on the Global AIDS Epidemic: http://data.unaids.org/pub/GlobalReport/2008/jc1510_2008_global_report_pp29_62_en.pdf

²⁴ UNESCO 2008. Education for All, Global Monitoring Report 2009. Available from: <http://www.unesco.org/en/education/efareport/reports/2009-governance/>

²⁵ International Trade Union Confederation (ITUC). 2008. Report on the Global Gender Pay Gap. Available from: <http://www.ituc-csi.org/IMG/pdf/gap-1.pdf>

²⁶ Women's Learning Partnership for Rights, Development and Peace website, accessed 27 February 2009: <http://www.learningpartnership.org/en/resources/facts/humanrights>.