



**UN Luncheon
April 28, 2011
New York, NY**

**Hon. Michele Bachelet
Executive Director, UN Women**

The Role of UN Women in Empowering Women Worldwide

Patricia Ellis: Good afternoon everyone. Welcome to WFPG members and guests. This is our fifth Women's Foreign Policy Group UN luncheon. I am really excited about today's luncheon. I am Patricia Ellis, President of the Women's Foreign Policy Group and thank you all so much for coming.

We are absolutely delighted to have as our keynote speaker Michelle Bachelet the former President of Chile and the first Under-Secretary-General and Executive Director of UN Women which was officially launched on February 24th, so it is really new and it is welcomed by the UN Secretary-General with this quote "[it's] a powerful new agent for progress on gender equality and women's empowerment." After lunch we will hear about the mandate of UN Women, its priorities, challenges, and of course the vision of its leader.

We are extremely pleased by the turnout of all the distinguished guests at this luncheon. I would like to recognize all the UN officials, women ambassadors and other diplomats here today and ask you all to stand please. [Applause] I would also like to recognize the WFPG Board Members who are here with us today and thank them for their support. If the Board Members could please stand. Thank you. [Applause]. Before I invite you to enjoy your lunch, I just wanted to mention an upcoming event that we are going to be holding in New York on May 19th. It is our Annual Celebration of Women Diplomats. It's always a wonderful event and we connect and hear from wonderful women diplomats, with Consuls General and UN ambassadors. It is going to be hosted by Geraldine Kunstadter, who is here with us today. We hope you can join us for that and also if you are not a member of the Women's Foreign Policy Group family we hope you will become one.

Thank you so much again for coming today and I hope you enjoy your lunch and after lunch, I will be back to introduce our speaker. We will look forward to hearing from her and then having a nice discussion following that. So thank you. [Applause.]

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Ms. Ellis: Hello everyone. Sorry to interrupt your conversations. I hope that you enjoyed your lunch and we will begin with the program right now. As I mentioned earlier—for those who didn't come in—I am Patricia Ellis, President of the Women's Foreign Policy Group. We promote women's leadership, women's voices on pressing international issues of the day and we also support the next generation through our very active internship and mentoring programs, which we are very and feel are very, very important. Thank you all so much for coming.

I just want to say a special thanks to our Board Chair Maxine Isaacs for her support of this luncheon and to her leadership—and to my other Board Members here for all of their support. It's wonderful to see such an amazing turnout to celebrate our extraordinary speaker—Chile's former president and the new Under-Secretary-General and Executive Director of UN Women, Michele Bachelet. Our speaker has such an impressive bio and it appears in your program book. I decided to just share a few

highlights and speak about what she has been doing since she has taken over as head of UN Women because the launch was—as I mentioned earlier—only February 24th.

It is a special honor for me to introduce Michele Bachelet. As I was privileged to serve on a delegation of American women, I was privileged to attend her 2006 inauguration. I have another colleague here Michele Manatt who was there with me when Michele Bachelet was inaugurated as the first woman President of Chile. It was really historic, moving, and inspiring. The thing that touched me and touched a lot of us was when she announced the 50% parity in her cabinet. We were able to witness the swearing in of her cabinet and there were ten men and ten women. These women were appointed to really significant ministries such as defense, economics, and mining. It was really impressive. It was so exciting to watch that. Following her inauguration, the new President spoke to our delegation about her new cabinet and said “I know what is on my shoulders, but I know that if women can show we can do things, that it will be good for all the women in the world. What a role model, and how relevant today. Michele Bachelet was not only the first woman President of Chile, she was the first Chilean Defense Minister, and the first woman defense minister—I just found out—in the Americas.

In every position she has held, she has always done things for women. When she was defense minister, she introduced policies to improve the conditions of women in the military and the police forces. This long-term champion of women’s rights, quality and empowerment is now another first. [She is] the first leader of UN Women where she has literally hit the ground running. She has traveled to many regions of the world since taking up her role as Executive Director. At the end of March, she visited Cairo—as a member of the Secretary-General’s delegation—where she met with women activists and youth leaders to discuss the role of women in achieving democracy—something I know we are all concerned about and were discussing at our table. She went to Brussels to strengthen the partnership between the EU and UN Women.

She celebrated the anniversary of International Women’s Day in Liberia. She inaugurated a support center—the first of its kind in the region—in El Salvador. She recently met with Somali women and girl refugees in Kenya. She has really been busy, it is just amazing. I have not mentioned every place she has been to and all the things she has done. She has also been working very hard forging partnerships—which I know she believes is extremely important. We are extremely honored to have Michele Bachelet with us today and the UN is lucky to have such a dynamic, accomplished woman and leader at their helm. Please join me in welcoming Michele Bachelet. [*Applause*]

Michele Bachelet: Thank you, Patricia. Friends, It is a real honor and privilege for me to be here with you at this lunch with so many of you women and some of you brave men to hear something that I am sure everyone is enthusiastic about. I realize that all of you—probably—will have much to say about women’s empowerment and women’s leadership, based on your experience in different walks of life—whether the academic, the corporate sector or international relations.

I do not need to tell you, therefore, that in all walks of life, women’s empowerment requires overcoming a number of hurdles—including the gender stereotypes that relegate disproportionate responsibility for household care giving to women, the risk of violence in public places, inadequate training and education to compete for good jobs or access global markets—and in poor households and communities especially, inability to think beyond daily survival needs.

In developing our new strategic plan, UN Women has identified five main priorities and for me if you ask me the essential issue in terms of achieving gender equality it is if we are able to empower women. That is why the first two priorities I will mention are women’s economic empowerment—because I also really believe that without economic autonomy, it is very difficult to ensure gender equality, women’s rights. Also, the other issue that is essential and probably the one we are in the worst situation—and I will mention some figures—it’s women’s political participation and leadership. I think that as two of our five inter-related thematic priorities—together with ending violence against women and girls and engaging women fully in peace and post-conflict processes and in national development planning. You

may ask yourself, “but she did not mention education, and she did not mention health, and she did not mention migration” and so on.

What we try to do in this defining of priorities is—because the general resolution clearly states that UN Women will not replace the rest of the agencies of the UN system—there are other agencies who are leading these areas so we won’t really be working on those issues, but building partnerships with them. We will help with whatever we can do, but we don’t have doctors, we will not be the providers of health services but we will be doing our part. In education, is UNESCO mainly, but we are building partnerships with Irina Bokova and we are going to do things together. UNICEF will work with children and they will work with children. But of course we are interested in girls and we will do some things with them because it is their activity. But for example in violence, we have safe cities for women and they have safe cities for children.

We are working on producing something together. There are a lot of issues that I have not mentioned in our five priorities, but we will be working in all of them building partnerships with the leading ones. We understand that we have to be the leaders in these five areas. We will continue working with the rest of the UN system. In my remarks today, I will focus primarily on political empowerment, looking at women’s representation at different levels as well as in democratic transitions and post-conflict situations.

I have said that one of the objectives that I have is increasing women in political leadership. First let me say that increasing the numbers of women in leadership positions is a sign of their empowerment, not a substitute for it. In terms of political participation, for example, election to public office reflects the ability to consult with constituents and develop a set of issues around which to mobilize support; it involves raising funds and in many cases, overcoming hostility, at times even violence. Above all, it reflects determination and the belief that women’s participation in political leadership is necessary to healthy and sustainable societies.

At the same time, however, there is much that governments can do to provide the conditions needed to create a level playing field—ranging from the elimination of discriminatory legal provisions that some countries can have—in family codes, electoral codes, penal codes etc.—to the provision of a basic level of physical and social security and access to essential services.

One of the proven ways governments can support leveling the playing field for women is through the adoption of temporary special measures, such as quotas for women’s representation. Currently, among the 26 countries that today—because of this change only 26 countries in the world according to the IPU information I was there last week in Panama for a meeting Beijing’s big goal is that at least you have to have a critical mass of 30 percent in parliament if you want that women’s issues are really reflected in the legal and all the legislation. Only 26 countries in the world, 15 years after Beijing [have] achieved this. This means that in order to get to this 26, 23 of them needed to adopt some form of quota system—some form of affirmative action.

The key factor in adopting such measures—in my point of view—is political will. But political will takes many forms. In Chile, for example, where quotas have never been popular—and there was no water to jump into the swimming pool if I may say—I set a law that we call “balance gender representation” not “quota”. What I said, as Patricia mentioned, as soon as I came into office, I appointed equal numbers of women and men not only to the cabinet, [but] to all the politically appointed positions in all the country—because we don’t elect governors, the governors are appointed by the president. If we had good women, we put them. In some places there were a little bit less, in others there was a little bit more. In one place there were three governors who were women. It was not in cabinet it was in all political positions. I did this just when I started because I wanted to send a very clear message that women are qualified for and able to perform at the same level as men. All of us have met wonderful women everywhere and we are not hearing [anything] new. In many countries women are invisible so for me it

was important to send the message that we have great women and we need them. We now have the positions so they can now work at the same level as men.

Recognizing the role of women's time burdens in determining their life choices, my government also provided an extensive network of free education and child care centers, especially for poor households, so that women could work full-time or participate in community organizations or political parties in the full knowledge that their children were well cared for. But it also was from my point of view from countries like Africa and developing countries that poverty is also an issue of opportunities so I thought that with the child care centers where the children will receive not only food but a lot of other nutritional and spiritual incentives, we will leveling a playing field. As the mothers work—in fact the proportion of women who participate in the labor force increased in four years a lot.

In fact, the reality is that it is difficult to separate economic and political empowerment for women, since they go hand in hand. On the one hand, women are more likely to take on leadership roles if they have some degree of economic autonomy; while on the other hand, greater numbers of women in leadership positions increases their ability to secure policies that advance women's economic empowerment in different sectors.

On both of these counts, however, despite some progress, there is still a long way to go.

While women's share of paid employment is now 41%, the top jobs still go to men. Globally only one in five senior managers are women, down from one in four two years ago. In the United States only 15% of senior managers are women, while in some countries it is less than 10%. This is despite the fact that a woman's increased labor force participation and earnings generate greater economic growth and positively impact health and education outcomes.

Globally, women's representation in national assemblies is just over 19%, up from 11% in 1995, so we have not had much progress. In the United States, women's share is just 17%, despite a record number of women candidates in the mid-term elections. I am sharing this because it is not only a developing country issue and that is why my mandate is universal. It is not only to work for developing countries, but to improve women's conditions and to insure their participation. If we think in terms of heads of state or government there are only 19 women which is less than 10% and women make up only 4% of ministerial positions worldwide.

The focus on women's national political leadership can often obscure the importance of their leadership at the local level. In any country I have been to there are women in the local levels but they are not in the top positions. It is at the local level too, that most women first become politically empowered—largely through participation in civil society organizations, where they organize for services ranging from clean water and sanitation to affordable child care centers and effective law enforcement.

Local women's community groups also play an important role in supporting women candidates for elected office—and in demanding accountability from those they helped to elect, making sure that their leadership is built upon a solid foundation and in contact with their social base.

One of the most important factors in women's political empowerment is providing spaces for effective engagement with their governments so that they can negotiate for gender equality priorities in legislative processes and planning decisions. This is a major priority in democratic transitions, like those taking place in countries throughout the Arab States region—and Patricia mentioned that I went there not so [long] ago.

In Tunisia and Egypt, for example, women played an active role in the popular protests that led to transitional governments—both on the front lines and as social media mobilizers. They have also been active in calling for the inclusion of gender equality priorities in constitutional and legal reform, citing the need to amend laws to ensure equal property rights, access to employment opportunities and greater

political participation. As a matter of fact in the world we see that the gap in education and health between girls and boys has decreased a lot, and we have 96 girls per 100 boys. In tertiary education in the other world, we have more women than men. But it is difficult for them to have jobs. In both countries, however they have been largely excluded from transitional decision-making, at least in the initial stages.

In Egypt, despite concerns that the 12% quota for women's representation in parliament would be revoked, this has been retained in the draft amendments to complementary laws to the constitution announced in March. And in Tunisia—and this is I think a great example—the Electoral Council has adopted an electoral law mandating gender parity within the Constituent Assembly that will be elected in July. This Assembly is expected to draft a new constitution, appoint a new interim government, and act as a parliament when needed—so it is a very important step I believe.

However, the speed of the transition often favors already organized groups, as for example in Egypt. Following consultations with a wide range of women's and other civil society organizations, including many grassroots groups, UN Women is supporting women's organizing, bringing different groups together to speak with one voice, and advocating for their meaningful participation in the current transitional processes.

In the lead-up to the September election in Egypt, UN Women is supporting civil society and women's rights groups to hold a national women's convention, providing a space for urban and rural women to come together to articulate their demands and develop a platform of gender equality priorities they can present to legislators and the newly emerging political parties. We are interested in it but we do not have the money yet because there are 1 million women who are not registered, not only to vote, but they don't have an ID. They cannot vote, but even more of a problem is that they cannot have any benefits because they are not existing. We are working on that and trying to help in that process to allow women to be citizens, a person with ID, and then have the rights that they deserve—and also they can vote of course.

In both countries, women have also sought capacity-building support to enable them to influence governing bodies during the transition and participate in shaping constitutional, legal, social, and institutional frameworks. They recognized the need to put in place mechanisms of accountability in order to demand better service provision and the inclusion of women's concerns in public planning and decision-making, including policies for employment and poverty reduction because if I can say after being there I would believe that the transition in Egypt has two main challenges—not for women but for the transition itself. The goal is to make the transition to democracy and make all of the instruments, institutions, and so on, to define political law, electoral law, political parties law, and so on. Also I believe gender equity is important with this part. Democracy is not about voting. Democracy is about pluralism, it's about inclusion, and it's about representing. Women's inclusion is essential to a real democratic process. The other challenge they have is that democracy has to deliver. When you have a process so quick as the one we saw there, people want to deliver yesterday, so I believe that social justice and jobs is another big job they have and they are working on it. Also women can play an important role on that too.

One special situation I would like to mention is how we empower women in peace building and post-conflict situations. Many of the ambassadors have heard me say that who are sitting in the peace talks at the tables and the people are the ones who have the power—the ones who have the guns and the ones who have the constituencies. Usually women have neither. Even though they could have played very important roles in the peacemaking process and they have. Usually after, everyone forgets about it. And nobody puts in danger peace agreements trying to put issues like women's rape or violation of women's rights, etc. We have seen that until the adoption of Security Council Resolution 1325, women and women's rights were largely excluded from peace and recovery institutions and decision-making. Resolution 1325 was groundbreaking in this regard, recognizing first that women's experience of war

and crisis is different from men's and second, that a nation's women are an untapped resource for building peace.

In the ten years since its adoption, additional resolutions have gone a long way to address women as victims of conflict, recognizing the responsibility of the international community to prevent and respond to sexual violence in conflict and affirming that there can be no impunity for those who condone or commit such crimes. In terms of women's role as agents and leaders of conflict resolution and peacebuilding, progress has been much less impressive.

Some of you may know that during the first UN General Assembly in 1946, Eleanor Roosevelt insisted that women should have the opportunity to "share in the work of peace and reconstruction as they did in war and resistance." Yet almost seven decades later, the "work of peace" is still carried out mostly by men. In 24 peace processes since the mid-1990s women averaged fewer than 8% of the negotiating teams. And to this day no woman has been appointed as chief mediator of a UN-managed peace process. And this has an explanation. A mediator has to be approved by the parties. I came to the UN and I asked, "how come this situation?" The answer I received was, "well there are not enough women with negotiating and mediating skills." And I don't believe that, clearly. In order for nobody to be able to say that again, we are launching a special three-year program that Norway gave us the money for. We will be working with the Department of Political Affairs to the UN trying to do sort of a three pillars issue. One is to increase the critical mass of women with skills and capacities and negotiation. Second, because we know that the parties have to accept or not, we will work with men mediators so they will have to meet with the women, bring their voices and concerns to the table. Third we work to strengthen women's organizations at the country level so that their voices can be heard. Empowerment is so important and I have been trying to look at different experiences.

I haven't been to Nepal yet, but I am interested in going there because in their army 40% of the soldiers were women. I asked myself what happened then, because they did have the guns. Maybe at that time they did not have the constituency, but they did have the guns. As a matter of fact, when transition started quickly they had a quota—they imposed a quota law. Now, they have 34% and it is the highest percentage in all the Pacific area. They had some power to put some conditions you know? I always mention the story that one of my South African friends told me—that when they came back after what happened there—in the reconciliation period—they wanted to see Mandela and said to him we fight with you, we were in prison like you, we were killed—I mean women—like you. We are not going back to the kitchen. And then he stared saying "okay, let's work together." Then they could really work because they were part of the fight, the struggle.

It is so important to empower women economically and politically because those are both areas that can be understandable clearly as power. Of course to have all the women capable and also, in this sense we are with the DPKO—Department of Peacekeeping Operations—encouraging members to send much more female peacekeepers, police, or armed forces—for two reasons—in the case of sexual violence, women feel more confident to go and tell them what happened to them, announce the issue, get support, and so on. But as former minister of defense, because I would have never been president if I wouldn't have been minister of defense—because by being minister helped, nobody thought that I could be president, but being minister of defense and sitting on a tank and things like that, flying in a five and all that, firing some whatever—I enjoyed I have to say, I am a peaceful person, but I enjoyed that I have to say. They have never seen me as being a powerful person, so I believe that we do [need to] have more females on the ground with guns when necessary. This empowers women because they feel that other women can do what they cannot do yet—yet, that's the word—and second mainly gives the men another perspective that women can do all, even be militaries—and even use the guns when they need it. I really think, and this is my experience, that women's issues [are] very important, concrete, serious actions—strategic ones but also symbolic things—that links women with power—otherwise it is very difficult.

In post-conflict situations, where women's needs and perspectives can easily be overlooked, it is vital to ensure women's political representation. Electoral quotas are again the most effective way to do this—in such systems, like the one I mentioned earlier, 34% of elected representatives were women, while in countries without quotas—in the same kind of situation—women were just 12% of such representatives.

I am happy to report that the UN Secretary-General's Action Plan for Gender Responsive Peacebuilding, issued last year, and to which the entire UN system has pledged support, includes a number of measures to address these problems. These include a requirement that at least 15% of UN expenditure be devoted to gender equality goals—somebody could say 15% is very low but before this it was 5%—as well as institutional changes to advance women's empowerment through economic recovery and rule of law interventions.

UN Women is working to increase our presence on the ground in order to respond to calls for support from women's rights groups. Even though I don't intend to build a bigger building, I intend to do things in the support of women in the field, not to produce hundreds of offices of UN Women, but to find the ways to be more effective. A primary goal is to build the political voice and institutional capacity of women's organizations, many of which have been severely damaged during the years of conflict. We are also advocating for the establishment of an international facility to support women's institutional participation, consisting of on-call experts that can work with local women to facilitate their involvement in all official processes.

What we are talking about is not only support for women's engagement in mediation and conflict-resolution, but also for the direct involvement of women and gender-equality specialists in all transitional institutions—of course men-driven.

Creating a safe place for women and girls—that is our priority. In advancing women's empowerment, attention is also focusing on public spaces, especially in urban areas. While much of this attention has focused on urban violence, it is important to recognize that cities also can offer both women and men new opportunities for autonomy and empowerment, freeing them from gender-specific restrictions on their life choices.

To realize this potential, UN Women and UN HABITAT are partnering to bring public planning, police and other municipal officials together with women's groups in order to make sure streets, neighborhoods and other public places are spaces where women and girls have greater personal safety and security, and the right to enjoy cities and the opportunities they offer—and I just mentioned our partnership with UNICEF in this same direction. In so doing they can demonstrate how women's expanded access to participation in public and political life can help also transform social and public norms about women's roles and contributions to public life.

Ultimately, however, women's empowerment depends on ending all forms of violence against women and girls, including in private homes, schools and workplaces. Here, too, we are seeing some momentum for change, as political and corporate leaders begin to count the costs. In the US, for example, costs resulting from violence against women run an estimated \$5.8 billion USD a year—because of domestic violence—in extra health and mental health care and lost productivity; in Canada, with a much smaller population and lower health care costs, the total is still \$1.16 billion USD. There just appeared an Australian official study that said in Australia—it is very comprehensive what they consider in the cost—it says there will be \$13.6 billion USD a year—the cost of domestic violence.

This is a wake-up call—to governments, educators and corporations in all countries. We all need to take action to enforce the laws against domestic violence that now exist in over 130 countries, enabling women themselves to bring about change in their own political conditions. In UN Women, they will have a committed partner.

I have to say that when you measure advancement in terms of laws, we have lots of laws against domestic violence. In many countries you have all the laws when FGM is prohibited—but there is a gap of implementation of many of these laws. The first fight was to put the laws in place and now we need to work with the government to help them implement and make a reality of the decisions that the governments and parliaments have made. As I mentioned in all of these jobs, and we are working with governments in terms of building national capacity where it is needed, in terms of national planning, budgeting, and also the very essential issue—that you could look at it administratively but is also very important in terms of measuring progress—is statistic gender studies that segregate. So how can you know if government policies are helping improve women’s [lives] or not?

We are working with very strategic issues and on the other hand also in very medium and short-term because I believe that a very important cultural mindset change will need to happen [in order to] really achieve gender equality. It will take some time for that so we need to show and have concrete outcomes in a short-term, middle-term, and strategic-term—because we in UN Women work with reality, with facts, but also with a lot of hope. We also wanted to bring women hope that the world can be better for men and women. Thank you, very much.

Ms. Ellis: Thank you so much for that wonderful presentation. We are going to take some questions. I am just going to lead off and I am going to take a group of questions together because we don’t have a lot of time so I am just going to lead off with one question. You ended up on the issue of changing attitudes and mindsets which seem to be the most difficult thing to do and these things take time. What—given the fact that you have the bully pulpit, based on your experiences as past president and defense minister, understanding cultures—what new ideas, what new strategies do you hope to bring in to the fray to bring the men along as our partners, because we are all in it together, as well as fostering greater cooperation at the UN and beyond?

Ms. Bachelet: This is not an easy task and it is probably the biggest challenge, but I believe, and as I mentioned in my remarks, mindset changes through different strategies, initiatives, and so on. I will mention some examples because there is no “one size fits all”—there is no one recipe for everything. In some countries where FGM was the social norm and it was made so women and girls could have husbands and [have] a good marriage, there was two FGMs—females genital mutilations—for those who don’t know but some people call it cutting or circumcising and so on. For example, in Ethiopia, our people work with religious leaders reading together the Koran and analyzing that in no part of the Koran it says that girls cannot be harmed in [any] way—some traditional issues. They have been the best—I would say—champions working with the communities because other women perform the cutting to work with them at finding new social norms in working—transforming this social norm into another that is not harmful for girls.

In other situations, I believe, that when you want to change—I will tell you clearly—when I was candidate, the first round I had 46% of the vote and in the second round 54% of the votes. In my country, 50% plus one vote and you are elected. Of course that was my support and some people, men, said to me in the street sometimes, “I will never vote for you, because a woman is not capable of being president.” After doing all the things we [had] done, and showing that women can do things in a very efficient, serious way—not pompous ways. At the end, I end with 85% support. There is the divisibility, giving spaces to show women capacities, putting them in important places so they can really show what they can do. I always like sense of humor, so I always said that doesn’t mean that today in Chile everybody thinks that women have the same capacity of men, but nobody would say it out loud. Not in the street, probably in the house or in the bar with their friends they could say it—but I mean after two or three wine cups. But in a board when you are discussing a company if you are going to bring women to the board, I don’t believe anybody could say, “Oh no no, women are not capable.”

What I mean to say is that there are many ways you can change attitudes and mindsets but the only issue for a women president of the republic was a total change and I always mention a wonderful story—to [whoever has] already heard this please forgive me, but I think it is beautiful and a very good

example of what I am saying. In Finland, President Tarja Halonen, she is now probably for nine or ten years the President of Finland. There is another Prime Minister, but she is the President. She went to a kindergarten—kids six years old, five years old—and she asked them what do you want to be when you are grown up and they answered the typical answers—engineer, firefighters, nurses, architects, business women, whatever—and then she asked a little boy “and don’t you want to be the President of the Republic?” His answer was, “In this country, men cannot be President of the Republic.” It’s a lovely story that shows how important role models are. If we have more women bankers or CEOs or managers, or ministers in any area—women who are successful and efficient and do things well as many women usually do—that starts changing the mindset. Of course to be president was easy because everybody saw me every day on the news so it helped a lot and was much bigger progress. You can find many different ways—respecting the good parts of the cultures—trying to change those—it’s not easy.

At the UN we are building partnerships with all of our friends and all of the other principles—and also we have in every agency a women’s empowerment and women’s focal point so we are organized to do things to work together and we are also pushing a lot because—as a matter of fact—the Secretary-General has appointed a lot—I think historically—a tremendous amount of women in very high positions: under-secretary, special envoy, special representatives—but still I think we have to improve in medium terms if I would say. In terms of being consistent, which I believe because coherent—when I had to appoint the two ASGs—the ones who are just below me—I opted again for gender parity—so I have a man and I have a woman, Lakshmi Puri, who is here from India.

Question: My name is Elaine Wolfson, I am from the Global Alliance for Women’s Health and I am very excited by your presentation. I endorse your question or your statement regarding disaggregated data. What I would like to know is if there are any instruments that can be used to make sure that all UN agencies have reports and that all of the work that is done at the country level and the local level—that data is gathered and disaggregated by sex. Thank you.

Question: Jeff Lorente with the Century Foundation—Madam Under-Secretary-General, in your remarks you had devoted a bit of attention to 1325 and engaging women in peacemaking, peacebuilding. If you look at the two current major conflicts in the Muslim world—Afghanistan and Libya—if a negotiating track should develop in one or the other, is UN Women in a position within the UN structure to be able to ensure that those do not have guns? Women in either of those political processes, in terms of the domestic governance of hard negotiations—how does one insert women in those kinds of countries into a negotiating process for peace when often their statuses, precisely one of the biggest issues and contentions for one or several of the sides?

Theresa Loar: I am Theresa Loar from the Women’s Foreign Policy Group Board—this is actually just a thank you for being the first president in the history of the world that I know—who on the first day of office and her inauguration greeted fellow citizens by saying “to the women and men of my country.” It was very moving.

Question: Hi there, Kyra Kaszynski from the Deloitte Touche Tohmatsu Ltd. A quick question to your point about changing social attitudes—early on you mentioned that women are still maintaining the responsibility for the home and for child-rearing and I think that that’s a critical issue not just for women in the developing world where it takes pretty much your whole day, but it’s also a developed world issue for those women trying to have economic parity and improve their lives in the corporate structure. It’s just a huge issue all around. Are there initiatives under what you are doing to deal with that type of social change and attitude change that needs to happen, where men take more part in taking care of the home and taking care of children?

Ms. Ellis: I am going to throw one in that relates to your recent visit to Egypt. How can you do your work while also ensuring that the women of the particular country or region have ownership of what they are trying to both support, but also ensure that it is home grown?

Question: Yes, Madam Secretary, my name is Susan Shindahead. I was the senior writer at Time Inc. for 32 years, mainstream media here in this country, and I am very interested in the power of media and social media across cultural borders. I am now doing a global story telling portal whose goal is to try and do human interest stories telling between cultures. I am wondering—since so much about what you are talking about is changing attitudes, creating role models, changing mindsets, since there is so much commonality among different women and different cultures, are you considering any media partnerships or any media initiatives to try and help actualize your goals?

Ms. Bachelet: I will try to understand my writing, I tried to look at the person and write at the same time. I just forgot to mention in terms of mindset and the role of men and boys—I would believe it is essential. They have to be allies. If I could have great champions it should be men that would be champions of women's rights. For example, in the campaign of the Secretary-General against sexual violence—it's called Unite against Sexual Violence—the focus is men, men talking to men, boys talking to boys. We are trying to, for example, encourage famous baseball stars or famous musical groups or whatever—men will be involved. I saw in Liberia a wonderful thing—in the streets, there was some propaganda with this guy who has to be this football or baseball leader—wonderful, handsome—it's not a natural thing to beat women. It was really incredible, really beautiful, very powerful—so we are working on that, I am trying to engage more men in all of these areas.

In terms of health and desegregated data—one of the things that I found out when I came to the UN is that there was no common gender tracker, gender marker. There was UNDP who adapted the OECD gender tracker and was using it at the country level and at the programs, and UNICEF has other similar. UNFPA was starting to use one, so I said, "Okay, let's work all together and produce one gender marker or tracker. That we will speak about how much money each kind of activity the whole UN system has to invest, because we have as UN Women, three mandates—one mandate with three functions.

The first is normative, we need to work with members to develop international standards and we do that through commission of the women every year—this year we discuss about technology and education, [which] were important in terms of giving women more opportunities and in terms of gender equality and empowerment. Next year will be rural women's livelihoods and economic empowerment. Every year changes and there is one essential issue and some other parent issues. The second function is operational at the country level and that means many things from focusing, mainstreaming, and of course in concrete projects. The third is coordination and lead [and] promote accountability. If we are successful—it's not if we are bigger or have more money, it's if the whole UN system is doing better and much more for women. We are working on this gender—this instrument to make it a global one. Then we will have to find another one because we will need to measure not only quantity but quality and impact—because what I want is that UN Women should be relevant—so we are working on that—we don't have yet the instruments, but we are working on that and I hope soon we will have that. Of course at the country levels, of course we are working with national statistics—when they need specialists, we provide them and so on.

In terms of 1325, I mean you all know how the UN works. We don't impose to the governments what we think is the right thing to do. We support them, we try to convince them to mainstream, advocate—and when the situation is—and when we achieve that we propose support. We understand that at the national level we need to work with what we call national partners, that's governments, it is also women's organization's civil society. You could have a government who is not interested in working with UN Women.

Women in the civil society, they are, and they need—for example this young girl so called Twitter generation that I spoke in—and it was very funny if I may say so—no it was not funny it was nice because I had a meeting with 30 girls. The majority were from 20 or 18-years-old. While we were talking, they were writing in their computers, their Twitter, and Facebook, and everything. I said to them

“Okay, this is sort of an official Wiki link, because everybody was—it was great because there were much more people in the room—if I may say, in the meeting. In that sense, I wanted to link it with the issue that you mentioned—we do believe that the media is essential and IT is essential to empower women. We are working on that with many different actors—companies, and with ministers of telecommunications. One woman who has been working very strongly with us is Geena Davis. Geena Davis has her own foundation and she is working with us, with the film industry to ensure—and with televisions—to ensure which kind of images we show about women. This is very important and one can think it is obvious. When we recover democracy to Chile, one of the first things that we did in the education reform was to change all the images in the textbooks, because you saw the textbooks [and] doctors were always men, and the assistant of the doctor was always a beautiful young—I’m saying all of the terrible things—young, very voluptuous woman with a very short skirt—a sexy one. What kind of messages are you sending to men?”

I think it is very important to work on the kind of messages we send in terms of the women, are capable are powerful. I remember in my time, when I saw a movie of a war or something, or a Western film, that always in the more critical moment, the women were weak, protected by the wonderful leader that was the man. Suddenly a rat appears when you needed to be in silence and she started saying “Oh, I’m afraid!” when there are like thousands of bullets around. What kind of images are that? We need to work really with the media in terms of championing, but also on giving better image of what really women are. We can scream sometimes, but we are not so foolish. That is something that is very important. In terms of what you ask, of course we are working, demand-driven. We show what we can offer. We offer what we can do and the governments, and we do our best. We have a couple countries where we have gender advisors at the ministry level.

If I tell you who I would like to be the champion, it is the minister of finance, because in most governments they are very powerful and they decide—or at least convince—the president where money has to go. We are not working only with the ministry of gender affairs, we are working—and in my experience it has to be cross-cutting, because in economy and our culture you have to have gender perspective. What happens, in many countries in Africa, or in other parts of the world, but in Africa I know the figures, their culture labor force is 80% or 85% women. When you see the foreign aid that went into the agriculture at the same time, it was only 6% for women. So there is not coherence between these things. We offer many things. We organize workshops, we can bring powerful people and we ensure—I mean nobody can ensure peace in the world until now, but we can work on many of these things and when we have in two, in different instruments in 1325.

As I mentioned in the seven-point action plan of peace building, concrete measures to strengthen, to build leadership and capacity of women. One thing that is important is that we need to work short-term, middle-term, but also strategically, because the thing is not being a female, the thing is we need leaders. If you have leaders, it will be like natural that they are there. That is why for me, when I am talking about empowering women, enhancing their voices, building or supporting their leadership, it is essential, because it is not that you can say magically—okay, from tomorrow on, half will be women and half will be men. You need to, and I am not saying we don’t have enough women with capacities elsewhere, we do have them. But, it is not only an issue of capacities for some areas like peace-building, peacekeeping, and so on. We need people to be considered respected, a wise woman, or somebody who has a strong position, so we are working on that. It is not easy, but we are working on that.

What you spoke about one issue that is very important in the developed world also, but of course in the developing world, is how we deal with the economy of care. If we don’t change the economy of care, we will never have gender equality. One of the things we see is that when children—in developing and developed world—the children who are sick stay home with the mother. If there is a disabled person, the mother—an elderly person, the mother. We have been working with the ministries and with the women’s groups in terms of how we can work on a better reconciliation between private and personal life and understanding public life—in terms of work, in terms of being a politician—whatever is not your

home. If you don't look to a good conciliation of both processes, it will be very difficult, because women will have a bigger backpack and would be able to do much more things, but everyday they are so tired. It is very difficult, but we need to take care of it.

In my case what I did was all this network of child care places, where women could leave their children and go to work, with extension of journals so they can work later if it was needed. We also included some instruments—we call it labor code—it was sort of an administrative decision that everybody—but of course women—had to receive training during working hours. If they have to train after work, then they would have to rush home, prepare the food, take the children—they will never have the same opportunities as men. We included—in my government—a lot of these things and then we went to the business community. I told them, look the state is doing this, the government, you have to do the same. It was voluntary for them, but they also adapted a lot of these things. We invented sort of a green stamp for the ecological thing—for women, for industries that had very important policies on conciliation, better conciliation of private and work and so on.

What we are doing right now, here, as UN Women—I was showing that example of my government because it can be done [at] a national level—but as UN Women we are working with the global compact and the corporate sector in an initiative called Empowering Women Means Business, and the empowerment principles. There are seven principles that come from giving women opportunity to combating harassment—many different things. We have like 140 CEOs from many companies in the world that are for it, but we need to continue working on that. We are also working on gender parity and that is what we were discussing with gender parity and the business community—in terms of how to [have] more women in senior places. The things that we have to discuss and analyze that are much better because we have developed a network of universities—I mean not we, it's from Secretary-General Ki-Moon—and we had a meeting [at] Penn University, a month ago, trying to see what this can do for gender equality and women's empowerment.

We need to improve our research capacities and we are not going to research here in New York, there are so many university centers of studies that can make research. We can understand some better situations that I think we are still missing some clues, because if you see sexual violence is all over the world—it is in rich and poor people, it is in ignorant and very cultivated people—we are missing something there, we need to do even better. We are working a lot, but we need to do even better. Something that they mention is that even though they had a great—and I don't know if it is true, I just heard that—even though at the universities in the United States, there is very important—I mean I don't know if it is half or more than half of students—graduates and post-graduates are female, but afterwards a lot of them don't work. So, there are issues we need to understand better, maybe because of the economy of care, maybe because of their decisions it's okay, but maybe there are other issues we need to think on, policies, strategies, to give women more opportunities.

First of all, for us, ownership is essential. We work with national partners, the men-driven, what they need. Of course you can have technical assistance and say then look, this way of doing is not the best way—and through south, south cooperation, or north, south or triangular cooperations. I believe that—when I mention south, south it is not that I am fighting the north—please don't understand me wrong—but of course, to compare Sweden with any developing country—some exercise or strategy that can be very useful in Sweden maybe does not, is not a good recipe [for] a very small developing country. We try to think of how good experiences and good practices and lessons learned in countries who are similar to other developing countries in the developing world—because what happens to many of these countries is you go there and the first answer will be “we don't have the money to do this, that's why we cannot do these kinds of things.” When you show—and that is in women's or any other issue—that it can be done, because another place in the world with the same situation did it and it was successful and very good, it's important.

The last thing I want to say is that for me women's rights are human rights, but I also believe that we need to build a strong case with human rights, but also a political and economical case—because

people who have to make decisions have to put into balance what the cost is of making one or another decision. That's why we are trying to work with original economic commissions, with them how to show what a country is winning or losing if they don't use half of the potential they have in a country. That is why we are trying to build a very strong case because—maybe it won't work either—but at least I want to have all of the tools and of course the energy, the passion, and the commitment with gender equality and women's empowerment.

Ms. Ellis: I want to thank Michelle Bachelet so much for all that she has done and continues to do for women and I know that we all want to wish her the best of luck. We thank you for being so generous with your time today—we know what an incredible schedule you have. We look forward to working with you in the future. I just wanted to thank everybody again for coming and for your support, it was a wonderful day. Thank you. [*Applause.*]