Who, What, Where

2 November  International Day to End Impunity for Crimes against Journalists  (A/RES/68/163)
16 November  International Day for Tolerance  UN[2][93]
17 November  International Students Day
20 November  Universal Children’s Day
25 November  International Day for the Elimination of Violence against Women

HIGHLIGHT – Family responsibilities
Who, What, Where .......................................................................................................................... 1

jących ......................................................... 1

  16 November International Day for Tolerance UN[2][93] .......................................................... 1

  17 November International Students Day ...................................................................................... 1

  20 November Universal Children’s Day ......................................................................................... 1

  25 November International Day for the Elimination of Violence against Women ................... 1

HIGHLIGHT – Family responsibilities ............................................................................................. 1

The Centre and the ILO .................................................................................................................... 4

  THE FUTURE OF WORK DEPENDS ON THE FUTURE OF WOMEN AT WORK – ILO .......... 4

UN & WOMEN .................................................................................................................................. 6

  Women and the Sustainable Development Goals (by UN Women) ........................................... 6

  World Women’s Report 2015 ....................................................................................................... 6

  UN SECURITY COUNCIL RESOLUTION 1325 ...................................................................... 6

What’s new on the web ..................................................................................................................... 10

  WIDE+ 2015 Report: Women’s rights need a transformation of the global development paradigm ................................................................................................................................. 10

  Examining Pathways towards Engendered Change .................................................................. 12

What are they doing? ....................................................................................................................... 13

  GIRLS & WOMEN ARE DRIVERS OF DEVELOPMENT & CRITICAL TO THE SUCCESS OF THE NEW GLOBAL DEVELOPMENT GOALS ................................................................. 13

Gender Issues .................................................................................................................................. 14

  THE GIRL DECLARATION – CALL TO ACTION FOR GIRLS WITH THE POST-2015 AGENDA .... 14

Focus on – Family responsibilities ............................................................................................... 16

  Women’s Equality party to fight for free childcare and equal parental leave .......................... 16

  Il faut dédommager financièrement les mères de familles ...................................................... 17

On-going and/or coming Gender Programmes/ Conferences / Events: ................................ 20

  Who will be the 2016 corporate ambassador for gender equality? ........................................ 20

  NGO CSW60 Forum – Key Dates .............................................................................................. 20

Grants/Funding opportunities/Awards/Fellowships/ .................................................................. 22

Vacancies ........................................................................................................................................ 22

  UN HUMAN RIGHTS FUNDS, GRANTS & FELLOWSHIPS – GUIDE FOR CIVIL SOCIETY ... 22

  MAMA CASH 2015–2020 STRATEGIC PLAN ........................................................................ 22

THE ITALIAN CORNER ................................................................................................................... 23

  È la mente, non il cuore, il vero zingaro .................................................................................. 23

Poets’ Corner .................................................................................................................................. 25

  LOVE AFTER LOVE ................................................................................................................ 25
Shauna Olney, Chief of the ILO’s Gender, Equality and Diversity Branch, explains why achieving gender equality is crucial for the world of work.

When women are better off, the world becomes a better place for all. Reflecting this reality, 193 countries have included gender equality as a core element of the newly adopted U.N. 2030 Agenda for sustainable development. Consequently, 17 of the Sustainable Development Goals (SDGs) articulate gender-responsive targets and Goal 5, states simply and clearly “Achieve gender equality and empower all women and girls” and includes six targets and three means of putting them into practice.

Despite progress in areas such as education and maternal mortality, the world has fallen short in bringing women’s employment, earnings and working conditions in line with those of men. Globally, the labour force participation rate for women is 50 per cent, compared to 77 per cent for men. Yet, having more women in the labour market is not enough. The quality of jobs is paramount.

Worldwide, women earn approximately 77 per cent of what men earn and continue to be primarily responsible for household chores and family responsibilities. While 51 per cent of ILO member States provide at least 14 weeks maternity leave, this still leaves millions of women without the fundamental right to adequate maternity protection.

Many women are at risk of violence at home and at work. Violence at work affects women’s ability to access employment, remain in employment and impacts on productivity. Women are under-represented in decision-making positions at work, and while women manage over 30 per cent of all businesses, this tends to be concentrated in micro and small enterprises with only 19 per cent of women sitting on boards of larger companies. Only 5 per cent or less of CEO’s of the world’s largest corporations are women. There is still much to be done.

Realising the world’s full potential
Cultural traditions and economic conditions cannot excuse discrimination and other violations of fundamental human rights. Countries, whether high or low income, cannot any longer afford to lose out on the social and economic potential of gender equality. Recent research shows that if women participated in the economy identically to men, this would add up to US$28 trillion, or 26 per cent, of annual global GDP in 2025. If money talks, people should be listening to these extraordinary figures.

Ambitious policies that succeed in transforming gender norms and
relationships in society and at work, and hence addressing structural inequality, are required. ILO equality Conventions, addressing discrimination, equal remuneration for work of equal value, maternity protection and work and family measures, including access to parental leave as well as quality and affordable social care services for dependent family members, provide the road map for action. Recent standards of particular relevance also promote decent work for domestic workers, the creation of social protection floors and the formalization of the informal economy.

More and more countries are adopting public policies that tackle the root causes and consequences of gender inequality and discrimination in all areas of life. “Sharing the care” has been a central focus of these measures.

For example, in Chile, following a campaign to increase fathers’ attendance during childbirth, the share of women reporting the presence of a birth partner, almost always the father, grew from 20.5 per cent in 2001 to 71 per cent in 2008. In France, partners of a pregnant woman are granted leave of absence to attend three medical examinations. Paraguay just extended the duration of paternity leave from 3 to 15 days. Ethiopia’s Productive Safety Net Programme includes the provision of time off for pregnancy and breastfeeding, crèches and flexible working hours so that parents can balance paid and care work.

Valuing women’s work

There will never be gender equality until the work that women undertake is valued appropriately, and measures are being taken to address this concern. In Portugal, for example, a tripartite sectoral committee developed a job evaluation method (JEM), which helped reduce the gender pay gap by tackling discrimination against women in female-dominated jobs that were traditionally undervalued. The Netherlands protect by law the working conditions of “marginal” part-time workers, who are mostly women.

The ILO has a leading role in guiding the transformation to gender equality in the workplace. In preparation for the centenary of the ILO and as an integral element of its engagement with the sustainable development goals the organization has established the Women at Work Centenary Initiative.

As ILO Director General, Guy Ryder stated on International Women’s Day, “Promoting decent jobs for women is imperative, now and for the next generation... It is a matter of rights and what is right for women and for sustainable development.”

Goal 5 is achievable. The evidence is there and the commitments as well. It is now time to take action and invest in women.

UN & WOMEN

Women and the Sustainable Development Goals (by UN Women)

Women and the Sustainable Development Goals (overview by UN Women)

Monitoring Gender Equality and the Empowerment of Women and Girls in the 2030 Agenda for Sustainable Development: Opportunities and Challenges

World Women's Report 2015

Two-Thirds of the World's Illiterate Adults Are Women – Report

The World’s Women 2015 study says 496 million women are illiterate, with significant hurdles to overcome in achieving the global goal of gender equality

also:


UN SECURITY COUNCIL RESOLUTION 1325 –


15 Years of UN Security Council Resolution 1325 on Women, Peace & Security
Fifteen years ago, in October 2000, the United Nations Security Council adopted the historic resolution 1325 (2000), drawing attention to the differential impact of armed conflict on women, their exclusion from conflict prevention and resolution, peacekeeping and peacebuilding, and the inextricable links between gender equality and international peace and security.

Since its adoption, insecurity and conflict has continued in all parts of the world, and in recent years, it is taking on new and increasingly challenging forms. Cycles of fragility and insecurity have become entrenched in some regions, compounded in some cases by natural disasters and humanitarian crises.

The number of refugees and internally displaced persons is higher than ever before in the UN’s history: at the end of 2014, the number of forcibly placed persons rose to 59.5 million—one of the highest numbers ever recorded [1]. Many of these will remain displaced for 17 years—the average current length of displacement.

All of this is also affected by new and emerging threats, the most prominent of which is the rise of violent extremism and terrorism. Overlaid onto existing conflicts and fragile state contexts, it directly impacts the rights of women and girls: from forced marriage and systematic sexual and gender-based crimes, to restrictions on education, access to healthcare and participation in public life, this escalation in violence is perhaps one of today’s greatest threats to global peace and security, and one that affects women and girls in both unique and disproportionate ways.

It has never been more urgent for the global community to seek and implement effective solutions to today’s crises.
The past 15 years have made clear however that women are a key resource for promoting peace and stability. Research highlighted in the Global Study has established that women’s participation and inclusion makes humanitarian assistance more effective, strengthens the protection efforts of our peacekeepers, contributes to the conclusion and implementation of peace talks and sustainable peace and accelerates economic recovery.

The experience of UN peacekeeping missions shows that uniformed female personnel are critical to gaining trust in communities and shaping peace operations to better respond to their protection needs. The study also compiles growing evidence that demonstrates how peace negotiations influenced by women are much more likely to end in agreement and to endure; in fact the chances of the agreement lasting 15 years goes up by as much as 35 per cent [2]. We also have growing evidence that women are the best placed to detect early warning signs of radicalization in their families and communities, and act to prevent it.

And yet the participation and leadership of women continues to be treated as an add-on or ad hoc measure, hampered by lack of financial commitments, political will, and institutional barriers.

To assess progress and accelerate action, the 2015 High-level review took place at the Security Council’s Open Debate on Women Peace and Security on 13 October, and the Global Study on the implementation of resolution 1325 launched on 12 and 14 October.

Commemorating the anniversary of UNSC resolution 1325 provides an historic opportunity for the international community to focus on the women, peace and security agenda, ensure that the rhetoric around resolution 1325 matches the reality on the ground, and that women’s participation is consistently advocated and implemented as an integral tool for building peaceful and inclusive societies.
IOM yesterday (27/10) launched its flagship World Migration Report 2015 – Migrants and Cities: New Partnerships to Manage Mobility, during the second day of the two-day high-level Conference on Migrants and Cities in Geneva.

The report, the eighth in IOM's World Migration Report series, focuses on how migration and migrants are shaping cities and how the life of migrants is shaped by cities, their people, organizations and rules.

Speaking at the launch, Dr. June Lee, the report's editor-in-chief, noted that while much of the current international discussion about migration trends and policy is at national level, this report takes the migration debate to the city level.

"The report focuses on how migration is shaping cities and how the situation of migrants in cities – how they live, work and shape their habitat – helps to reveal the close connection between human mobility and urban development," she said.

The report reveals that nearly one in five of all migrants live in the world’s 20 largest cities and in many of these cities migrants represent over a third or more of the population.

According to the report, over 54 per cent of people across the globe were living in urban areas in 2014. The current urban population of 3.9 billion is expected to grow to some 6.4 billion by 2050. Migration is driving much of the increase in urbanization, making cities much more diverse places in which to live.

Addressing the notion that existing discussions on migrants and cities tend to focus primarily on the Global North and the integration of international migrants, Lee told the conference that the report takes a global perspective, with particular attention to the situation of migrants in the cities of the Global South. As a result, and for the first time in the WMR series, the 2015 report examines both internal and international migration.

A key finding of the report is that human mobility is growing and will continue to be overwhelmingly urban. “At the same time, the geography of migration flows is changing in line with changes in the global economy. For example, migrants are increasingly attracted to the cities in the countries experiencing higher economic growth in East Asia, Brazil, southern Africa and western India,” said Lee.

Increasingly, the cities of developing countries have become places of both immigration and emigration, given the growing South–South migration – population movements among low- and middle-income countries, the report shows.
Another key finding emerging from the report is that rising migration to cities brings both risks and opportunities for the migrants, communities and governments concerned. “Super-diversity brings challenges, such as residential segregation when certain ethnicities, nationalities or a socioeconomic status concentrate in particular neighborhoods of a city or metropolitan area. Although there are some positive effects of ethnic clustering, policy makers try to combat residential segregation becoming generational,” said Lee.

The report points out that multi-ethnic make-up is the normal condition of many cities in the less developed world and such cities often face mixed migration flows, with a particularly high concentration of internally displaced people and migrants stranded in transit.

Noting the reality that many cities are insufficiently resourced and motivated to become truly inclusive, the report calls for a platform for migration and urbanization to discuss how to balance knowledge, capacities and commitments towards good policymaking and practice for inclusive urban governance across countries.

“We need to consider what roles international communities and organizations play, while bearing in mind that the good practices of more advanced countries might not be globally applicable,” said Lee. [Link to report](https://www.iom.int/news/iom-launches-2015-world-migration-report)

**What's new on the web**

**WIDE+ 2015 Report: Women’s rights need a transformation of the global development paradigm**

The United Nations have adopted this weekend the new Sustainable Development Goals (SDGs) that set the global development agenda for the coming 15 years. The agenda is presented in conjunction with a “Global Leaders’ Meeting on Gender Equality and Women’s Empowerment: A Commitment to Action” that took place on Sunday, which aims to commit governments to accelerate implementation of the Beijing Declaration and Platform for Action (BPfA) that member states adopted 20 years ago.

WIDE+, a European feminist network of gender specialists, women’s rights advocates and activists, women’s rights organizations and development NGOs, calls on governments to adopt policies that will transform the current economic system. Only a new global development paradigm will ensure that women’s rights are protected. The newly adopted SDGs agenda does not redress systemic issues and does not do enough to combat the global backlash against women’s human rights.

In light of the SDGs and the renewed commitment of governments to the
BPfA, WIDE+ publishes today its proposals to revitalize an encompassing women’s rights agenda. The report is the result of the meetings WIDE+ organized in Barcelona, Spain, on 17 and 18 June this year, financed through the Spanish and Catalan Development Agency (Plataforma 2015 y más and ACCD). The reports, available in English, Spanish and Catalan, can be accessed here:

WIDE_report_2015_EN
WIDE_report_2015_ES
WIDE_report_2015_CA

All the issues covered in the BPfA are still relevant for today’s feminist agenda. However, using knowledge and perspectives from across the world, it is necessary to widen and deepen many of the aspects covered to address the current backlash. The past decennia has led to a development model that is more and more framed as the ‘marketization of everything’. There is a continued proliferation of free trade agreements and policies that lead to resource-grabbing and growing inequalities. At the same time, today there are ideologies and social movements that support neo–conservative and even fundamentalist ideas and values, which are opposed to those that women’s movements across the globe have for decades been striving for: gender equality, reproductive rights, women’s bodily integrity and rights to economic agency.

A new paradigm of global development should integrate alternative models of economic growth with policies that decrease inequalities and discrimination. An alternative economy redefines the concept of work and re–organizes unpaid care work. Many policy makers focus on women’s limited access to the paid economy, without fully recognizing women’s huge contributions to the unpaid economy, as producers, as agricultural workers, and key sustainers of human livelihood. Women’s work is typically unpaid or underpaid and undervalued by the current market economy.

Feminists need to constantly expand their knowledge about the challenges posed by current economic, financial and trade policies and their impacts on women’s human rights. This analysis should be connected to the analysis of other areas where a backlash on women’s rights is experienced.

Bodily autonomy, encompassing sexual and reproductive rights, health, protection and education and the need to eradicate all types of sexual abuse, gender based violence and harmful practices, is a necessary condition for gender equality. Women’s bodily autonomy needs to be included in the conceptualization of an alternative economic agenda since the current patriarchal economic system has a huge impact on women’s bodies.

European feminism also entails advocating against racist and Eurocentric policies, such as the closing of borders, asylum quotas, etc. A human rights based approach on migration should be advocated for that includes feminist perspectives and respect for international human rights conventions, such as the Refugee Convention.
In the context of ongoing democratic struggles in Europe, and while struggling to be loud voices in European and global debates, feminists are fighting the criminalization of the women’s rights movements, like the GAG Act in Spain prohibiting demonstrations.

**Examining Pathways towards Engendered Change**

Direct link to publication [Examining Pathways Towards Engendered Change](#)

Despite abundant evidence about their importance, unpaid care work and unequal division of labour between women and men are largely invisible in development policy and programmes. This case study of a value chain development (VCD) programme in Uganda argues that it is possible to change gender norms and relations that have existed for generations, and that this improves development outcomes significantly – but it takes deliberate effort and planning.
What are they doing?

GIRLS & WOMEN ARE DRIVERS OF DEVELOPMENT & CRITICAL TO THE SUCCESS OF THE NEW GLOBAL DEVELOPMENT GOALS

http://www.womendeliver.org/assets/GlobalGoals_Infographic_5x7_DIGITAL.PDF
The world too often neglects the human rights of adolescent girls. People take advantage of their lack of power and political voice, their isolation amid restrictive social norms, and their limited access to financial assets and protection under the law. Consider that 14,000,000 girls are married as children each year despite international agreements that condemn the practice. Putting girls at the center of the next generation of global development goals provides a framework for ensuring that girls’ human rights are respected, protected, and fulfilled.

That’s why the International Women’s Health Coalition joined more than 25 of the world’s leading organizations, using their vast years of experience working with girls and the best evidence available, to develop The Girl Declaration, written by girls, for girls, and for the world. We asked 508 adolescent girls living in poverty in 14 countries around the world about their hopes and dreams, the challenges they face in their lives and the solutions they think are most important.
The girls identified the following seven guiding principles for their declaration.

✓ Plan with me, design for me
Use insights directly from girls to sharpen the design, implementation and evaluation of programs and services. Build relationships and social networks with girls so their voices are heard in key institutions.

✓ Make me visible, make me count
Collect, disaggregate and analyze data in all sectors by age and sex and use it to improve programs, influence policy and track progress. Data helps drive smarter, more strategic and targeted investments. At a minimum, analyze data by sex and five-year age segments (10–14, 15–19) to ensure that no girl is left behind. No data revolution will be complete without this.

✓ Give me a fair share of the money you spend to fix things because we girls give more back
Allocate dedicated and targeted funding for adolescent girls across program and policy budgets. At a minimum, make budget allocations commensurate with adolescent girls' needs and potential to drive positive change.

✓ Think of me now, because now is when I need you most; and now is when it will make the most difference
Intentionally focus on adolescence (ages 10–19) and invest early, before girls undergo the physical, emotional and social changes associated with puberty. Design policies and programs to ensure adolescence is a healthy and safe transition to adulthood, not a period in which girls are left out.

✓ Don’t forget me because I’m too poor, too distant, too silenced for you to know I am here
In the quest for scale, it’s easy to overlook the most marginalized – including adolescent girls in emergency, conflict and post-conflict settings even though reaching them can help end the cycle of conflict. Plan for the most marginalized from the beginning to ensure they aren’t left out at the end.

✓ Don’t hold me back
Tackle discriminatory social norms that govern adolescent girls’ daily lives and have significant and enduring consequences. Mobilize communities, families, men and boys to support adolescent girls.

✓ Laws should be fair; make and enforce ones that respect and protect me
Pass laws and ensure accountability to legal policies and frameworks that protect the rights of girls and give them access to justice. At a minimum, governments must meet international obligations and hold those who violate rights of adolescent girls accountable. http://iwhc.org/resource/girl-declaration/
Focus on – Family responsibilities

Women’s Equality party to fight for free childcare and equal parental leave

The Women’s Equality party has promised to fight for free childcare from when a baby is nine months old, fully equal parental leave, baby-changing areas available to men and women, and the criminalisation of those who pay prostitutes for sex – among a series of other proposals.

The party, led by former Reuters journalist Sophie Walker, set out its policy positions at a launch in London. It seeks to achieve equality in politics, business, education, pay, parenting and the media, as well as an end to violence against women.

Despite having only been formed in March by comedian Sandi Toksvig and journalist Catherine Mayer, it now has 45,000 members and supporters across 65 branches, compared with Ukip’s most recent claim to have “more than 40,000” members and the Green party’s 65,000.

Walker revealed in the Guardian that one of the party’s flagship policies would be calling for a gender quota system to select MPs at the next two elections to achieve equal representation in the House of Commons by 2025.

The policy document calls for:

✓ Listed companies to ensure at least half of their board members are women by 2025.
✓ Equal parental leave of six weeks for each parent on 90% of pay.
✓ The married tax allowance to be scrapped, with the savings diverted into funding for rape crisis centres.
✓ More legal protections for cohabiting couples with children who have been together for more than two years.
✓ Baby-changing facilities open to both genders.
✓ Government-funded childcare for all children at nine months old, with the first 15 hours free and all extra time available at £1 per hour.
✓ The Nordic model for prostitution where those who pay for sex are criminalised, while sex workers are never prosecuted.
✓ Compulsory age-appropriate sex education, including about consent, in all state funded schools.
✓ Gender audits of the curriculum to ensure children are taught about women’s achievements.
✓ Warning notices on images of models with dangerously low body weights.
Launching the policies, Walker said: “We want women to realise their potential, and we want to do it by providing a system of childcare that doesn’t cost the earth – and doesn’t have to be waited for.

“We believe that government–funded childcare should be available for all children from the end of paid parental leave at nine months, and we believe this is a key area for government investment.

“We would fully fund this by introducing a single rate of tax relief on pension savings, which would free up around £6.5bn pounds.

UK women’s equality party

Il faut dédommager financièrement les mères de familles

Le Québec vient de proposer la mise en place d’une «prestation compensatoire parentale» pour le parent qui s’est le plus investi dans l’éducation de l’enfant. Et ce parent, c’est souvent la mère.

Étonnamment, la proposition ne vient pas de Suède, pays connu pour favoriser la conciliation travail–famille, mais du Québec. Un comité d’experts vient en effet d’y rendre un rapport qui préconise une «prestation compensatoire parentale» pour celui qui s’est le plus investi dans l’éducation de l’enfant. Une prestation qui serait versée en une fois après une rupture, et qui s’appliquerait à tous les parents, mariés ou non. Si elle est adoptée, la réforme constituerait une première mondiale.

Lourdes pertes pour la mère

D’après les statistiques canadiennes, «au cours de l’année de la naissance d’un enfant et de l’année suivante, les mères [subissent] des baisses de gains d’environ 30% à 40%, et elles continuent de connaître des baisses de gains au cours des autres années suivant la naissance de l’enfant».

Des baisses de gains qui s’expliquent notamment par le fait que le recours au temps partiel après une naissance est fréquent, et surtout adopté par les femmes. Au Canada, 21% des mères...
d'enfants de 3 à 15 ans travaillent à temps partiel. Seuls 4% des pères, quel que soit le nombre d'enfants, travaillent à temps partiel et ces derniers n’invoquent que rarement les «soins aux enfants» comme raison de cette diminution du temps de travail.

4%

La proportion actuelle en France des bénéficiaires masculins du congé parental

Sans surprise, les chiffres français corroborent l'idée que, dans le couple, c'est bien la femme qui fait le plus les frais de l'arrivée d'un enfant, dans la mesure où c'est généralement elle qui fait une pause pour s'y consacrer. D'après l’Insee, une mère française sur deux réduit ou cesse temporairement son activité professionnelle après une naissance, contre seulement un père sur neuf.

À LIRE AUSSI

Les femmes sont plus nombreuses aujourd'hui à anticiper une pause dans leur carrière pour élever des enfants

Lire

En effet, actuellement, 4% seulement des bénéficiaires du congé parental sont des hommes. Et si ce congé parental, massivement pris par les mères, peut ralentir la carrière des femmes, il est aussi à l’origine de lourdes pertes financières. Selon une étude de la caisse d’allocations familiales datant de 2012, le retour difficile à l’emploi des mères s’accompagne en effet en effet d’une baisse de salaire de «10% par année d’interruption». Une coupure professionnelle à chaque naissance entraîne une baisse de 5% du niveau de vie des mères retraitées.

Indemnité versée à une victime

Une coupure professionnelle à chaque naissance entraîne une baisse de 5% du niveau de vie des mères retraitées | Stéfan via Flickr CC License by

Ces inégalités criantes prennent évidemment plus de poids au moment d’une séparation. Après une rupture, nombreuses sont les femmes qui, parce qu’elles doivent retrouver une indépendance financière ou qu’elles s’y sentent enfin autorisées, recherchent un emploi ou complètent une formation inachevée. Une entreprise évidemment complexe quand il s’agit alors de justifier auprès d’un futur employeur une pause de plusieurs mois, voire de plusieurs années. Difficulté à laquelle celui qui n’a que peu modifié son activité professionnelle pour les enfants ne sera pas pas confronté.

La prestation compensatoire traditionnelle (à distinguer de la pension alimentaire) ne prend pas en compte ce préjudice. Un préjudice qui, quand il est chiffré, prend tout son sens. Le site Lapresse.ca prend exemple sur le cas de Geneviève, mère de deux enfants fraîchement séparée après quinze ans de vie commune.

Pour chacune des naissances, Geneviève a pris deux congés maternité rémunérés à hauteur de 30% de son salaire et au cours desquels elle n’a pas cotisé pour sa retraite. Après son retour au travail et parce que son conjoint s’absentait
régulièrement pour raisons professionnelles, elle prend un poste à temps partiel et perd la moitié de son salaire. Son mari, lui, voit son salaire annuel augmenter et passer de 80.000 dollars à 130.000 dollars canadiens (soit de 53.500 à 86.900 euros). En se basant sur ces données, Geneviève évalue son manque à gagner à 60.000 dollars (soit 40.000 euros environ).

La prestation compensatoire traditionnelle ne prend pas en compte ce préjudice subi par les femmes

Évidemment, il peut y avoir différents modes de calcul. Le comité à l’origine de la préconisation suggère d’adapter le calcul de l’indemnité versée à une victime d’accident, même si l’assimilation que cela peut engendrer (naissance = accident) peut déranger. Notamment celui qui dans le couple va devoir verser cette prestation et pourra alors se sentir considéré comme « fautif ». Et l’on peut comprendre que cela soit vécu comme une injustice. Mais seulement dans un certaine mesure.

Pères complaisants fautifs

Car si les mères voient la maternité agir comme un décélérateur sur leur carrière, ça n’est certainement pas de leur fait. C’est d’abord la faute de l’employeur, qui continue à considérer qu’une femme est moins performante après avoir eu des enfants (ou même que les femmes sont moins performantes tout court). Mais c’est aussi la faute du père, qui se complaît dans cette situation tant elle lui est favorable (même si, encore fois fois, ça n’est pas le cas de 100% des pères).

À LIRE AUSSII

Avoir un enfant est bon pour votre carrière (si vous êtes un homme)

Lire

Même quand on leur prend la main, et qu’on les encourage à jouer un rôle dans la lutte des inégalités, ils rechignent. Ainsi, quand la France change les règles du congé parental avec pour objectif avoué d’inciter les hommes à s’impliquer davantage et de mieux répartir le temps parental, la tâche paraît ardue tant ces derniers ne manifestent pas de franc enthousiasme. D’après une étude de l’Insee, un père sur deux se dit « pas intéressé a priori ». Parmi le tiers des pères qui, très aimablement, « aurait pu l’envisager », certains expliquent que le congé parental n’était pas compatible avec leur travail, d’autres déclarent avoir peur que le congé dégrade leur rapport avec l’employeur, ou encore que leur promotion hiérarchique soit freinée.

Ce qui témoigne d’une belle clairvoyance de la part de ces pères, mais qui confirme également que ces derniers ont parfaitement conscience des effets délétères du congé parental et de la manière dont la parentalité peut ralentir une carrière. Il n’est alors pas franchement absurde que les pères (et les rares mères) qui ont privilégié leur carrière au détriment de l’autre soient amené(e)s à dédommager celui qui a souffert économiquement.

Nadia Daam

On-going and/or coming Gender Programmes/ Conferences / Events:

Who will be the 2016 corporate ambassador for gender equality?

Apply now!
This Award rewards the CEO who works the hardest to achieve gender equality in his or her company based in Belgium.

By electing such an ambassador every year, we aim to put gender equality in the spotlight with one corporate champion who will spread the word for better gender equality at work.

Applications are welcome until the 27th of November 2016!

On the 3rd of March 2016, the sixth winner of the Wo.Men @ Work Award will be announced at the JUMP Forum.

We are looking for:

A CEO
In a company established in Belgium
Who personally commits to promoting corporate gender equality
Applications from SMEs are welcome!

APPLY NOW!

NGO CSW60 Forum – Key Dates

The NGO CSW60 FORUM will take place in New York simultaneously with the 60th Session of the Commission for the Status of Women.
(CSW60) from 14 to 24 MARCH 2016. The Priority theme for CSW60 is: "Women's empowerment and its link to sustainable development." For more information on the NGO CSW60 Forum check the NGO CSW/NY website (NGOCSW.ORG) regularly and for information regarding the Commission: http://www.unwomen.org/en/news/in-focus/women-and-the-sdgs; http://www.unwomen.org/en/csw/csw60-2016

ANYONE WISHING TO ATTEND THE NGO CSW60 FORUM (INCLUDING PARALLEL EVENTS, REGIONAL CAUCUSES, MORNING BRIEFINGS) IS REQUIRED TO REGISTER.

Online Free Registration to ATTEND: will open on 2 NOVEMBER, 2015 and the deadline to register is 7 MARCH, 2016

Online Registration & Application for PARALLEL EVENTS: will open on 2 NOVEMBER, 2015 and the deadline is 11 DECEMBER, 2015

Online Registration for CONSULTATION DAY (tentative date, Sunday, 13 March 2016): will open on 8 NOVEMBER, 2015 and the deadline to register is 7 MARCH, 2016

Online Registration for NGO RECEPTION (tentative date, Tuesday, 15 March 2016): will open on 8 NOVEMBER, 2015 and the deadline to register is 7 MARCH, 2016

Online Registration for NGO CSW WOMEN'S RIGHTS MARCH (tentative date, Friday, 18 March 2016): will open on 8 NOVEMBER, 2015 and the deadline to register is 7 MARCH, 2016

Online Registration for HANDBOOK ADS will open on 8 NOVEMBER, 2015 and the deadline for Print Ads is 31 JANUARY 2016

the deadline for Online Ads is 7 MARCH, 2016

Online Registration for the ARTISAN FAIR will open on 8 NOVEMBER, 2015 and the deadline is 31 JANUARY 2016.

Note: there will be a $25.00 fee to register.

http://us1.campaign-archive1.com/?u=eb520eecfe82a5bf0d814ea1f&id=6ed8809653&e=7c22af9f32
Grants/Funding opportunities/Awards/Fellowships/Vacancies

UN HUMAN RIGHTS FUNDS, GRANTS & FELLOWSHIPS - GUIDE FOR CIVIL SOCIETY

Direct Link to Full 40-Page Publication:

MAMA CASH 2015–2020 STRATEGIC PLAN

Direct Link to Full 28-Page Mama Cash Strategic Plan 2015–2020:
http://www.mamacash.org/content/uploads/2015/09/MMC_StrategicPlan2015_DEFINITION.pdf

The MAMA CASH 2015–2020 STRATEGIC PLAN builds on the previous one. We are committed to continue making longer-term, flexible grants, as this has proven to be crucial to the development of sustainable activist groups. We will also continue to focus our funding to groups that are led by women, girls and trans* people speaking for themselves, often addressing contested and under-addressed issues.

Over 30 years of experience has taught us just what is needed to effectively fund feminist activism. We have been honing all the different aspects of our trade for decades, from identifying the groups that have transformational potential, to
providing our grantee-partners with key connections, to making our evaluation processes helpful and manageable for small groups.

Our women’s funds programme will contribute to resourcing a global community of feminist funds to build the resource base urgently needed by women’s movements around the world. Our strategy to influence the priorities and practices of other donors emerged as a full-fledged programme during our last strategic plan. We will continue this engagement with the donor community to ensure that women’s rights movements have access to the funding they need.

Mama Cash provides crucial support to women’s rights organisations and movements that are changing the world, and I am proud beyond measure to lead this organisation. We look forward to joining forces with old allies and new partners alike in the coming years to fund feminist activism.

. Early Stage Researcher (ESR) in gender studies within the area of „European boundaries and the production of cultures of equality“

Deadline: 25.11.2015, Central European University, Department of Gender Studies, Budapest (HUN)
The Central European University (Hungary) invites applications for a 36 months fixed term post (1 March 2016 until 31 January 2019) as an Early Stage Researcher (ESR) in gender studies to research and write a PhD thesis within the area of ‘European boundaries and the production of cultures of equality’. The successful applicant will be based with the Department of Gender Studies at the Central European University. This is a part of a job call for fifteen researchers to work on the EU-funded European Training Network ‘GRACE: Gender and Cultures of Equality’. https://www.gendercampus.ch/de/aktuell/stellen/item?item=485

THE ITALIAN CORNER
È la mente, non il cuore, il vero zingaro

Studio della Harvard University of Cambridge

Il 30 per cento delle persone vaga con i propri pensieri mentre è impegnata nelle attività quotidiane. Ma è più felice chi riesce a rimanere concentrato su quello che fa

Donne e uomini non sempre hanno la testa esattamente su ciò che stanno facendo in quel momento, perché non possono fare a meno di viaggiare con la mente. Circa il 30 per cento delle persone lo fa durante tutte le attività quotidiane, escluso il fare l’amore. Ma viaggiare con la mente non serve ad aumentare il senso di benessere psicologico, come ha dimostrato una ricerca pubblicata sulla rivista Science da Matthew Killingsworth e Daniel Gilbert. Anzi, sembra che le persone siano più frequentemente contente
quando risultano concentrate sulle proprie attività piuttosto che quando fanno volare via la mente. Anche perché, quando la mente vola, non sempre va a posarsi su pensieri allegri o piacevoli. Per essere precisi, la ricerca dei due studiosi della Harvard University di Cambridge ha messo in evidenza che i "pensieri indipendenti dallo stimolo" (termine tecnico per il vagabondaggio mentale) sono piacevoli in circa il 43 per cento dei casi, neutrali nel 31 per cento, spiacevoli nel 26 per cento dei casi.

RICERCA CON L’IPHONE – Per poter realizzare la loro indagine, Killingsworth e Gilbert hanno messo in piedi un inusuale e ipermoderno sistema di ricerca. Dato che è molto difficile fare sperimentazioni di laboratorio sui pensieri reali delle persone durante le loro attività quotidiane normali, i due studiosi hanno creato un’applicazione per iPhone che contatta le persone proprio durante le normali attività in momenti casuali della giornata, ponendo loro delle domande in tempo reale. In questo esperimento, ai 2.250 adulti coinvolti venivano poste domande sul loro grado di felicità in quel momento, su cosa stessero facendo, e se stessero pensando a qualcosa di diverso rispetto all’azione in corso.

LA SCALA DELLA FELICITÀ – Innanzitutto si è potuto così scoprire che esiste tutta una scala di crescente felicità provata durante varie azioni quotidiane: comprensibilmente, si va dal livello minimo del sonno e del lavoro, al momento del trasferimento per pendolarismo, al fare i lavori di casa, leggere, prendersi cura dei figli, ascoltare musica, parlare con gli altri, fare esercizio fisico, fino, com’è facile immaginare, al fare l’amore. Il livello di felicità è però influenzato anche dal contemporaneo vagabondaggio mentale: è ovviamente minimo quando si sta pensando a qualcosa di spiacevole, per poi crescere quando si pensa a qualcosa di neutro o di piacevole. Ancora maggiore risulta però il livello di benessere psicologico quando la mente non vola e si è concentrati su quello che si sta facendo in quel preciso momento.

MENTE VAGABONDA – «In conclusione – affermano Killingsworth e Gilbert – la mente umana è una mente vagabonda e una mente vagabonda è una mente infelice. La capacità di pensare a qualcosa che non sta succedendo in quel momento è certamente un traguardo cognitivo che però ha un suo costo emotivo».

Danilo di Diodoro
Poets’ Corner

LOVE AFTER LOVE

The time will come
When, with elation,
You will greet yourself arriving
At your own door, in your own mirror,
And each will smile at the other's welcome,

And say, sit here. Eat.
You will love again the stranger who was your self.
Give wine. Give bread. Give back your heart
To itself, to the stranger who has loved you.

All your life, whom you ignored
For another, who knows you by heart.
Take down the love letters from the bookshelf,

The photographs, the desperate notes,
Peel your own image from the mirror.
Sit. Feast on your life.

– Derek Walcott –

Quote for the Day:

"I am a feminist because I believe in social change, equality and making society and the world a more equal place."

– Chantal Partamian, Nasawiya, Lebanon –
JUST FOR FUN:

Stupid computer keeps saying "you got mail"

You are encouraged to share with us any information or material you think may be of interest for the next issue, by writing to gend@itcilo.org. Also, do not hesitate to share this newsletter widely with your colleagues and networks.

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19/11/2015/CB