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**The United Nations Entity for Gender Equality and  
the Empowerment of Women (UN Women)**

**GGI Background Paper No. 1/2011**

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## Abstract

In 2006, the Secretary General's High-Level Panel on UN System-World Coherence proposed consolidating elements of the UN system focused on women into one larger and stronger women's agency. This recommendation was endorsed by Kofi Annan and later unanimously approved by the General Assembly on 2 July 2010. As part of its reform agenda, the UN created a new agency called *UN Women*, dedicated to promoting global gender equality and women's empowerment. This reform is intended to streamline and improve the UN system, combining four separate parts into one. The hope is that better coordination and outreach can result from this union. In an attempt to assess how this reform may be beneficial to the UN system and women around the world, the Global Governance Institute has launched a research and advice project on '*Reforming for Results? UN Women and the promotion of global gender equality*'. This *GGI Background Paper* will provide a brief outline of the nature of women's rights and examines the core institutions within the UN that have so far focused on gender equality as well as those that have been combined in the newly created UN Women entity. This will be followed by a brief examination of the goals and potential strength of UN Women. The background paper forms the first in a series of GGI publications on tracking and analysing the performance of UN Women in the context of global governance efforts to promote gender equality and the empowerment of women.

## About the Author

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## 1. Introduction

Although the United Nations Charter was the “first international agreement to proclaim gender equality as a fundamental human right,”<sup>1</sup> the path toward achieving equality has been challenging. Yet, thanks to the determination of women’s rights activists and non-governmental organizations (NGOs), the antidiscrimination clause of the UN Charter upholds the equal rights of both men and women.<sup>2</sup>

Of the original 51 national delegations to the UN, only eleven women were included as members: five as delegates and six as alternatives or advisors.<sup>3</sup> However, with the passage of time and accompanying shift in social and cultural mores, women have played a greater role in different areas of public life. At the First World Conference on Women in Mexico City (1975) women comprised 73% of the 2,000 government delegates.<sup>4</sup> Progress has been made, but there is more work to be done and today, women are trying to use the UN as a body to achieve educational, political, and sexual equality with men.

The main challenge for women’s rights in the sphere of global governance is compliance at the national level. Much has been achieved by the UN to enshrine women’s rights in law and achieve greater global equality; yet, national governments have been slow to implement change on a domestic level. Non-compliance with UN conventions inhibits women from reaching their full social, cultural, economic, and political capabilities. According to UN Women, “Gender equality is not only a basic human right, but its achievement has enormous socio-economic ramifications. Empowering women fuels thriving economies, spurring productivity and growth.”<sup>5</sup> Women’s rights are vital to global governance because women compose more than half of the world’s population. Educating women, giving them proper access to health care and employment, and granting them political rights are just the first steps toward a fairer world.

In 2006, the Secretary General’s High-Level Panel on UN System-World Coherence proposed consolidating elements of the UN system focused on women into one larger and

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<sup>1</sup>Boutros Boutros-Ghali. “Overview.” *The United Nations and The Advancement of Women, 1945-1995*. New York: The United Nations, 1995. p. 3.

<sup>2</sup> Charlotte Bunch. “Women and Gender.” Thomas G. Weiss and Sam Daws, Eds. *The Oxford Handbook on the United Nations*, Oxford: Oxford University Press, 2008. p. 496.

<sup>3</sup> Margret E. Galey, “Women Find a Place.” Anne Winslow, Ed. *Women, Politics, and the United Nations*. Westport, CT: Greenwood Press, 1995. pp. 11-12.

<sup>4</sup> Boutros-Ghali 34.

<sup>5</sup> The United Nations. UN Women. *About UN Women*. 2011. 26 May 2011.

<<http://www.unwomen.org/about-us/about-un-women/>>

stronger women's agency. This recommendation was endorsed by Kofi Annan<sup>6</sup> and later unanimously approved by the General Assembly on 2 July 2010.<sup>7</sup> As part of its reform agenda, the UN created a new agency called *UN Women*, which will work for gender equality and women's empowerment. This reform is intended to streamline and improve the UN system, combining four separate parts into one. The hope is that better coordination and outreach can result from this union. In an attempt to assess how this reform may be beneficial to the UN system and women around the world, this *GGI Backgrounder* will provide a brief outline of the nature of women's rights and examines the core institutions within the UN that have so far focused on gender equality as well as those that have been combined in the newly created UN Women entity. This will be followed by a brief examination of the goals and potential strength of UN Women. This background paper forms the first in a series of GGI publications on tracking and analysing the performance of UN Women in the context of global governance efforts to promote gender equality and the empowerment of women.

## **2. Historical Background: Evolution of Women's Human Rights Norms & Conventions**

“Human rights” are a well-established and popular norm; and while women's rights are essentially the same as human rights, more emphasis is placed upon gender, family, and sexuality. The Convention for the Elimination of all Forms of Discrimination Against Women (CEDAW) came into force in 1981. More than 90% of the General Assembly (excluding the United States) has signed this legally binding treaty.<sup>8</sup> In the Convention, discrimination against women is defined as:

[A]ny distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women irrespective of their marital status, on a basis of equality of men and women,

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<sup>6</sup> Bunch 506.

<sup>7</sup> The United Nations. UN Women. *Welcome to UN Women*. 2010. 14 Nov. 2010  
<<http://www.unwomen.org/>>

<sup>8</sup> Joyce Gelb, and Marian Lief Palley, eds. “Introduction: Perspectives on Women in Nations in a Globalized World.” *Women and Politics Around the World: A Comparative History and Survey*. Vol. 1. p. xiv.

of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.<sup>9</sup>

Focus has been placed upon both first generation (political and civil) rights in public life, and second generation (economic, social, and cultural) rights in private life, making it one of the only international documents to make a foray into the private lives of women. Another distinguishing aspect of CEDAW is its conception of gender equality beyond the legal domain.<sup>10</sup> This means that measures must be taken not only to change laws but also to modify social and cultural norms that are prejudicial towards women.<sup>11</sup>

### 3. Founding Programs and Conventions

Since its founding, the UN has had a range of bodies and produced a variety of documents with women's rights as their focus. These bodies have had different functions and leaders, but one common goal: to ensure women's rights around the world and advance the equality of women. The UN Entity for Gender Equality and the Empowerment of Women (UN Women) was created in July 2010 by combining four parts of the UN system (DAW, INSTRAW, OSAGI, and UNIFEM)<sup>12</sup> and in hope of advancing gender equality and empowerment goals of individual member states. This section will outline the different parts of the UN system and activities that deal with women. Where possible, the influence (both positive and negative) of the UN's bodies and activities will be analyzed in an attempt to create a historical picture of its efforts.

#### 3.1 Commission on the Status of Women

At the first session of the UN General Assembly in 1946, the five female delegates met to draft and sign an "Open Letter to the Women of the World."<sup>13</sup> This letter encouraged

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<sup>9</sup> Article one: "Convention on the Elimination of All forms of Discrimination against Women, adopted by the General Assembly on 18 December 1979." Reprinted in *The United Nations and The Advancement of Women, 1945-1995*. p. 235.

<sup>10</sup> Waldorf, Lee, Christine Arab and Menaka Guruswamy. "CEDAW and the Human Rights Based Approach to Programming: A UNIFEM Guide." UNIFEM, 2007. p. 7.

<sup>11</sup> "Convention on the Elimination of All forms of Discrimination against Women, adopted by the General Assembly on 18 December 1979." p. 236.

<sup>12</sup> Division for the Advancement of Women; UN International Research and Training Institute for the Advancement of Women; Office of the Special Advisor to the Secretary-General on Gender Issues and Advancement of Women; UN Development Fund for Women.

<sup>13</sup> Galey 12.

governments to let women play a more active role in national and international affairs, as well as peace and security.<sup>14</sup> Eleanor Roosevelt, a well-known human rights promoter and former US First Lady, presented this letter to the President of the General Assembly, Paul Henri Spaak. This represented the first step towards establishing a women's commission. Shortly afterwards, the Economic and Social Council (ECOSOC) established a Commission on Human Rights (CHR). At the first meeting of the CHR, Eleanor Roosevelt was elected chair, and a subcommission on the Status of Women was created under pressure from the female delegates and NGOs.<sup>15</sup>

The Subcommission on the Status of Women was primarily headed and staffed by women. In May 1946, the Subcommission created a mission statement and named four immediate goals: the creation of a Secretariat office with a competent female head; a conclusion of the worldwide survey of laws on women; the promotion of equal educational opportunities; and a women's conference.<sup>16</sup> The CHR approved of everything except the policy aims and the suggestion for a women's conference by the Subcommission on the Status of Women. Yet leaders of the Subcommission such as Bodil Begtrup wanted an independent commission so they could make recommendations directly to the Economic and Social Council (ECOSOC) and not have to compete, as such, with other human rights issues. A group of women eventually convinced Eleanor Roosevelt that a separate commission was needed and she helped secure a bid by the United States for changing the rank of the Subcommission on the Status of Women. By June 1946, the Commission on the Status of Women (CSW) was created.

For almost thirty years, CSW reported to ECOSOC on the current status of women's political, educational, economic and social rights and made policy recommendations regarding those areas. In 1963, the General Assembly (GA) asked the CSW to draft a Declaration on the Elimination of Discrimination Against Women. This Declaration was adopted by the GA a few years later in 1967. However, its status was weakened by the fact that it was non-binding on signatories. In fact, it was not until 1979 when the GA adopted the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) that a legally binding measure toward women's equality was introduced.<sup>17</sup> The Convention

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<sup>14</sup> *Ibid.*,

<sup>15</sup> *Ibid.*, 12-13.

<sup>16</sup> *Ibid.*, 13.

<sup>17</sup> United Nations: Commission on the Status of Women. "Short History on the Commission on the Status of Women." Accessed: 18 Nov. 2010.

<<http://www.un.org/womenwatch/daw/CSW60YRS/CSWbriefhistory.pdf>> p. 8.

applies to all women, and outlines the measures governments must take towards ensuring the full development and empowerment of women (such as creating and enforcing legislation that gives women equality). The scope of this convention extends beyond political and legal matters to family issues of relevance to women. This was the first international document to define discrimination against women and to protect women in both their public and private lives.<sup>18</sup> Despite the positive step this represented, CEDAW regrettably received the highest number of expressed reservations from governments for any UN convention on human rights.<sup>19</sup> Although the CEDAW is binding and more than 90% of governments in the UN have signed, its enforcement is difficult for the UN to implement with compliance resting largely upon national political will.

In 1972, the CSW called for an International Women's Year with themes of equality, development, and peace.<sup>20</sup> It also commemorated this occasion by hosting a conference in Mexico City in 1975. This was a significant development as the conference brought women's movements (including the work on the CSW) and the overall UN agenda together, creating the first global public policies to improve the status of women in the world.<sup>21</sup> At the World Conference, a recommendation was made for a UN Decade for Women, which took place from 1976 to 1985.

Throughout the decade, two other Women's Conferences were held—one in Copenhagen in 1980 and another in Nairobi in 1985. At each conference, a "programme of action" or "forward-looking strategies" were devised to promote the empowerment of women. However, the development of such plans and strategies was impeded by political divisions. At the Conference in 1980, the mounting politics of the Cold War led to rifts between East, West, North, and South. The Israel-PLO conflict also proved divisive and documents from the conference are "littered with references to Zionism and the need for women to denounce imperialism."<sup>22</sup> In Copenhagen, the conference was almost a failure because four Western delegations voted against the programme, and the other Western delegations abstained from voting<sup>23</sup> due to international political divisions.

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<sup>18</sup> Boutros-Ghali 41-42.

<sup>19</sup> *Ibid.*, 64.

<sup>20</sup> Galey 14-21.

<sup>21</sup> *Ibid.*, 21.

<sup>22</sup> Jill Steans, *Gender and International Relations*. 2<sup>nd</sup> ed. Cambridge: Polity Press, 2006.

<sup>23</sup> Jane S. Jaquette, "Losing the Battle/Winning the War: International Politics, Women's Issues, and the 1980 Mid-Decade Conference." Anne Winslow, Ed. *Women, Politics, and the United Nations*.

The Nairobi Conference had better results: the document, “Forward Looking Strategies for the Advancement of Women to the Year 2000” (FLSAW), was drafted. The FLSAW demanded that women have equal access to land and credit and drew attention to the onerous double burden on women in performing both paid and unpaid, domestic work. In connection with this, there was a call for unpaid work to be included in national accounts as well as social and economic indicators.<sup>24</sup> The FLSAW also considered violence against women and requested that the Secretary-General create more “focal points on women” within the UN system.<sup>25</sup> Meanwhile, throughout the decade, UN agencies such as UNIFEM and INSTRAW were established with a focus on women’s issues.<sup>26</sup>

A fourth World Conference on Women was held in Beijing in 1995. This was the largest conference that the UN had ever hosted, highlighting just how important women’s issues had become in the global arena.<sup>27</sup> The Beijing Declaration and Platform for Action used the previous three conferences and advances of the past decades as inspiration to work towards the legal equality of men and women. Discussion centred upon twelve key themes covering a wide range of topics including health, education, politics and the economy. These themes were identified as critical areas of concern and national governments were challenged with improving the status and equality of women in each of these fields.<sup>28</sup> Objectives were also included for international organizations and NGOs to facilitate women’s development in relation to these twelve themes.

In 2000, the UN reviewed the implementation of the Platform for Action, termed “Beijing +5”. The UN review was “fairly upbeat” in the progress that had been made since 1976, yet new issues such as women’s sexuality and reproductive rights (as well as the rights of homosexuals) were heavily criticized and challenged by strict Islamic and Catholic groups.<sup>29</sup>

Whilst these advances were considered too quick by some, they were considered too slow by others. Another review, conducted by Amnesty International, concluded that many governments were backtracking on issues they had promised to reform five years earlier. Indeed, Amnesty and others have criticized national governments for making “cosmetic”

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<sup>24</sup> Steans 97.

<sup>25</sup> *Ibid.*

<sup>26</sup> United Nations: Commission on the Status of Women 9.

<sup>27</sup> *Ibid.*, 15.

<sup>28</sup> European Commission. “Beijing +5: An Overview of the European Union follow-up and preparations.” Belgium: European Communities, 2000.

<sup>29</sup> Steans 111.

rather than substantial change in the sphere of women’s rights,<sup>30</sup> and areas of concern, such as the dearth of women in executive-level positions in government and business, remain.

The Commission on the Status of Women and the Convention on the Elimination of Discrimination Against Women have advanced the agenda of women’s equality in the UN and member states since 1946.

<b>Year(s)</b>	<b>United Nations’ Milestones Regarding Women</b>
1946	Commission on the Status of Women (CSW) created
1948	Universal Declaration of Human Rights
1963	CSW drafts Declaration on the Elimination of Discrimination Against Women
1972	UN declares International Women’s Year
1975	UN World Conference on Women in Mexico City
1976-85	UN Decade for Women
1979-80	GA adopts Convention on the Elimination of Discrimination Against Women
1980	UN World Conference on Women in Copenhagen
1985	UN World Conference on Women in Nairobi
1995	UN World Conference on Women in Beijing (Platform for Action)
2000	Beijing + 5 Review by UN (DAW)
2010-11	Establishment of UN Women

*Figure 1: Milestones for Women’s Rights in the UN*

Largely considered to be successful and revolutionary, the CSW and CEDAW continue to influence the dialogue on women’s issues today. There has been some criticism that governments are not implementing the articles of the CEDAW and that the Millennium Development Goals are not successfully being achieved due to limitations from the Beijing Platform of Action.<sup>31</sup> Further research concerning this must be done. Although the CSW has

<sup>30</sup> *Ibid.*, 112.

<sup>31</sup> UN-CSW. “Linkages between implementation of the Platform for Action and achievement of the NDGs.” *Interactive Expert Panel*. 11-13 Nov. 2009.

not been absorbed into UN Women, it has led to the creation of, or works with, some of the agencies that have combined to form UN Women. Furthermore, the roles of UN Women are to support inter-governmental bodies like the CSW with policy formation and to help member states implement the standards created by the CSW.<sup>32</sup> Therefore, the CSW, which will collaborate actively with UN Women, is too important an organization to exclude from any discussion on women and the United Nations.

### *3.2 Division for the Advancement of Women (DAW)*

This is the first of four parts of the UN system that have been combined into UN Women. The DAW has been active since 1946 (under the Department of Social Affairs) but has changed names and UN departments at least three times. Most recently it was under the Department of Economic and Social Affairs but its functions now fall under UN Women.<sup>33</sup>

The mission of the DAW is to improve the status of women and achieve equality with men. It works to advance the global agenda on women's rights, gender equality and empowerment, and women's voices in international policy. This is achieved through research and analysis, monitoring international agreements (especially the Beijing Platform for Action),<sup>34</sup> and by working with the CSW and CEDAW. The DAW helped organize and run the four Women's Conferences and provides "substantive servicing" to the CSW. It also helps to fulfill the CSW's mandate, creates communication between the CSW and governments, and enables NGOs to participate in sessions hosted by the CSW.<sup>35</sup> Additionally, DAW annually reviews the implementation of the twelve areas of concern outlined in the Beijing Platform for Action. As mentioned above, the first 5-year review conducted by the UN on the implementation of the Platform of Action from Beijing was positive because women's rights in 2000 were being compared with those in 1976. However, other groups have criticized national governments over lack of implementation. This highlights a significant difficulty in UN-member state relations: compliance is usually not mandatory, nor is it often successful.

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<[http://www.un.org/womenwatch/daw/beijing15/interactive\\_%20panel\\_I/PPT\\_4\\_March\\_2010-Eva\\_Rathgeber-consolidated.pdf](http://www.un.org/womenwatch/daw/beijing15/interactive_%20panel_I/PPT_4_March_2010-Eva_Rathgeber-consolidated.pdf)>

<sup>32</sup> The United Nations: UN Women. *UN Created new Structure for Empowerment of Women*. 2 July 2010. 20 Nov. 2010. <<http://www.unwomen.org/2010/07/un-creates-new-structure-for-empowerment-of-women/>>

<sup>33</sup> The United Nations: DAW. *About the Division: Short History*. 2009. 18 Nov. 2010. <<http://www.un.org/womenwatch/daw/daw/history.html>>

<sup>34</sup> The United Nations: DAW. *About the Division: About Us*. 2009. 18 Nov. 2010. <<http://www.un.org/womenwatch/daw/daw/indexnew.html#mission>>

<sup>35</sup> The United Nations: DAW. *About the Division: Organization*. 2009. 20 Nov. 2010. <<http://www.un.org/womenwatch/daw/daw/daworg.html#COU>>

### 3.3 UN-INSTRAW

The UN International Research and Training Institute for the Advancement of Women is dedicated to researching different issues and phenomena that are important to women. According to its mission, UN-INSTRAW is the “...leading United Nations Institute devoted to research, training and knowledge management in partnership with governments, the United Nations System, civil society and academia to achieve gender equality and women’s empowerment.”<sup>36</sup>

Founded after the First World Conference of Women in 1976, INSTRAW worked with ECOSOC by conducting research and training related to women and development until mid-2010. Now, under the aegis of UN Women, INSTRAW will continue its research on, *inter alia*, the value of household production, migration, and political participation of women.

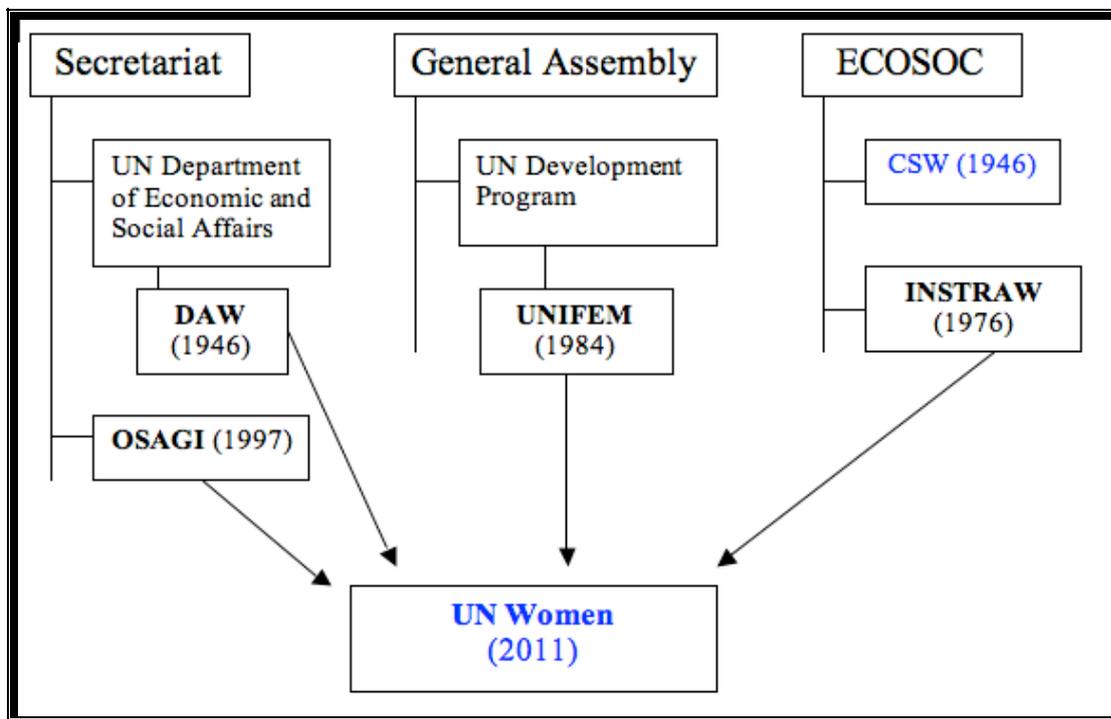


Figure 2: The Four Components of UN Women. As one can see, there are now two main entities working for gender equality within the UN—UN Women and the CSW.

<sup>36</sup> The United Nations: UN-INSTRAW. *Who We Are*. 2010. 15 Nov. 2010. <<http://www.un-instraw.org/about-us/who-we-are.html>>

### 3.4 OSAGI

The Office of the Special Advisor to the Secretary –General on Gender Issues and Advancement of Women (OSAGI) forms the third element of UN Women. This is a position in the Secretariat that was created in 1997, following the Beijing Conference. Its goals are to promote and ensure the implementation of the Millennium Declaration, the Beijing Declaration’s Platform of Action from the Fourth World Conference on Women, and the outcome of the follow-up session the General Assembly held on Beijing+5.<sup>37</sup>

OSAGI is responsible for gender mainstreaming in the UN; the approach used to achieve gender equality by making it central to all organizational activities, policy and research. This agency also works closely with ECOSOC, the General Assembly, and CSW and advises the Secretary-General on gender issues.

### 3.5 UNIFEM

In the mid-1970s, the UN Development Programme (UNDP) began to focus more upon women; providing resources for direct and practical assistance to women in developing countries.<sup>38</sup> By 1984, the General Assembly decided to change the name of the Voluntary Fund for the United Nations Decade for Women to the United Nations Development Fund for Women (UNIFEM) to continue the initial efforts of UNDP. UNIFEM works with NGOs and governments to provide technical and financial support for women in order to improve their standard of living. UNIFEM plays an important role in ensuring that CEDAW is adhered to, and acts as a catalyst for change.<sup>39</sup>

In its work on gender equality and promotion, UNIFEM faces difficulties on all three levels of reform; macro (i.e. governmental), micro (i.e. at individual and community level) and meso (i.e. with institutions of advocacy or evaluation).<sup>40</sup> It was also found, in an independent evaluation in 2007, that UNIFEM suffers from a lack of resources and from

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<sup>37</sup> The United Nations: OSAGI. *About the Office*. 15 Nov. 2010.  
<<http://www.un.org/womenwatch/osagi/aboutosagi.htm>>

<sup>38</sup> Boutros-Ghali 39.

<sup>39</sup> Universal Management Group. “Evaluation of the UNIFEM multi-year funding framework (MYFF) system.” 2007. p. 4.

<sup>40</sup> Helen Hintjens. “UNIFEM, CEDAW and the Human Rights-based Approach.” *Development and Change*. Vol, 39 No. 6. Oxford: Institute of Social Studies, 2008. 1186.

spreading those meagre resources too thinly;<sup>41</sup> that it lacks adequate programme evaluation; and that better communication is needed to inform partners of strategy and to reduce duplication.<sup>42</sup> These are critical concerns that UN Women must take into account having incorporated UNIFEM into its structure.

### *3.6 Assessing their Relationships*

With the structural reform, it appears that there will now be two major actors in the UN focused on women—the CSW and UN Women—as highlighted in blue in Figure 2. UN Women will conduct research for the CSW, spread norms, and monitor the implementation of these norms in the real lives of women. UN Women will also enhance other parts of the UN system (like UNICEF or UNDP) and promote the inclusion of women’s rights in all the UN does.

A report in 2007 by CEDAW-UNIFEM found that there was significant fragmentation between the UN agencies for women. Lee Waldorf, editor of the report, concluded that the agencies often competed or tended to ignore each other’s work. But now DAW, UNIFEM, and OSAGI have a primary task: “to help monitor implementation of CEDAW by governments worldwide.”<sup>43</sup> CEDAW and UNIFEM are working closely to bring gender equality into the UN system and governments around the world. With this shared goal, the different agencies should start to work together and complement each other.

Each agency will continue its specific work and contribute to the whole of UN Women: UN-INSTRAW conducting research on women around the world; OSAGI contributing to gender-mainstreaming in the UN and advising the Secretary-General on how to work women’s rights and perspectives into all UN activities; DAW working with the CSW, monitoring agreements and the implementation of treaties on women by member states, and organizing conferences; and UNIFEM performing field work and helping governments and NGOs with projects and financing to impact women’s lives directly. The expertise(s) of each former agency--research, incorporating women's issues into the entire UN system, the monitoring of treaties and implementation, and finally the "hands-on" work in local settings--

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<sup>41</sup> Universalia Management Group 3.

<sup>42</sup> Universalia Management Group 5.

<sup>43</sup> Hintjens 1184.

will be integrated into one new agency. With such a diverse range of functions, the creation of UN Women is the next step to better coordination and unification.

#### **4. Goals and Leadership of UN Women**

The four organizations were combined over a six-month transitional phase, and UN Women was fully operational by January 2011. The GA, ECOSOC, and CSW provide intergovernmental governance to UN Women for norm implementation. Additionally, the GA, ECOSOC, and Executive Board of UN Women (composed of 41 members from around the world) control the operational functions and policy guidance. There are two funds that donors are welcome to contribute to under UN Women; the Fund for Gender Equality and the UN Trust Fund to End Violence against Women. Monies are then distributed as grants to programmes and government agencies.

In mid-September 2010, Secretary-General Ban Ki-moon appointed the former President of Chile, Michelle Bachelet, as head of UN Women. Bachelet's full title is Under-Secretary-General for UN Women. Her role comprises membership of all the senior UN decision-making bodies. Bachelet is a widely respected political figure. She studied medicine and military sciences before entering Chilean politics. After working in a variety of positions, she became Minister of Health in 2000, then Minister of Defence, and subsequently President of Chile from 2006 until 2010.<sup>44</sup>

On 10 November 2010, ECOSOC elected 41 members from all over the world to serve on UN Women's new board. The members were chosen according to geographical guidelines as is usually the case with UN entities. UN Women's budget will be \$500 million per year, which is twice as much as the combined budgets of the four agencies comprising UN Women.<sup>45</sup>

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<sup>44</sup> United Nations: UN Women. *Under-Secretary-General*. Sept. 2010. Accessed 20 Nov. 2010. <<http://www.unwomen.org/about-un-women/under-secretary-general/>>

<sup>45</sup> United Nations: UN Women. <<http://www.unwomen.org/2010/11/united-nations-elects-executive-board-of-new-agency-for-womens-empowerment/>>

## 5. Conclusion

UN Women has many challenges ahead, but with the leadership of Michelle Bachelet, the dedication of its new employees, and the increased coordination and resources available to it, progress can be made. UN Women must continue the efforts made to achieve women's equality and empowerment throughout the world and governments must commit to implementing change in their countries. In addition, UN Women must cooperate and coordinate its actions with other international organizations, such as the European Union. Lessons from members states with progressive laws and equal rights for men and women must be learned and passed on. The year 2011 may be looked upon in the future as the start of a new era in women's equality, if UN Women can coordinate its resources and work successfully with the Commission on the Status for Women.

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