Women in Diplomacy
- An Online Discussion Platform
22 October – 06 November 2012
Evaluation Report

Organized by the United Nations Institute for Training and Research (UNITAR), in collaboration with the Directorate of Energy & Climate Change, United Arab Emirates Ministry of Foreign Affairs, the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), Women’s Environment & Development Organization (WEDO) and Global Gender and Climate Alliance (GGCA)
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When UNITAR first approached Women’s Environment & Development Organization (WEDO) to discuss the idea of an open platform for dialogue on the issue of women in the climate negotiations, although I was immediately excited by the prospect, I was a bit unsure whether such a specific dialogue would have much engagement, and/or if individuals would find the time to meaningfully participate in this type of dialogue. In the end, I was thoroughly impressed, that in a short amount of time, the dialogues were able to create quite a substantive and engaging discussion. It seemed that participants felt the dialogue space to be a useful and safe environment to share insights and its certainly an area that we can continue to utilize and build upon. (Discussion moderator, Bridget Burns 10 November 2012)

1. Introduction

The 2012 Secretary-General’s Five-Year Action Agenda underlines the importance of promoting women’s political participation. Active participation of women in decision-making positions is crucial to achieving equality, development and peace. However, despite women’s growing participation, the number of women in senior level positions in capital and international civil service positions falls short in terms of equal gender balance. What is the reason for this continued disparity of numbers when it comes to women’s representation?

The UNFCCC COP18 international climate change negotiations in Doha offer an important opportunity to further engage and empower women in diplomacy. A growing group of women leaders lead key elements of the UNFCCC process demonstrating the central role women’s leadership plays in effectively responding to the challenge of global climate change. At the same time, more work is still needed to ensure women’s full and active participation at all levels of climate policy and from all countries. How can such participation be encouraged and supported?

By establishing an online platform for discussion, the United Nations Institute for Training and Research (UNITAR), in collaboration with the Directorate of Energy & Climate Change, United Arab Emirates Ministry of Foreign Affairs, the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), Women’s Environment & Development Organization (WEDO) and Global Gender and Climate Alliance (GGCA), aimed to enhance awareness of the roles of women and the importance of gender equality in diplomacy today.

This report reviews the implementation and evaluation of the Online Discussion Platform on Women in Diplomacy carried out in Fall 2012. These discussions were the first step in a series of initiatives led by UNITAR to empower women in diplomacy through capacity building.
2. Background of the organizers

United Nations Institute for Training and Research (UNITAR)

Established in 1965, UNITAR is an autonomous institution within the UN system with a mission to deliver innovative training and conduct research on knowledge systems to develop the capacities of beneficiaries.

The Institute’s activities in the field of multilateral diplomacy focus on raising awareness and developing knowledge and skills to enable diplomats to perform effectively in the multilateral environment. UNITAR’s Multilateral Diplomacy Programme (MDP) offers orientation and briefing sessions, professional skills development workshops, e-Learning training, awareness raising on contemporary policies and issues, and development of diplomacy training tools.

The Directorate of Energy & Climate Change, United Arab Emirates Ministry of Foreign Affairs (UAE)

Minister of Foreign Affairs of the United Arab Emirates (UAE), took the decision to establish a Directorate of Energy and Climate Change within the Ministry of Foreign Affairs in March 2010 following a detailed review of experience creating similar institutions in other countries. This Directorate has three main areas of responsibility, to liaise with International Renewable Energy Agency (IRENA), to represent the UAE in international negotiations, and to support a national climate change strategy.

The DECC plays a major diplomatic role for the UAE in all international negotiations on Climate Change, in particular within the United Nations Framework Convention on Climate Change (UNFCCC) including the Kyoto Protocol. The Directorate is the main focal point for the UAE’s engagement with IRENA both as its host country and as a member state.

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

UN Women, the United Nations Entity for Gender Equality and the Empowerment of Women was created in July 2010 by the United Nations General Assembly.

The main roles of UN Women are: To support inter-governmental bodies, such as the Commission on the Status of Women, in their formulation of policies, global standards and norms. To help Member States to implement these standards, standing ready to provide suitable technical and financial support to those countries that request it, and to forge effective partnerships with civil society. And to hold the UN system accountable for its own commitments on gender equality, including regular monitoring of system-wide progress.
Women’s Environment & Development Organization (WEDO)

WEDO was legally established in 1991. As a global women’s advocacy organization, WEDO envisions a just world that promotes and protects human rights, gender equality and the integrity of the environment.

WEDO’s mission is to ensure that women’s rights; social, economic and environmental justice; and sustainable development principles, as well as the linkages between them, are at the heart of global and national policies, programs and practices. WEDO views strong and diverse partnerships as integral to meeting its goals. WEDO’s core competency has been high-level advocacy in international arenas, while building bridges among a range of stakeholders.

Global Gender and Climate Alliance (GGCA)

The Global Gender and Climate Alliance was launched at the UN Climate Change Conference in Bali in December 2007. GGCA membership includes nearly 70 UN agencies and civil society organizations. Working together, the GGCA continues to be recognized as a unique and effective partnership that brings a human face to climate change decision-making and initiatives.

The primary goal of the Global Gender and Climate Alliance (GGCA) is to ensure that climate change policies, decision-making, and initiatives at the global, regional, and national levels are gender responsive.

Roles and responsibilities
Prior to the workshop, UNITAR, UAE, UN Women, WEDO and GGCA undertook numerous correspondences to ensure that the project would reach the objectives. All partners shared information related to their field of expertise so as to garner experience and expertise in the planning phase.

UAE and GGCA were mainly involved in the development of the concept and in reaching out to appropriate moderators and other important contacts.

UN Women and WEDO, who were both sending representatives to moderate the discussions, were primarily involved in the development of the content. All partners were engaged in the promotion of the Online Discussion Platform.

UNITAR’s responsibilities:
- Project management and organisation
- Communication with and organisation of moderators
- Instructional design and setup of the Online Platform
- Production of information material
- Organisation of communication and dissemination of invitations
- Provision of technical support to moderators and participants
- Evaluation of the project
3. General Objective of the Online Discussion Platform

The overall goal of the Online Discussion Platform was to raise awareness of the roles of women and the importance of gender equality in diplomacy today. A goal was likewise to create a space where negotiators and delegates could share their experiences, support each other, network and build contacts socially and professionally.

The objective was to provide an opportunity for participants, through discussion and knowledge sharing, to:
- Understand the role of women in diplomacy
- Gain knowledge on the current research on women’s political participation and leadership
- Share insights and experiences as to their professional work, objectives and priorities
- Inspire and motivate others with same tasks and responsibilities
- Identify priorities and means for the application of a gender perspective in national and international arenas
- Express needs for support and capacity building
- Create networks for support and knowledge sharing across thematic fields
- Discuss issues related to women’s empowerment in the negotiations, leading up to COP18

4. Design and Structure of the Discussions

The Online Discussion Platform was launched in October 2012 with two moderated discussions. Throughout 2012 the Platform will be open for users.

The first discussion, from 22 to 28 October 2012, had focus on: Women in diplomacy in national and international arenas
The second discussion, from 29 October to 6 November 2012, had focus on: Women in the climate change negotiations

Participants were provided with a login and password and they could use to log on to the Platform at any time to add to the written dialogue. As a guideline participants were encouraged to visit the Platform at least three times during each discussion to explore and engage in the conversation.

For each discussion three moderators were assigned to initiate and facilitate the discussion. (See the section 7. Summary of the Online Discussions for more information)

On the Platform, under each discussion, a number of resources were available for the participants (See annex 1 for the list of resources)

In addition to the inspiration, networking and knowledge gained during the discussions on the Platform, participants were invited to join discussions during the UNFCCC Gender Day on November 27 2012 at COP18 in Doha. As well as a lunchtime dialogue on November 30 2012, that looked specifically at representation and equity at the UNFCCC.

Moderators
In cooperation with partners six dedicated and competent moderators were found. When searching for appropriate moderators the following were considered:
- The person or their organisations should be well known and respected in the environment to attract people to the discussions.
- The moderators should be representing both the Global South and Global North.
The following moderators were announced:

For the first discussion on Women in diplomacy in national and international arenas:
- H.E. Ms. Diann Black-Layne, Ambassador of Antigua & Barbuda
- Dr. Anne-Marie Goetz, Chief of the Women and Peace and Security Section (UN Women)
- Ms. Begoña Lasgabaster, Chief of the Leadership and Governance Section (UN Women)

For the first discussion on Women in the climate change negotiations:
- Ms. Anna Pála Sverrisdóttir, Specialist, Department of Natural Resources and Environmental Affairs - Icelandic Ministry for Foreign Affairs
- Ms. Ulamila Kurai Wragg, Executive Coordinator for the Pacific Gender Climate Coalition, (Cook Islands)
- Ms. Bridget Burns, Project Coordinator, Women's Environment & Development Organization (WEDO)

A presentation of the moderators can be found in Annex 2.

**Task and Time**

The moderators were expected to spend time on the following:
- Correspond with UNITAR and co-moderators prior to the discussions
- Prepare material and questions for the discussion
- Make a “kick-off” post to guide and focus of the discussion along main themes through a set of questions
- Review and respond to incoming communication from participants daily
- Post a wrap-up of the discussion question
- Evaluate with UNITAR

During the discussions UNITAR were responsible for:
- Instructional design and setup of the Platform
- Technical support of moderators and participants
- Filter incoming communication from participants so as to weed out inappropriate messages
5. Participants

The Online Discussion Platform was targeting aspiring and current delegates, government officials, NGO professionals and negotiators worldwide. Both men and women were invited to join. For the discussions 111 Participants from 47 nationalities were signed up. After the moderated part of the discussion still around 25 people signed up.

Their Organisational Affiliation was wide spread:

![Organisational Affiliation Graph]

As expected more women than men had found interest in signing up for the discussion.

![Gender Balance Graph]

6. Publicity and Dissemination

UNITAR was responsible for producing information material and for organising the dissemination. Two weeks before the start of the first discussion information about the event was sent out through the following channels:
- Email /email lists (e.g. Climate-L listserv and UNITAR’S contact lists)
- Social media: Facebook, Twitter
- Partner’s homepages

To disseminate information about the Online Discussion Platform all partners used their network and contact was made to other actors in field, who helped creating awareness of the event:
UNFCCC: Hanna Gehor and June Budhooram
UN Women: Verona Collantes, Anna Falth and Tracy Raczek
The Mary Robinson Foundation - Climate Justice (MRFCJ): Mary Faherty
7. Summary of the Online Discussions

The Online Discussion Platform on Women in Diplomacy provided a unique opportunity for the 111 participants and 6 moderators to gain key insights within the field of Women in Diplomacy worldwide. Especially the international aspect was highlighted as a great asset. One participant writes:

For me, the most valuable insight was being afforded the holistic perspective from our international participants. I learnt that women around the world have been laying the foundation for the success of present and future generations by promoting empowerment through education, family stability and participation in the political process for the more marginalised women in their respective societies i.e. (Joy K. Dillon)

Questions Asked by the Moderators

The moderators were responsible for starting the discussion by posting one main question each. The questions were posted with a few days in between. Examples of questions asked:

Discussion 1 question 1

What are examples of good practice that have opened meaningful positions in foreign services to women?

Your participation should focus on:

- Strategies, good practices and resources to promote women’s increased leadership, in particular in the foreign services;
- Constraints women face to participate in foreign services in meaningful positions.
Discussion 2 question 3

- Should there be parity or quotas on newly formed technical boards and bodies to ensure the representation of women?
- What are the potential capacity gaps for achieving this and what steps can be taken to ensure more inclusive representation?

See annex 3 for a list of all the questions asked.

**Highlights from the discussion**

- Women face two kinds of obstacles participating in political life: Structural barriers and capacity gaps
- It is necessary to bring the experiences and knowledge of both women and men to the table
- Women's representation result in good role models for young women and girls
- Having a good representation of women at the very top is necessary, however not sufficient on the whole
- There is a need for training and capacity building

Quotes from the Moderators:

*More difficult to tackle are the very deeply embedded gender biases that assign authority and credibility to men, and that reserve for them the roles of negotiators, leaders – in short, diplomats.* (Anne-Marie Goetz, 24 October 2012)

*I think there is a challenge between connecting women's leadership to more gender responsive policies, and cementing gender equality as a 'women's issue' when it is actually the State's responsibility in terms of upholding human rights principles.* (Bridget Burns, 2 November 2012)

*I must say that I have learnt so much from the comments provided and I am swimming in thoughts trying to picture what it would be like if we are ever to stop strategizing in trying to get more women to sit at decision-making tables.* (Ulamila Kurai Wragg, 6 November 2012)
Activity on the Platform

The table below shows the activity on the platform during the discussions.

<table>
<thead>
<tr>
<th>Discussion 1</th>
<th>Discussion 2</th>
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<tbody>
<tr>
<td>Question 1</td>
<td>30</td>
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<td>Question 2</td>
<td>25</td>
</tr>
<tr>
<td>Question 3</td>
<td>15</td>
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Participants who have accessed the Platform during the moderated discussions: 85/111
Number of participants who have made a post: 35/111

The total number of posts during the discussions was 147.
Below we see the number of posts per question:
8. Post Training Evaluation

The number of people signing up to take part in the discussions shows that *Women in Diplomacy* is a topic of great interest to many. This was furthermore confirmed by the feedback UNITAR received from the participants.

At the conclusion of the moderated discussions participants were encouraged to send their feedback to UNITAR. In their response they were asked to take point of departure in a number of questions. The following quotes from the participants exemplify the main points of the feedback. To see the complete data on the feedback from the participants please see annex 4.

**Why do you think it is an important topic?**
- It is an essential topic to enhance women participation, gender mainstreaming and strengthen women roles in the Diplomacy (Mey Eltayeb Ahmed)
- Active participation of women in the decision-making processes at all levels is crucial if we want our laws and policies on a wide array of issues (e.g. environment, equality, development, …) to be efficient and effective. If we continue to leave 50% of the world population out, we will never be able to find solutions to global, regional, national and local problems because we need everyone’s voice, input and the diversity to be reflected in our solutions. (Nicky Broeckhoven)

**What was the most valuable/interesting insight you gained from the discussions?**
- There were several value-adding discussed points. For me the most interesting discussion was on the pros and cons of affirmative action, which I hadn’t taken the time to look further into before. The wide examples provided by the participants in the different countries opened my mind to all the possibilities, actions and strategies that can be implemented in developing countries, including my own – Honduras. It is very satisfying to know that women are becoming more increasingly active in the international arena and to know the world is open for those who really want to make a difference and impact the lives of others. (Natalia Acosta)
- I discovered that women’s participation can be promoted in many ways. Starting from a grassroots approach of access to education, followed by participation in negotiations and finalizing with opening the space to participate at top level decision making processes. Everyone shared their own suggestions on how to empower women but at the end we all agreed that a comprehensive approach is needed, there are no single answers to this complex situation. (Gisele Fernández Ludlow)

**What do you think about the questions asked by the moderators?**
- I thought that the questions raised were thought-provoking and very pertinent to the discussions, but not too restrictive so as to limit the range of views and expressions on any given topic. (Joy K. Dillon)
- Great, these were wonderful and relevant. (Shankar Adhikari)
I believe that the questions were able to create the platform for discussion that brought together participants from different parts of the world to contribute to an important topic. I felt they were specific and this helped participants give contributions relevant to the topic under discussion. (Susan Musandu)

**Did you benefit from the resources on the Platform?**
- Immensely, for me it was like opening my mind completely. As I read the comments I visualized all the actions that could be taken in my country to improve gender equality and felt an urge to act, do something for a positive change. The resources in the platform stimulated my thinking and provided me with the building blocks for my next career move. (Natalia Acosta)
- Yes, they were useful as they helped to fill holes in my theoretical background (Nicky Broeckhoven)

**Do you have any feedback for the moderators / UNITAR staff?**
- Good job in general and we need more of these. (Rub Al-Zu‘bi)
- Very qualified and proactive team. (Alma Rosales)

**Would you recommend others to sign up for a UNNITAR online discussion in the future?**
- Yes, I strongly recommend others to join the UNITAR online discussions in the future because they are really useful and a person can get many ideas from different people. Learning from others is very important. Besides that the materials or syllabus provided in the online courses are very useful. The questions asked by moderators are also important. The online courses enable the person to learn a lot about the topic at any time. (Amani Alloudhai)
- Yes I will definitely recommend signing up for a UNITAR online discussion platform as it is quite feasible affordable for people like us to gain express our ideas in global area. While still sitting at home to get opportunity to discuss the topic of our interest with the expert and like minded people around the globe. (Shobha Yadav)
9. UNITAR’s Comments on the Results of the Online Discussion Platform

The success of the workshop was evident from the number of positive reactions UNITAR received after the moderated discussions.

The success can be attributed to the effort of the moderators, their questions and their engagement, when it came to responding to the post of the participants. Not to mention, their ability to create a comfortable and conducive atmosphere online.

The Online Discussion Platform also had a positive impact on the relationship between the partners. UNITAR hopes that this was only the first in a line of many common projects to empower women in diplomacy.

Follow-up strategy for 2013-2014

A main conclusion drawn from this online discussion was that, if we want to reach a more gender-balanced representation in the multilateral environment, there is a need for training and capacity building and the creation of networks among female diplomats. This feedback is inspiring UNITAR to develop more initiatives focusing on capacity building of female delegates, especially for those from least developed countries.

Building on the extensive experience of the Multilateral Diplomacy Programme (MDP, UNITAR) in training the international diplomatic community, we are aiming to develop activities along the lines of:

- High-level panel discussions
- Training workshops / courses focusing on building the capacities of women on delegations in the field of multilateral diplomacy
- New online discussions focusing on the role of women in diplomacy

As a final remark from a participant:

Equal capacity of men and women to participate in diplomacy was not discussed - this is nowadays a common understanding. Therefore, now the focus of the efforts should be on bringing women into the negotiations (Gisele Fernández Ludlow)
ANNEXES
Resources Discussion 1: 

**Convention on the Elimination of All Forms of Discrimination against Women (CEDAW):**

- Article 7 commits States parties to ensure equality between women and men in political and public life, including the right to vote, to be eligible for election, to participate in formulating government policy, to hold public office and to perform public functions.
- Article 8 requires States parties to ensure that women have equal opportunities with men to represent their governments at the international level and to participate in the work of international organisations.

**CEDAW General Recommendation 23 (Political and Public Life)**
**Strategic objective G.1.** Take measures to ensure women's equal access to and full participation in power structures and decision-making.
**Strategic objective G.2.** Increase women's capacity to participate in decision-making and leadership.

**Millennium Declaration and the Millennium Development Goals (MDGs):**

- **MDG Indicators 2005 World Summit Outcome**
- **Progress of the World’s Women: In Pursuit of Justice**
- **I know politics** International Knowledge Network of Women in Politics
- **IPU: Women in National Parliaments, Situation as of September 2012**
- **UN Women – IPU: Global map of Women in Politics, 2012**
- **Female Permanent Representatives to the UN**


- **Resolution 1888** (2009) strengthens the implementation of SCR 1820 through assigning leadership and establishing effective support mechanisms. It calls for the appointment of a Special Representative of the Secretary-General to coordinate UN efforts to address conflict-related sexual violence, as well as for the rapid deployment of teams of experts and advisors to situations of concern. SCR 1888 also calls for the inclusion of the issue of sexual violence in peace negotiations, the development of approaches to address the effects of sexual violence, and improved monitoring and reporting on conflict trends and perpetrators.
- **Resolution 1889** (2009) addresses obstacles to women’s participation in peace processes and peacebuilding, as prescribed in SCR 1325. It calls for the UN Secretary-General to submit to the Security Council a set of indicators for use at the global level to track implementation of SCR 1325. It also calls for the strengthening of national and international responses to the needs of women and girls in conflict and post-conflict settings.

**Beijing Platform For Action: Women and armed conflict**

**Strategic objective E.1.** Increase the participation of women in conflict resolution at decision-making levels and protect women living in situations of armed and other conflicts or under foreign occupation. Actions to be taken.
**Strategic objective E.2.** Reduce excessive military expenditures and control the availability of armaments. Actions to be taken.
**Strategic objective E.3.** Promote non-violent forms of conflict resolution and reduce the incidence of human rights abuse in conflict situations. Actions to be taken.
**Strategic objective E.4.** Promote women's contribution to fostering a culture of peace. Actions to be taken.
Strategic objective E.5. Provide protection, assistance and training to refugee women, other displaced women in need of international protection and internally displaced women. Actions to be taken.

Strategic objective E.6. Provide assistance to the women of the colonies and non-self-governing territories. Actions to be taken.

Greater action needed to include women in peacekeeping – UN study (8 February 2011)

Inventory of United Nations Resources on Women, Peace and Security

Resources Discussion 2:
(2012) European Institute for Gender Equality (EIGE). Gender Equality and Climate Change
Mary Robinson Foundation for Climate Justice (MRFCJ). Women’s Leadership on Climate Change
(2011) WEDO. Empower Women, Impact Climate
(2011) Climate and Development Knowledge Network (CDKN). What the women said: conversations with LDC women negotiators in Bonn
(2010) WEDO. Strengthening Women’s Leadership at the UNFCCC: The Women Delegates Fund
Annex 2 - Presentation of moderators

Discussion Moderators

**Ambassador Diann Black – Layne**
E-mail: dcblack11@yahoo.com
Office Location: St. John’s, Antigua

Diann Layne, is the Chief Environment Officer for Antigua and Barbuda and the lead negotiator Climate Change. Ms. Layne was a leading member of her delegation when Antigua and Barbuda chaired G77 and China in 2008 and the AWG-KP 2009 – 2010. Since then she has been leading the delegation in Climate negotiations, regional issues related to Governance, development Finance and the GEF. In her personal life, Ms. Layne is married with three children, under the age of 8 and including one child that is special needs. She credits her family support for her ability to do her job as an Ambassador and a negotiator.

**Dr. Anne-Marie Goetz**
E-mail: anne-marie.goetz@unwomen.org
Office Location: New York, USA

Dr. Anne Marie Goetz is the Chief Advisor of Governance, Peace and Security at UNIFEM. Prior to joining UN Women (formerly UNIFEM) in 2005, she was a Professor of Political Science at the Institute of Development Studies, University of Sussex. Dr. Goetz is a political scientist who has specialized in the study of gender and governance in development, and gender and conflict. She has written extensively on the conditions under which marginalized social groups, including women can become more effective in advancing social change agendas once they occupy public office. This includes research on gender-sensitive approaches to public sector reforms, anti-corruption initiatives, and decentralization. She is the author of seven books on the subjects of gender and politics in developing countries, and on accountability reforms. While at the UN Dr. Goetz has among other things focused on strengthening the normative tools for combatting the use of sexual violence as a tactic of warfare as well as strengthening the UN’s operational capacity and coordination on this issue. Her work contributed to the creation of the UN network: UN Action against Sexual Violence in Conflict. She has also strengthened UN Women’s work on women’s engagement in conflict prevention and resolution, and most recently has focused on ensuring that the UN’s peace building architecture integrates commitments and practical methods to engage women fully in post-conflict recovery and to ensure their needs are addressed.
Begoña Lasagabaster

E-mail: begona.lasagabaster@unwomen.org
Office Location: New York, USA

Begoña Lasagabaster is Chief of the Leadership and Governance Section at UN Women. Ms. Lasagabaster has more than 20 years of professional experience, including with UNIFEM and UN Women since October 2008. She was Member of the Spanish Parliament for 12 years (1996-2008); and a member of the Home Affairs, Justice, Foreign Affairs, Constitutional, Budget, Public Administration, European Union and Parliamentary Rules and Regulations committees. She also served as an International Electoral Observer in the following elections: Lebanon (2005), Venezuela (2005), Palestine (2006), Peru (2006), Ecuador (2006), Democratic Republic of Congo (2006), Bosnia-Herzegovina (1996 and 2006) and Member of the Delegation of Congress-Senate at the Conference of the Institutions Specialized in European Community Issues and Parliaments of the European Union (COSAC). Ms. Lasagabaster had an active role in establishing more than one hundred and fifty laws, including in the areas of women’s rights, gender equality law, elimination of violence against women, international development and cooperation, economic, social and justice rights. From 1987 to 1990, she worked as Lawyer specializing in European Community Law, Civil Law and Private International Law from 1990 to 1996, and was European Parliament Officer working as expert in Regional and Justice Committees from 1987 to 1990. Ms. Lasagabaster holds a Law Degree from Universidad de Salamanca (Spain) and a Degree on European Community Law from the College of Europe (Bruges, Belgium). She speaks Spanish, English and French.

Anna Pála Sverrisdóttir

E-mail: aps@mfa.is
Office Location: Reykjavík, Iceland.

Ms. Anna Pála Sverrisdóttir works for the Ministry for Foreign Affairs of Iceland, Department for the Environment and Natural Resources. She is a member of the Icelandic delegation in the UNFCCC negotiations, where she has inter alia focused on mainstreaming a gender equality perspective into the climate change agenda.

Ms. Sverrisdóttir holds a Mag. Jur degree in law from the University of Iceland as well as a graduate diploma in gender studies. She has worked as a journalist, an in-house legal counsel and election campaign director as well as having served for a while as a member of Althingi, the Parliament of Iceland. Sverrisdóttir has lectured on women’s law at the University of Iceland and volunteered with the Icelandic women’s movement.
Ulamila Kurai Wragg

E-mail: rarowragg@gmail.com
Office Location: Avarua, Cook Islands

Ulamila Kurai Wragg was born and raised in her father's home country, Fiji; and moved to her mother's homeland, Cook Islands, some 10 years ago to raise her young family. A strong gender and climate change advocate in the Pacific region, Ulamila was a journalist by profession and entered the climate change negotiation as a writer in 2008, at COP 14 in Poznan. But since then, she has focused most of her time lobbying to ensure that the Pacific Islands adapt and mitigate climate change taking into consideration gender and cultural issues.

Ulamila has been a Cook Islands party delegate to UNFCCC negotiation since 2009, as a recipient of the Government of Finland's Women Delegates Fund coordinated by the Global Gender Climate Alliance. She is a gender and media trainer and is married with four children.

Bridget Burns

E-mail: bridget@wedo.org
Office Location: New York, USA

Bridget Burns is a gender and development specialist with several years of experience in managing programs and networks within global organizations, mainly in the areas of gender equality, human rights, sustainability and leadership development.

Bridget is very passionate about the importance of mentorship and leadership development, particularly for young women. She speaks on the subject at workshops and on panels, most often with a focus on what it is to be a leader in the 21st century, particularly in the context of climate change and sustainable development. She is very proud to have worked at the Eleanor Roosevelt Leadership Center on their Girls Leadership Worldwide program, and to coordinate the LEAD International Fellows Training program.

In her current work at WEDO, Bridget coordinates the Women Delegates Fund, a program to support and enhance the participation of women delegates in the UN Framework Convention on Climate Change (UNFCCC) process. Since its inception, the WDF has evolved from a travel fund to an in-depth leadership program for a group of core participants. The Fund has allowed for targeted capacity-building in a range of areas from advocacy techniques to media skills, created a strong network of female delegates, and provided economic support. Bridget also coordinates activities on young women's leadership for sustainable development. Bridget graduated from Marist College in 2007 and has a Master's Degree in Gender, Development and Globalisation from the London School of Economics.
Annex 3 - List of questions asked by the moderators

Questions Discussion 1

Gender equality in decision-making is critical for sustainable, people-centered development, just societies and democratic governance. The equal participation of women and men in public life is a critical requirement of the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). The Beijing Platform for Action (1995) emphasized the need to ensure women’s equal access to, and full participation in power and decision-making structures. Through the United Nations Security Council resolution 1325 on women, peace and security (2000), the Millennium Declaration and the Millennium Development Goals (MDGs) as well as the 2005 World Summit, the international community reaffirmed the fundamental role women must play in decision-making for peace and security, development and human rights.

A. What are examples of good practice that have opened meaningful positions in foreign services to women?

Your participation should focus on:

- Strategies, good practices and resources to promote women’s increased leadership, in particular in the foreign services;
- Constraints women face to participate in foreign services in meaningful positions.

B. What difference do women bring to decision-making processes?

Views differ as to whether women have different priorities in public decision-making than men, or whether they have a different level of awareness of the concerns of other women – or a different commitment to gender equality - than do men.

In some perspectives, when women are a token minority in any public service position, they conform to dominant work patterns and strive not to be noticed for a particular concern with gender or other issues. It has been observed that when women in any public service exceed a 'critical mass' of about 30%, they can develop the confidence to advance particular perspectives that reflect the needs and interests of women more generally.

- Does the presence of women as senior policy-makers, managers, negotiators, etc., in the public arena, including the Foreign Service, improve the quality of policy-making from the perspective of advancing gender equality and women’s rights in diplomatic work? If so, how (provide examples)? Are there other differences in the practice and perspectives of women and men diplomats?

- (still to be confirmed) How can advocates of women’s empowerment and gender equality, including those who are women diplomats, make a difference for global gender issues and fora – case of Ending Violence Against Women (EVAW) as the main theme of the upcoming Commission on the Status of Women

- Are there negative consequences for women diplomats who address gender issues in their work? Are they seen as somehow less committed or professional than their male counterparts? If yes, how can this perception be countered?
C. How to enhance the role of women diplomats in conflict prevention and conflict resolution contexts?

The United Nations Security Council has passed five resolutions on women and peace and security, all of which assert that women’s participation is valuable to conflict resolution processes and crucial to sustaining peace.

These resolutions call on all UN Member States to promote the participation of women at all levels in peace processes and in the prevention of conflict; to protect women from gender-based violence; and to take their specific needs into account as ex-combatants or refugees, and in recovery processes.

To date, the international community is more aware of the differentiated impact of armed conflict on women and girls and on their contribution to peace processes. Globally, there is a growing interest in developing initiatives addressing the gender dimensions of conflict and post-conflict situations, such as ending violence against women, abolishing impunity for perpetrators, and enhancing women’s participation in decision-making, especially in efforts related to peace and security. However, progress has been very slow in increasing the numbers of women at peace talks or contributing to political dialogue to defuse conflicts. Conflict prevention is the core task of diplomats. It has been proposed, through the UN’s indicators on the implementation of resolution 1325, that increasing the proportion of women in national Foreign Service and in the leadership of regional organizations would make a valuable contribution to gender-responsive conflict prevention around the world.

- What role do women diplomats play in conflict prevention? Provide examples of good practices of women’s involvement in conflict prevention.
- What can be done to strengthen the engagement of women diplomats in that address women’s needs?
- In addition to the annual Open Debate of the Security Council on women, peace and security (scheduled for October 29th this year), there are many other opportunities to engage intergovernmental bodies in addressing gender equality. How can the contribution of women diplomats to these policy debates – such as the upcoming meeting of the Commission on the Status of Women (on the subject of ending Violence against Women) be strengthened?

Questions Discussion 2

Question 1

Dear all,

This past week we have enjoyed vivid discussions on the position of women in diplomacy. It is time to move on to the more specific part of the discussions, where we will concentrate on climate change and the UN climate negotiations. Without doubt, much of what has been put forward in the more general part of the discussions will help enlighten us.

To begin with, the moderators would like to focus on mapping the current situation: What are your perceptions of gender equality and women’s representation within the UNFCCC today? Those of you who haven’t (yet!) participated in UNFCCC meetings will certainly be able to contribute from a wider perspective.
1. From the Executive Secretary to the last three COP Presidents, at the very top level of UNFCCC, strong women have been prominent lately. Does that promote equality? Or does it disguise the overall under-representation of women in the climate negotiations as well as in boards and committees established under the UNFCCC?
2. Do women bring in different perspectives than those of men to the climate negotiations? Should they? Is there an overall difference between female and male UNFCCC negotiators in their work?
3. What, if any, challenges do women delegates face in taking on leadership roles within their delegations?

**Question 2**

Hello all,

I have been actively following the discussions so far which have been moderated by Anna Paula and very interested to see the responses and insights. As an introduction, my name is Bridget Burns and I work for the Women's Environment and Development Organization (WEDO), where I run a program called the Women Delegates Fund (WDF). This Fund, supports women delegates, mainly from Least Developed Countries, to attend the negotiations as part of their national delegations and provides capacity building and networking opportunities.

This Monday, I delivered a talk on a panel which was looking at different strategies for greater consensus-building in the UNFCCC. My presentation focused on greater equity in representation so that climate policies could reflect the diverse needs of the human population. You can watch parts of this [here](#) (the last speaker). At WEDO, we are trying to think about this issue in a holistic way, asking how can we transform representation at the UNFCCC at in other international fora. Simply bringing more women to the table surely isn't enough without changing the nature and culture of these negotiations so that it is more inclusive? In this sense, I’d like to start the next section of this discussion with three questions:

1. What strategies can be used to promote the participation of women and strengthen the role of female delegates in the UNFCCC negotiations?
2. Does greater diversity in representation in the climate negotiations lead to better consensus building by ensuring a more equitable and inclusive process?
3. Could a greater representation of women support more gender-responsive climate policy? Does there need to be a separation between promoting women as negotiations and promoting gender equality in the outcomes?

**Question 3**

Hello everyone,

We are moving into the last few days of our online forum and I would like to post, and pose, the final question to this discussion, which I know some of us had alluded to briefly in previous postings.

Question:

Should there be parity or quotas on newly formed technical boards and bodies to ensure the representation of women?

What are the potential capacity gaps for achieving this and what steps can be taken to ensure more inclusive representation?
Annex 4 - Feedback from the participants

Where did you hear about the Online Discussion Platform on Women in Diplomacy?

Mary Faherty [mary.faherty@mrfcj.org]
Via Nathalie Eddy, GGCA

Susan Musandu [smusandu@gmail.com]
I learnt about the online discussion through the UNITAR website. I was just looking through the courses offered by UNITAR when I came across the advert for the Online Discussion Platform for Women in Diplomacy.

Mey Eltayeb Ahmed [meyahmed@gmail.com]
I have received an email from Climate L group and also I am a member of the climate diplomacy.

Amani Alloudhai [alloudhaiamani@yahoo.com]
I heard about the online discussion platform on WD from the a note was sent to our permanent mission in Geneva by email.

Joy K. Dillon [dillonj2@gov.tt]
I received an e-mail notification, following which I found the website and signed up.

Natalia Acosta [nataliaak@gmail.com]
I received a newsletter to my work address on UNITAR’s trainings and located the Women in Diplomacy Online Discussion Platform in their webpage.

Ruba Al-Zu’bi [rubaalzoubi@gmail.com]
I found it as I was browsing the UNITAR website... I’m undertaking the Env Law Diploma.

Shankar Adhikari [adhikarishankar@gmail.com]
I came through about it via email circulation of google group

Shobha Yadav [yadavshobha@yahoo.com]: I heard it from UNITAR website.

Nicky Broeckhoven [Nbroeckhoven@Gmail.Com]
Another PhD student forwarded it to me.

Jide Fajoyomi [jide.fajoyomi@unitar.org]
I learnt about the Online Discussion on Women in Diplomacy in the website of UNITAR.

Alma Rosales [rosales@un.org]
By participating in a UNITAR diplomacy workshop

Andréia [silvarosenir@yahoo.com.br]
I received an email from WEDO.

Taroub El Bedour [telbedour@gmail.com]
From UNITAR’s Website.
**Why do you think it is an important topic?**

Mary Faherty [mary.faherty@mrfcj.org]
It ties in closely with what MRFCJ has been working on for the past year – improving women’s participation in UNFCCC negotiations and UNFCCC bodies – and we have been working with the EU (in particular Finland) and others to push for a new decision at COP 18 on this issue.

Susan Musandu [smusandu@gmail.com]
I believe it is an important topic because women need to find their niche in the international decision-making arena. However, there is more to be done because simply creating slots for women may not work in the long run if girls in schools and higher learning institutions are inspired to pursue the careers that will enable them effectively take their place in international decision-making.

Mey Eltayeb Ahmed [meyahmed@gmail.com]
It is an essential topic to enhance women participation, gender mainstreaming and strengthen women roles in the Diplomacy.

Amani Alloudhai [alloudhaiamani@yahoo.com]
I believe that the participation of women in diplomacy is very important and this course shows or emphasizes the importance of women’s participation in decision making, negotiations, and international environment. The participation of women in international conferences still limited, finding out the reasons behind that is extremely important and the different discussions provided by this course helped us to know the main reasons.

Joy K. Dillon [dillonj2@gov.tt]
I believe that women’s increasing prominence in areas that influence administrative policy (and ultimately sustainable socio-economic development) for their respective countries strengthens the case for our involvement in diplomacy.

Natalia Acosta [nataliaak@gmail.com]
Women empowerment is becoming a hot topic in the development arena, partly due to the growing participation of women in diplomacy. Active participation of women in the different areas (i.e. agriculture, politics, commerce, private sector) have proven that gender can directly impact a country’s development. I believe that the topic of women in diplomacy is important because of the benefits it can bring to the world. Politics is the core for development; if there are no policies that empower people and provide them with the opportunities to be active citizens in their community, then countries wouldn’t move forward and develop. Advocating for women in diplomacy therefore plays a pivotal role in ensuring gender equality, which in turn reduces poverty, promotes economic development and improves the livelihoods of the global population.

Ruba Al-Zu'bi [rubaalzoubi@gmail.com]
It is obvious that we do have a lot of focus on gender equality while many forget to highlight Women's added value in decision-making and policy issues. Such course brings more than one dimension towards a different view of Women's role. Gender mainstreaming into sectors and development is quite important nowadays and women are deprived of reaching levels where they can influence National policy and Global direction. Having access to education and employment is not sufficient anymore.
Shankar Adhikari [adhikarishankar@gmail.com]
Indeed I am forestry professional working here in Nepal keenly interested in the issue of climate change and its negotiation process. Though I am not women by gender, I thought it would be worthwhile to participate in such innovative online discussion on the very issue of diplomacy especially on climate issue. Similarly, I firmly believe that for the prosperous and educated society, there must be equally empowered male and female. So I support women empowerment in every area for good cause and their contribution in every sector including diplomacy as well.

Shobha Yadav [yadavshobha@yahoo.com]
Yes indeed it is very important topic in present context where the contribution women is of great importance.

Nicky Broeckhoven [Nbroeckhoven@Gmail.Com]
Active participation of women in the decision-making processes at all levels is crucial if we want our laws and policies on a wide array of issues (e.g. environment, equality, development, …) to be efficient and effective. If we continue to leave 50% of the world population out, we will never be able to find solutions to global, regional, national and local problems because we need everyone’s voice, input and the diversity to be reflected in our solutions.

Jide Fajoyomi [jide.fajoyomi@unitar.org]
The topic is important as it touches on the crucial issue of how to enhance women participation in diplomacy.

Gisele Fernández Ludlow [gfernandez@sre.gob.mx]
The course was not only about promoting women rights it was also about how to make UN discussions and decisions, like climate change, more effective. Results are enhanced by bringing women’s perspective in the negotiations and the implementation of the decisions. Half the population of the world should also shape UN decisions that also affect them.

Alma Rosales [rosales@un.org]
Because it is empowering women participation in different topics and allows to show their diversity of capabilities and strengths.

Andréia [silvarosenir@yahoo.com.br]
Because we need to undo this selected perspective in women's diplomatic, encouraging more women to become part of this high politic position.

Taroub El Bedour [telbedour@gmail.com]
I think it is an important topic because women have made considerable achievements in many field but these achievements are still below the level of their education and ambitious and there is still a huge gap between males and females in many fields especially in the diplomatic field. This sector is still dominated by men, and women works in field are still facing many challenges such as;

- The diplomacy sector considers a male job and still dominated by men.
- Women normally not allowed reaching high positions as Ambassadors or attaché.
- Women still face stereotypes such as they cannot work late, abroad, under pressure or for long hours, they are not good negotiators and they cannot compromise between their work and their family and housework.
What was the most valuable/interesting insight you gained from the discussions?

Mary Faherty [mary.faherty@mrfcj.org]
The importance of combining both a top down and bottom up approach in order to make notable gains

Susan Musandu [smusandu@gmail.com]
In especially the developing countries, there is need to concentrate more on empowering women, especially from developing countries, to effectively participate in Diplomacy.

Mey Eltayeb Ahmed [meyahmed@gmail.com]
E Learning training give more floor to exchange experiences, build network and create encouragement to get more women in diplomacy.

Amani Alloudhai [alloudhaiamani@yahoo.com]
Women should participate in international meetings and negotiations. The government should play significant role besides the International community through encouraging more women to participate and to provide them with training courses required in different fields and help them to be expert in such fields.

Joy K. Dillon [dillonj2@gov.tt]
For me, the most valuable insight was being afforded the holistic perspective from our international participants. I learnt that women around the world have been laying the foundation for the success of present and future generations by promoting empowerment through education, family stability and participation in the political process for the more marginalised women in their respective societies i.e. those who live in rural communities, those with little or no formal education, etc.

Natalia Acosta [nataliaak@gmail.com]
There were several value-adding discussed points. For me the most interesting discussion was on the pros and cons of affirmative action, which I hadn’t taken the time to look further into before. The wide examples provided by the participants in the different countries opened my mind to all the possibilities, actions and strategies that can be implemented in developing countries, including my own – Honduras. It is very satisfying to know that women are becoming more increasingly active in the international arena and to know the world is open for those who really want to make a difference and impact the lives of others.

Ruba Al-Zu’bi [rubaalzoubi@gmail.com]
That despite the distance, women seem to share more than I thought they do. And the more we exchange thoughts and views, the more we get inspired to keep moving on.

Shankar Adhikari [adhikarishankar@gmail.com]: I enjoyed all most all discussion issues and concerns . As I am more inclined on the issue of climate change and it’s diplomatic affair ,I enjoyed Women in Climate change negotiation part most and in overall gained lots of insights ,ideas and knowledges.

Shobha Yadav [yadavshobha@yahoo.com]
From the discussion I happen to more in great insight about the involvement of women in multilateral agreements.
Nicky Broeckhoven [Nbroeckhoven@Gmail.Com]
The most valuable insight I gained is that increasing the representation of women in decision-making should be based on both a bottom-up (changes at national level and national level feeding into international negotiations) and top-down approach (from international outcomes to national governments).

Jide Fajoyomi [jide.fajoyomi@unitar.org]
It enabled me to garner new information on the important role of women in diplomacy and I gained an understanding on some of the challenges women face as diplomats and how to address these challenges.

Gisele Fernández Ludlow
I discovered that women’s participation can be promoted in many ways. Starting from a grassroots approach of access to education, followed by participation in negotiations and finalizing with opening the space to participate at top level decision making processes. Everyone shared their own suggestions on how to empower women but at the end we all agreed that a comprehensive approach is needed, there are no single answers to this complex situation.

Alma Rosales [rosales@un.org]
The importance and ratification throughout several fields of woman inputs and approaches.

Andréia [silvarosenir@yahoo.com.br]
That definitely it is a general problem that has to be thought about. And try to get better solutions to enlarge this scope.

Taroub El Bedour [telbedour@gmail.com]
I was so happy and impressed because all the discussions showed that this topic is very important, it was not raised before, women all over the world face the same challenges in this field and the questions of the moderators were very important and helpful.

What specific theme under Women in Diplomacy could you be interested in discussing in the future?

Mary Faherty [mary.faherty@mrfcj.org]
Evidence on how women’s representation has resulted in actual gender-responsive policy – i.e. women were adequately represented in decision making so X happened which would not otherwise have happened and this X has resulted in Y ...etc.

Susan Musandu [smusandu@gmail.com]
I would be interested in any further discussions on general topics in Women in Diplomacy. However, there are some areas that are highly technical in which I may not be able to contribute much though I would enjoy reading other contributions.

Mey Eltayeb Ahmed [meyahmed@gmail.com]
Women roles and what can achieve on climate change negotiation/consultations, desertification and biodiversity.

Amani Alloudhai [alloudhaiamani@yahoo.com]
Women leadership is very important. I believe that including some lessons on how to train women to be leaders is very important.
Joy K. Dillon [dillonj2@gov.tt]
I would be delighted to be part of a discussion on diplomacy and politics- can the two ever completely achieve synergy?

Natalia Acosta [nataliaak@gmail.com]
I would like to explore more the strategies and actions for mainstreaming gender equality into national policies and building the institutional capacity necessary to provide support to those women who are minorities in their countries.

Ruba Al-Zu’bi [rubaalzoubi@gmail.com]
Sector policy making (sector specific discussion) and key women achievers to meet online.

Shankar Adhikari [adhikarishankar@gmail.com]
In my opinion, equal opportunities for the empowerment of both women and men is must for the wellbeing of overall society and nation. So Women empowerment and access to all kinds of facilities to go ahead must be the entry points. Then it would be better to enter on diplomatic issues.

Shobha Yadav [yadavshobha@yahoo.com]
I think it will be better if we could include the role of women in research and development in a future online discussion.

Jide Fajoyomi [jide.fajoyomi@unitar.org]
I would like to participate in a discussion where women diplomats share their experiences on how they influence changes in their home countries, and how the challenges they face are addressed.

Alma Rosales [rosales@un.org]
No specific one. Any suggestion would be interested.

Andréia [silvarosenir@yahoo.com.br]
Also women’s human rights from a diplomatic perspective;

Taroub El Bedour [telbedour@gmail.com]
I would be interested on how to raise awareness, empower women and enhance their role in the diplomatic sector.

**What do you think about the questions asked by the moderators?**

Mary Faherty [mary.faherty@mrfcj.org]
Appropriate

Susan Musandu [smusandu@gmail.com]
I believe that the questions were able to create the platform for discussion that brought together participants from different parts of the world to contribute to an important topic. I felt they were specific and this helped participants give contributions relevant to the topic under discussion.

Mey Eltayeb Ahmed [meyahmed@gmail.com]
The questions were important to elaborate more discussions and share various experience round the world.
Amani Alloudhai [alloudhaiamani@yahoo.com]
I think they were inspiring.

Joy K. Dillon [dillonj2@gov.tt]
I thought that the questions raised were thought-provoking and very pertinent to the discussions but not too restrictive so as to limit the range of views and expressions on any given topic.

Natalia Acosta [nataliaak@gmail.com]
I think that the questions were very interesting and overall I liked how the moderators steered the participations into the direction they wanted. It was very important to keep the order and get the most from the contributions. Overall, I was very content with the questions.

Ruba Al-Zu’bi [rubaalzoubi@gmail.com]
They were good to trigger the discussions but sometimes seemed to have close type of answers. It would be good to have more diverse geographic considerations...
Countries/Regions differ and maybe even vary in priority setting when it comes to women and to climate change. Climate Change is still one aspect of broader sector... environmental sustainability... to many, such specialization does not exist as such. In general, I believe what was interesting is the to reply to a reply rather than to a question.

Shankar Adhikari [adhikarishankar@gmail.com]: Great, these were wonderful and relevant.

Shobha Yadav [yadavshobha@yahoo.com]: They were quite relevant.

Nicky Broeckhoven [Nbroeckhoven@Gmail.Com]: The questions really addressed issues that are very much alive today.

Jide Fajojoyomi [jide.fajojoyomi@unitar.org]
The questions were quite interesting and relevant.

Alma Rosales [rosales@un.org]
They were challenging and opened a great discussion.

Andréia [silvarosenir@yahoo.com.br]
They were very good, very punctual.

Taroub El Bedour [telbedour@gmail.com]
All the questions were very important and reflect the challenges that face women who work or want to work in this sector.

Do you have any feedback for the moderators / UNITAR staff?

Mary Faherty [mary.faherty@mrfcj.org]
No

Susan Musandu [smusandu@gmail.com]
Since I am now part of the discussion group I would like to be informed BY EMAIL of future discussions that take place on the Platform. This is because if I had not casually visited the UNITAR website, I would not have come across the Online Discussion advertisement. Since I check my email regularly, I would be able to learn of any future discussions.
Mey Eltayeb Ahmed [meyahmed@gmail.com]
Yes.

Amani Alloudhai [alloudhaiamani@yahoo.com]
Yes, they were useful.

Joy K. Dillon [dillonj2@gov.tt]
I hope that this forum is the beginning of greater things to come. Thank you to all.

Natalia Acosta [nataliaak@gmail.com]
There was a question regarding Women’s role in conflict resolution with which I personally had a difficult time – mostly because of the thin line between promoting gender equality and discriminating the opposite sex (men in this particular case). I consider that as women who advocate for gender equality and women empowerment we need to make sure our advocating is not seem as discrimination against the opposite sex.

Ruba Al-Zu’bi [rubaalzoubi@gmail.com]
Good job in general and we need more of these.

Shankar Adhikari [adhikarishankar@gmail.com]: In overall, it’s very good opportunity for me to get such learning platform. How would it be if u target both for men and women in topic itself as well. Similarly, after successful completion of this course, I would be more than happy if you provide certificate of course completion via post.

Shobha Yadav [yadavshobha@yahoo.com]
No.

Nicky Broeckhoven [Nbroeckhoven@Gmail.Com]
All of them were very engaged in the discussions and came into the discussion both to clarify things or to answer questions.

Jide Fajoyomi [jide.fajoyomi@unitar.org]
I want to suggest that more discussions should be organized in this area, particularly those that addressed the issues I highlighted earlier.

Alma Rosales [rosales@un.org]
Very qualified and proactive team.

Andrélia [silvarosenir@yahoo.com.br]
I was very pleased with the staff, always directing our answers and very friendly too, and also the question made me to think a lot about to others women’s view and needs.

Taroub El Bedour [telbedour@gmail.com]
In Jordan, for example, the Jordanian women, who represent about (48%) of the total population, have made considerable achievements in many fields yet these achievements are still below the level of their ambitions and education. Although there is nothing in the Jordanian constitution that explicitly discriminates against women and Jordan has signed and ratified all major documents that are related to human rights to ensure legal equality between men and women and to prohibit any form of discrimination against women, besides; integrating the concept of gender in formulating polices and strategic planning, but there is still a huge gender gap in some fields, especially...
in the diplomatic field between males and females which most of it are not related to the laws or regulations but to the implementations of these laws and regulations. I think that women are suited for the diplomatic work because they are patient, understanding, diplomatic, better negotiators and less corrupted. In order to empower women and enhance their role in the diplomatic sector; Diplomatic Training Programs should be conducted for women working in this sector so as to empower them and to enhance their roles. Awareness programs should be conducted, for both males and females, on the importance of women in this sector. Awareness programs, should be conducted to the governmental and nongovernmental decision makers especially ministers of foreign affairs. Gender sensitive education should be developed in all levels of education. Media can play a major role in this aspect.

**Did you benefit from the resources on the Platform?**

Mary Faherty [mary.faherty@mrfcj.org]  
(no answer)

Susan Musandu [smusandu@gmail.com]  
Yes I did especially on the material on Women in parliament.

Mey Eltayeb Ahmed [meyahmed@gmail.com]  
I have benefit a lot; nevertheless, my contributions were limited due my participation on climate change negotiations and preparations

Amani Alloudhai [alloudhaiamani@yahoo.com]  
I thank the UNITAR for developing such important courses.

Joy K. Dillon [dillonj2@gov.tt]  
Yes, I did.

Natalia Acosta [nataliaak@gmail.com]  
Immensely, for me it was like opening my mind completely. As I read the comments I visualized all the actions that could be taken in my country to improve gender equality and felt an urge to act, do something for a positive change. The resources in the platform stimulated my thinking and provided me with the building blocks for my next career move.

Ruba Al-Zu’bi [rubaalzoubi@gmail.com]  
A little bit yes.

Shankar Adhikari [adhikarishankar@gmail.com]: Why not ,sure ! Overwhelmingly benefitting. If possible ,could you pls compile such resources and make available to all participant so they can go through anytime they require even they don’t have internet access.

Shobha Yadav [yadavshobha@yahoo.com]: Yes. It was very beneficial for me.

Nicky Broeckhoven [Nbroeckhoven@Gmail.Com]: Yes, they were useful as they helped to fill holes in my theoretical background
Jide Fajoyomi [jide.fajoyomi@unitar.org]
The resources were rich and very informative.

Alma Rosales [rosales@un.org]
Yes.

Andréia [silvarosenir@yahoo.com.br]
Yes, it's helping me a lot for my research.

Taroub El Bedour [telbedour@gmail.com]
Indeed, the resources were very helpful to understand the topic

Would you recommend others to sign up for a UNNITAR online discussion in the future?
Mary Faherty [mary.faherty@mrfcj.org]
Yes!

Susan Musandu [smusandu@gmail.com]
I most certainly would recommend others to sign up for a UNITAR discussion. In fact before it started I recommended the advert to two friends (one even registered), but due to pressure of their work, they were unable to participate in the discussions.

Mey Eltayeb Ahmed [meyahmed@gmail.com]
I strongly recommend this course to be conducted several times.

Amani Alloudhai [alloudhaiamani@yahoo.com]
Yes, I strongly recommend others to join the UNITAR online discussions in the future because they are really useful and a person can get many ideas from different people. Learning from others is very important. Besides that the materials or syllabus provided in the online courses are very useful. The questions asked by moderators are also important. The online courses enable the person to learn a lot about the topic at any time.

Joy K. Dillon [dillonj2@gov.tt]
I would, as it allows those of us who would like to participate in discussions of this magnitude, the leverage to share our sentiments while we learn from others within a virtual space.

Natalia Acosta [nataliaak@gmail.com]
Definitely.

Ruba Al-Zu’bi [rubaalzoubi@gmail.com]
Yes, it’s not lengthy nor too short tool to meet people virtually from other Countries/Regions and to be triggered to think from different angles.

Shankar Adhikari [adhikarishankar@gmail.com]
Would obviously encourage for my friends and Me, myself is also more interested for further course in similar nature. But unfortunately. What I found while searching such opportunities at you webpage is that there is he huge charge associated with it. Can u pls make sure u provide these opportunities for participants of developing country like Nepal in free of charge like this time around.
Shobha Yadav [yadavshobha@yahoo.com]
Yes I will definitely recommend to sign up for a UNITAR online discussion platform as it is quite feasible affordable for people like us to gain express our ideas in global area. While still sitting at home to get opportunity to discus the topic of our interest with the expert and like minded people around the globe.

Nicky Broeckhoven [Nbroeckhoven@Gmail.Com]
Yes definitely.

Jide Fajoyomi [jide.fajoyomi@unitar.org]
Yes. I have been doing that.

Alma Rosales [rosales@un.org]
Yes. Because it is an effective manner of interacting and creating a network which reinforces the relationship among UN colleagues.

Andréia [silvarosenir@yahoo.com.br]
Yes, because the more people involved in this discussion, the solutions will improve.

Taroub El Bedour [telbedour@gmail.com]
Of course, I have already sent your website to my friends because I think online discussions are fruitful, useful and effective.

Shreela Chakrabarti [shreelac@yahoo.com]
I heard about this discussion from an email from a former colleague and registered because I thought it would be interesting to understand women’s involvement in international negotiations and how this affects the negotiation processes. Most of the posts were very relevant and informative and the most important part for me was the fact that such a dialogue was indeed possible between so many women from so many different backgrounds. The questions put up by moderators were clear and to the point and the reading material was interesting too. I would definitely encourage others to join and contribute to similar platforms in future.