


GED-Gender, Equality and Diversity

Website: <http://www.ilo.org/gender/Aboutus/lang--en/index.htm>



International Labour Organization

Promoting Jobs, Protecting People
ILO is a specialized agency of the United Nations

Language ▾

Fast Navigation: Regions ▾ Topics ▾ Sectors ▾ Search the site 🔍


About the ILO Newsroom Meetings and events Publications Research Labour standards Statistics and databases Contact Us

GED >

- About us [-]
- Team at headquarters >
- Team in field offices >
- Events > [+]
- Information resources > [+]
- Technical cooperation projects >
- Links >

[ILO home](#) > [About the ILO](#) > [How the ILO works](#) > [Departments and offices](#) > [Gender, Equality and Diversity Branch \(GED\)](#) > [About us](#)

About us



Making gender equality a reality

It is in ILO's work with governments, employers' and workers' organizations in countries and regions that the results of ILO policies and strategies can be seen in practice – including promoting equality between women and men in their working lives. The ILO and its constituents around the world pursue a wide range of activities that use gender mainstreaming as a strategy in order to achieve gender equality. Such activities take place within each of the ILO's four strategic objectives, and they are all aimed at achieving gender equality as an essential feature of [Decent Work](#).

Various means are employed to achieve this, including:

- Promoting the ratification and application of labour standards relevant to equality**, in particular the four key gender equality Conventions. This normative work is fundamental to the ILO's goal of overcoming discrimination against women in employment opportunities and treatment at work.
- Advisory services**. The ILO offers advice and guidance on gender equality

ILO and gender equality

- [Vision of gender equality >](#)
- [ILO mandate on gender equality >](#)
- [ILO policy and strategy on gender equality and mainstreaming >](#)
- [An integrated approach to gender equality and decent work >](#)

INTERNATIONAL LABOUR ORGANIZATION

ILO Action Plan for Gender Equality 2010–15
Phase I: Aligned with Programme and Budget 2010–11

INTERNATIONAL LABOUR OFFICE GENEVA

ISBN 978-92-2-123436-4 (print)
ISSN 978-92-2-123437-1 (Web pdf)

First published 2010

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

Reference to names of firms and commercial products and processes does not imply their endorsement by the International Labour Office, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

ILO publications can be obtained through major booksellers or ILO local offices in many countries, or direct from ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland. Catalogues or lists of new publications are available free of charge from the above address, or by email: pubvente@ilo.org.

Visit our web site: www.ilo.org/publns.

Printed in Switzerland

Contents

	<i>Page</i>
1. Aims.....	1
2. Audience and beneficiaries.....	1
3. Results-based management for gender equality: Background, methodology and structure	1
4. Scope including coherence, coordination, knowledge management and capacity building.....	2
5. Gender-related programmatic outcomes.....	4
Table I. Reflecting interface between the 2009 International Labour Conference Conclusions on Gender Equality and gender-related text of the Programme and Budget for 2010–11.....	5
6. Enabling institutional mechanisms for gender equality in the Office.....	36
Table II. Enabling institutional mechanisms for gender equality in the Office: Staffing, substance and institutional arrangements.....	37
7. Accountability and responsibility.....	43
8. Human and financial resources.....	45
9. Monitoring, reporting, audit and evaluation	46

Annexes

I. 1999 ILO Gender Equality Policy	47
II. Governing Body paper (GB.306/3/2) on follow-up to the 2009 ILC resolution on gender equality, with adopted point for decision.....	50
III. Selected examples of progress achieved and lessons learned under the previous Action Plan 2008–09	57
IV. Introduction to the Strategic Policy Framework 2010–15.....	59
V. Regional priorities in the Programme and Budget 2010–11.....	60
VI. Participatory gender audits	63

1. Aims

The Action Plan operationalizes the 1999 ILO policy on gender equality (see Annex I), which identified gender mainstreaming as the strategy to promote equality between women and men. The Action Plan also facilitates effective and gender-responsive delivery of the Decent Work Agenda in line with the 2009 International Labour Conference (ILC) Resolution on Gender Equality at the Heart of Decent Work. The follow-up on the Resolution and the ILC Conclusions was decided by the Governing Body in November 2009 (see Annex II).¹ The Action Plan reflects the crosscutting nature of gender equality in accordance with the 2008 ILO Declaration on Social Justice for a Fair Globalization,² and the recently-adopted Global Jobs Pact.³ This Action Plan aims to build on lessons learned and progress achieved under the previous Action Plan 2008–09 (see Annex III).

Box 1
Global Jobs Pact

“This current crisis should be viewed as an opportunity to shape new gender equality policy responses. Recovery packages during economic crises need to take into account the impact on women and men and integrate gender concerns in all measures. In discussion on recovery packages, both regarding their design and assessing their success, women must have an equal voice with men”.

Extract from *Recovering from the crisis: A Global Jobs Pact*.
Adopted by the 98th Session of the International Labour Conference, Geneva, 19 June 2009.

2. Audience and beneficiaries

The direct audience for the Action Plan is all ILO staff, in order to guide them in mainstreaming gender across all their work at all levels of the Organization, including regional priorities. The ultimate beneficiaries of the Action Plan are the tripartite constituents of ILO member States.

3. Results-based management for gender equality: Background, methodology and structure

The Action Plan uses a gender mainstreaming strategy and a results-based management approach. It is aligned with the ILO Strategic Policy Framework 2010–15 comprising its three corresponding biennial programmes and budgets (see Annex IV). For this reason, Office-wide (including the International Training Centre of the ILO) consultations in late 2009 focused on linkages between the Programme and Budget (P&B)

¹ Matters arising out of the work of the 98th Session of the International Labour Conference: Follow-up to the adoption of the resolution concerning gender equality at the heart of decent work, 306th session of the ILO Governing Body (GB.306/3/2), Geneva, 2009.

² *ILO Declaration on Social Justice for a Fair Globalization*, adopted by the 97th Session of the International Labour Conference, Geneva, 2008.

³ *Recovering from the crisis – A Global Jobs Pact*, adopted by the International Labour Conference at its 98th Session, Geneva, 2009.

2010–11 and the 2009 ILC Conclusions.⁴ In the consultations, common priorities and activities were identified for implementing the Conclusions. Meetings aimed at taking into account the demands of constituents as outlined in the Outcome-based Workplans.

Box 2
Gender mainstreaming

The aim of mainstreaming, which is the process of assessing the implications for women and men of any planned action, is to achieve gender equality. The ILO gender mainstreaming strategy uses a two-pronged approach. The first is through explicitly and systematically addressing the specific and often different needs and concerns of both women and men in all policies, analysis, strategies, and every step of every initiative including monitoring and evaluation. The second is through targeted interventions when analysis shows that one sex – usually women – has been historically disadvantaged socially, politically and/or economically.

“Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as men an integral part of the design, implementation, monitoring and evaluation of all policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal of gender mainstreaming is to achieve gender equality”.

Agreed Conclusions (A/52/3.18).
Economic and Social Council.
United Nations, New York, 1997.

Also consulted were the Executive Directors of the sectors on Employment; Social Protection; Social Dialogue, including the Directors of the Bureau for Employers’ Activities and of the Bureau for Workers’ Activities; Standards and Fundamental Principles and Rights at Work; and Management and Administration; and directors of the strategic units that report to the Director-General. Gender Network members – in particular Senior Gender Specialists and Coordinators – were involved in the process. In accordance with the 1999 ILO policy on gender equality, the Staff Union was kept informed of the development of this Action Plan.

The link between the 2009 ILC Conclusions and programmatic outcomes appears in table I (see section 5 below). Table II on enabling institutional mechanisms (see section 6 below) was developed based on discussions held in early 2010 with the headquarters units and field offices that hold “primary responsibility” for the relevant indicators.

4. Scope including coherence, coordination, knowledge management and capacity building

The Constitution of the ILO, written in 1919, recognized protection of women workers and the principle of equal remuneration for work of equal value. The ILO Declaration on Fundamental Principles and Rights at Work, adopted by the International Labour Conference in 1998, includes among its eight core labour standards the Equal Remuneration Convention, 1951 (No. 100) and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111). Two additional key gender equality Conventions are the Workers with Family Responsibilities Convention, 1981 (No. 156) and the Maternity Protection Convention, 2000 (No. 183).

⁴ ILO: *Provisional Record No. 13, Gender equality at the heart of decent work (General discussion)*, Report of the Committee on Gender Equality, 98th Session of the International Labour Conference (ILC98-PR13-2009-06-0323), Geneva, 2009.

Gender equality as a human right and a development goal was enshrined in the 1948 Universal Declaration on Human Rights and in the 1979 Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). At the 1995 Beijing Fourth World Conference on Women, the world's governments agreed to use gender mainstreaming as a strategy to achieve gender equality. At the 2000 UN Millennium Summit, 147 heads of government committed to “promote gender equality and the empowerment of women as effective ways to combat poverty, hunger and disease and to stimulate development that is truly sustainable”.⁵ The 2006 Declaration of the UN Economic and Social Council reaffirmed commitment “to promote gender equality and the empowerment of women and girls, recognizing that these are critical for achieving sustainable development ... [and] to promote and protect all women's human rights by, inter alia, ensuring equal access to full and productive employment and decent work”.⁶ The Declaration also underlined the need for consistent use of mainstreaming, and measures and mechanisms with adequate resources.

The Action Plan also takes into account UN system-wide processes, such as the “Delivering as One” approach of UN country teams and the proposed UN composite gender entity.⁷ Importantly, the Action Plan is based on the Chief Executives Board for Coordination (CEB) statement on “United Nations system-wide policy on gender equality and the empowerment of women: focusing on results and impact”.⁸ The CEB statement describes the strategy of gender mainstreaming and its main six elements: accountability; results-based management for gender equality; oversight through monitoring, evaluation, audit and reporting; human and financial resources; capacity development; and coherence, coordination and knowledge and information management.

Several other policy documents inform the contents of this Action Plan. In addition to the 2009 ILC Conclusions, it incorporates the gender issues identified in the “regional priorities” section of the three ILO programmes and budgets (see Annex V for P&B 2010-11). Staffing-related areas of the Action Plan are informed by the ILO Human Resources Strategy 2010–15,⁹ and the substance-related area on research is informed by the ILO Policy on Research and Publications.¹⁰ This follows the Governing Body instruction that the methodology of any Action Plan implementation and capacity building workshops, held jointly or in consultation with the Turin-based ILO International Training

⁵ *United Nations Millennium Declaration*, Resolution adopted by the General Assembly (A/RES/55/2), New York, 2000.

⁶ *Draft ministerial declaration of the high-level segment submitted by the President of the Council on the basis of informal consultations*, adopted by the Economic and Social Council (E/2006/L.8), New York, 2006.

⁷ Details proposed in the Report of the UN Secretary-General: *Comprehensive proposal for the composite entity for gender equality and the empowerment of women* (A/64/588), New York, 2010. See also paragraphs 33–34 of *The ILO and the multilateral system*, 307th Session of the Governing Body (GB.307/4/Rev.), Geneva, 2010.

⁸ Second regular Session, Chief Executives Board for Coordination (CEB/2006/2), New York, 2006.

⁹ *Results-based strategies 2010–15: Human Resources Strategy – Refocusing human resources*, 306th Session of the ILO Governing Body (GB.306/PFA/12/2), Geneva, 2009.

¹⁰ *ILO policy on research and publications* (Circular No. 629), Geneva, 2007.

Centre (ITC–ILO), will conform to the ILO Knowledge Strategy.¹¹ An important instrument to promote the strategic objectives will continue be technical cooperation – taking into account the Governing Body decision in 2005 on mainstreaming gender in all technical cooperation¹² and guiding questions on gender equality in the *ILO Technical Cooperation Manual*.¹³

5. Gender-related programmatic outcomes

Table I below reflects the gender-related programmatic outcomes for 2010–11, which are cross-referenced to the 2009 ILC Conclusions. This follows the guidance given at the March 2010 Session of the Governing Body concerning a paper¹⁴ that outlined the proposed approach and modalities of this Action Plan. In Table I, key gender-related texts from the Programme and Budget 2010–11 outcomes and indicators appear in bold, according to an analysis of the indicators based on substantive and critical gender priorities identified by the Governing Body. These priorities include – but are not restricted to – the following: discrimination, equality, rights, Millennium Development Goals (MDGs), gender pay gap, diversity, maternity protection, part-time work, working time, atypical and precarious employment, employment relationship, the informal economy, work organization, childcare, parental leave, family responsibilities, export processing zones (EPZs), and domestic workers.

¹¹ *Results-based strategies 2010–15: Knowledge Strategy – Strengthening capacity to deliver decent work and the Global Jobs Pact*, 306th Session of the Governing Body (GB.306/PFA/12/3), Geneva, 2009.

¹² *Minutes of the 292nd Session of the ILO Governing Body* (GB.292/PV), Geneva, 2005.

¹³ *ILO Technical Cooperation Manual*, Version 1, Geneva, 2006 (to be revised in 2010).

¹⁴ *Outline of Action Plan for Gender Equality 2010–15*, 307th Session of the ILO Governing Body (GB.307/16/1), Geneva 2010.

Table I. Reflecting interface between the 2009 International Labour Conference Conclusions on Gender Equality and gender-related text of the Programme and Budget for 2010–11 ¹

Strategic Objective: Employment – Create greater opportunities for women and men to secure decent employment and income		
<i>133. ... The Office will promote equal opportunities for women and men through the existing gender checklist, a tool encompassing the GEA's policy areas</i>		
ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
<p>52. Regarding knowledge and capacity building to support gender-sensitive policy formulation, the ILO should:</p> <p>(a) strengthen its research agenda and knowledge base on emerging issues, especially in the context of the global economic crisis, so as to identify new trends and patterns in the world of work, and links between economic efficiency, social justice and gender equality; this includes making more systematic use of sex-disaggregated data so as to inform policy formulation and new monitoring mechanisms to track achievements in gender equality, using key indicators on sex discrimination in the world of work and gender-responsive budgeting. The purpose of data collection should be well defined so that it is used in a focused and meaningful manner;</p> <p>(b) support efforts for more effective policy development for specific vulnerable groups of women;</p> <p>(e) develop measurement systems to create incentives for progress in formalizing the informal economy, increasing the participation of women in the formal economy and increasing the proportion of women in the workforce; ...</p> <p>53. Regarding employment and job creation, the ILO should: ...</p> <p>(f) monitor progress of the Global Employment Agenda in promoting gender equality within its ten core elements;</p> <p>(g) implement targeted interventions for the creation of decent and productive employment for women and men who are unemployed, underemployed, in the informal economy, and in rural areas; and</p>	<p>Outcome 1: More women and men have access to productive employment, decent work and income opportunities</p> <p>135. Creating opportunities for productive and decent employment for women and men requires sustained economic growth ...</p> <p>136. [The strategy] monitors and evaluates trends in the informal economy and supports policy action to facilitate the transition to formality ... The strategy supports public and private investment and initiatives in [areas related to Outcome 1] and includes a gender perspective ...</p> <p>137. ... [Promoting employment-intensive infra-structure investment with particular attention to increasing the employment content of public and private investment in infrastructure] will be done through redirecting fiscal policies, strengthening governance in tendering and contracting processes, promoting skills and entrepreneurship among small contractors in the domestic construction industry, and integrating rights and other aspects of the Decent Work Agenda. Work on microfinance will be further developed to promote employment, decent work and income opportunities in line with the approach endorsed by the Committee on Employment and Social Policy of the Governing Body in March 2005 ...</p> <p>139. The policies and approaches the ILO advocates promote respect for rights and social dialogue on policy alternatives ...</p> <p>140. The mainstreaming of gender equality and non-discriminatory employment approaches in national and sectoral policies will be guided by the gender dimension of the GEA implementation framework. At country level, it will be promoted by strengthening constituents' engagement and</p>	<p>Indicator 1.1: Number of member States that, with ILO support, integrate national, sectoral or local employment policies and programmes in their development frameworks</p> <p>Measurement: To be counted as reportable, results meet the following criteria.</p> <ul style="list-style-type: none"> – National development frameworks (five-year plans, poverty reduction strategies) prioritize productive employment, decent work and income opportunities within their macro analysis, sectoral or economic stimulus strategies. – Comprehensive national employment policies and/or sector strategies are developed, in consultation with social partners, and endorsed by government (cabinet, parliament, or inter-ministerial committees). <p>Baseline: To be established based on 2008–09 performance</p> <p>Target: 8 member States</p> <p>Indicator 1.3: Number of member States that, with ILO support, put in place or strengthen labour market information and analysis systems and disseminate information on national labour market trends</p> <p>Measurement: To be counted as reportable, results must meet the first and one of the other two criteria.</p> <ul style="list-style-type: none"> – The member State reports on the MDG indicators relating to full, productive and decent employment. – Labour market information units are linked to national monitoring systems.

Strategic Objective: Employment – Create greater opportunities for women and men to secure decent employment and income		
ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
<p>(h) advocate gender-responsive employment creation as part of national policies and national development frameworks, poverty reduction strategies and policy coherence with macroeconomic policies.</p>	<p>advocacy capacity, including the promotion of employment-intensive gender budgeting. Labour market information will continue to provide a gender-disaggregated monitoring tool at global, regional and country levels.</p> <p>141. [Policy responses to creating inclusive job-rich growth] comprise shifts in macro, trade and financial policies and their impact, development of employment diagnostics and targeting at national and sector level, the drivers of informality and policies to facilitate the transition to formality, employment-intensive strategies in infrastructure investment and links between climate change, green jobs and labour.</p>	<p>– National labour market data and analysis are provided to the ILO for international monitoring and comparison. Baseline: To be established based on 2008–09 performance Target: 5 member States</p> <p>Indicator 1.4: Number of member States that, with ILO support, include the promotion of productive employment, decent work and income opportunities, in their disaster risk reduction/recovery measures and in their conflict prevention, reconstruction and recovery programmes Measurement: To be counted as reportable, results must meet the following criteria.</p> <ul style="list-style-type: none"> – Sustainable employment-intensive recovery programmes are implemented to address the job losses caused by disaster. – An awareness-raising and training strategy targeting employers, workers and their organizations is implemented by one or more of the tripartite constituents in order to prepare the social partners to better engage in crisis-related recovery programmes. <p>Baseline: To be established based on 2008–09 performance Target: 7 member States</p> <p>Indicator 1.5: Number of member States that, with ILO support, show an increasing employment content of investments in employment-intensive infrastructure programmes for local development Measurement: To be counted as reportable, results must meet the following criteria.</p> <ul style="list-style-type: none"> – A mechanism including government and social partners is established or strengthened to target, monitor and evaluate employment content of public investments in infrastructure

Strategic Objective: Employment – Create greater opportunities for women and men to secure decent employment and income		
ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
		<p>within national development frameworks.</p> <ul style="list-style-type: none"> – Employment-intensive infrastructure programmes are implemented that integrate rights, skills, entrepreneurship, social protection and social dialogue aspects of the Decent Work Agenda. <p>Baseline: To be established based on 2008–09 performance Target: 5 member States</p> <p>Indicator 1.6: Number of member States where, with ILO support, governments, employers’ and/or workers’ organizations have taken initiatives in policy areas that facilitate transition of informal activities to formality</p> <p>Measurement: To be counted as reportable, results must meet the following criteria.</p> <ul style="list-style-type: none"> – A gender-sensitive and effective policy initiative/reform is adopted by one of the tripartite constituents that facilitates transition to formality. – The policy initiative/reform includes practical measures in at least two of the following policy areas: the adequacy of the regulatory framework and its enforcement; entrepreneurship, skills and financial support; extension of social protection; and representation and organization. <p>Baseline: To be established based on 2008–09 performance Target: 6 member States</p>

Strategic Objective: Employment – Create greater opportunities for women and men to secure decent employment and income

ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
<p>52. Regarding knowledge and capacity building to support gender-sensitive policy formulation, the ILO should: ...</p> <p>(c) collect information on pressures placed on boys and men to conform to gender stereotypes in the world of work; ...</p> <p>(g) ensure that the ILO International Training Centre in Turin and the Inter-American Centre for Knowledge Development in Vocational Training (CINTERFOR) are adequately resourced so they can provide support in capacity building and training on gender equality; gender should be integrated into all training courses; ...</p> <p>53. Regarding employment and job creation, the ILO should:</p> <p>(a) assist with the development of labour market policies and tools designed to build the capacity of constituents in the fields of employability, skills and competencies of women, including their entry into male-dominated trades and sectors; similar efforts should be made to include men in female-dominated occupations in order to overcome sex-based job segregation; ...</p>	<p>Outcome 2: Skills development increases the employability of workers, the competitiveness of enterprises, and the inclusiveness of growth</p> <p>150. Experience shows that countries that succeed in improving the employability of women and men and the productivity of enterprises: align training supply and demand in the current labour market; assure equality of opportunity in access to initial training and lifelong learning; and prepare for anticipated changes in occupations and industries.</p> <p>155. In addition, focus on gender issues is particularly important in work on apprenticeships, community-based training, and recognition of informally acquired skills ... Policy guidance to improve working conditions in informal apprenticeship includes OSH training, HIV/AIDS awareness, and access to social security provisions ... The wide availability of good quality training helps sectors of the workforce that often face discrimination to better participate in and benefit from [the growth of emerging industries].</p> <p>157. ... [Research priorities include] finding ways of upgrading informal apprenticeship systems in order to improve young women and men's employability ...</p>	<p>Indicator 2.1: Number of member States that, with ILO support, integrate skills development into sector or national development strategies</p> <p>Measurement: To be counted as reportable, results must meet at least one of the following criteria.</p> <ul style="list-style-type: none"> – National process to draft or revise national development strategies explicitly includes skills development policies. – Government entity (inter-ministerial in most cases) is established or strengthened with responsibility for linking skills and education into sector or national development strategies (such as MDGs, PRSPs, national five-year plans). – Tripartite institutions operate at national or local levels to link skills supply and demand. – Specific measures are implemented to link skills to development strategies targeting technology, trade, environment, or science and research capabilities. <p>Baseline: To be established based on 2008–09 performance Target: 8 member States, of which at least 3 in Africa</p> <p>Indicator 2.5: Number of member States that, with ILO support, develop and implement integrated policies and programmes to promote productive employment and decent work for young women and men</p> <p>Measurement: To be counted as reportable, results must meet at least two of the following criteria.</p> <ul style="list-style-type: none"> – Youth employment is a priority of national development strategies or national employment policies. – National plans promoting youth employment are developed by the government and the social partners and contain priority measures as well as human and financial resources for their implementation. – National programmes promoting decent employment of disadvantaged youth are implemented by the government with

Strategic Objective: Employment – Create greater opportunities for women and men to secure decent employment and income		
ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
		<p>the support of the social partners.</p> <ul style="list-style-type: none"> – An information dissemination, awareness-raising, training or outreach strategy on youth employment is implemented by one or more of the tripartite constituents, as documented through evidence of, for example, establishment of hotlines and brochures, training courses, services or recruitment campaigns. <p>Baseline: To be established based on 2008–09 performance Target: 15 member States, of which at least 6 in Africa</p>
<p>53. Regarding employment and job creation, the ILO should: ...</p> <p>(b) extend programmes to foster women's entrepreneurship and economic development; ...</p> <p>(e) compile and disseminate good practices promoting women's participation in private sector development and sustainable enterprises; ...</p>	<p>Outcome 3: Sustainable enterprises create productive and decent jobs</p> <p>164. ... The following lessons have been learned: ...</p> <ul style="list-style-type: none"> – ... Facilitating the transition of informal activities to formality through improvements in productivity and employment quality is particularly crucial ... <p>165. Sustainable enterprises respect fundamental principles and rights at work, international labour standards, and foster good labour–management relations in the workplace as important means for raising productivity and creating decent work ...</p> <p>166. The strategy targets the needs of the informal economy, and groups such as youth and women entrepreneurs that are often subject to a range of policy and regulatory obstacles as well as cultural biases which restrain them from starting and growing an enterprise. Building an entrepreneurship culture amongst these groups and supporting them to realize their potential is a crucial aspect of the strategy.</p> <p>169. The strategy provides constituents with information, resources, training, and technical assistance in the following areas:</p>	<p>Indicator 3.2: Number of member States that, with ILO support, implement entrepreneurship development policies and programmes for the creation of productive employment and decent work</p> <p>Measurement: To be counted as reportable, results must meet at least two of the following criteria.</p> <ul style="list-style-type: none"> – The member State introduces entrepreneurship development policies in national development frameworks or similar national policy documents. – Entrepreneurship development strategies are implemented in economic sectors or value chains that have been selected because of their high job-creation potential. – A national association or network of trainers and organizations with the skills and resources to support the delivery of entrepreneurship programmes, especially with a focus on entrepreneurship for women and young people, is established or strengthened. – Targeted entrepreneurship development strategies are implemented that support (a) the transition of informal activities to formality or (b) poverty reduction in rural areas, in line with the 2008 ILC resolution concerning the promotion of rural employment for poverty reduction. <p>Baseline: To be established based on 2008–09 performance Target: 10 member States</p>

Strategic Objective: Employment – Create greater opportunities for women and men to secure decent employment and income		
ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
	<ul style="list-style-type: none"> – Policy, legal and regulatory reforms that support the development of an enabling environment for sustainable enterprises, and promote respect for workers' rights and gender equality ... 	<p>Indicator 3.4: Number of member States that, with ILO support, adopt policies that integrate the principles of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration)</p> <p>Measurement: To be counted as reportable, results must meet the following criteria.</p> <ul style="list-style-type: none"> – Awareness-raising strategies are implemented, including consultations among governments, employers and workers, as well as multinational enterprises, with regard to topic areas of the MNE Declaration, such as general policies, employment, training, conditions of work and life, industrial relations. – Policies are established aimed at attracting foreign direct investment, with special attention being given to topic areas of the MNE Declaration, such as general policies, employment, training, conditions of work and life, industrial relations. <p>Baseline: To be established based on 2008–09 performance Target: 5 member States</p>
<p>1 The Conclusions concerning the role of the ILO, and two preceding paragraphs on child labour and on gender and the Decent Work Agenda, are excerpted from <i>Gender equality at the heart of decent work – Report of the Committee on Gender Equality</i> (identified by paragraph number) along with gender-related references from the strategic framework of the P&B 2010–11. Gender-related references of the P&B 2010–11 appear in bold for the purposes of this Action Plan.</p>		

Strategic Objective: Social Protection – Enhance the coverage and effectiveness of social protection for all

176. The ILO will support rapid **gender-responsive extension** of social security coverage, promoting tripartite consensus on policies aimed at implementing provisions of existing standards through a basic benefit package for all in need.
177. ... This requires intensifying the monitoring and information sharing of the impact of the global crisis on the major aspects of working life, including wages and **working time**, and developing and disseminating practical and user-friendly policy packages to promote better and more **equitable working conditions**.
179. The ILO will assist constituents in developing **rights-based** and **gender-sensitive policies** for protecting and integrating migrant workers, and better governance of labour migration, in collaboration with other international organizations.
180. The world of work's full potential will be used to respond to the **AIDS pandemic**, focusing on enhancing tripartite constituents' capacity. Global fund-raising will support the Decent Work Country Programmes addressing **HIV** to help ensure safe, healthy and sustainable workplaces.

ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
<p>54. Regarding social protection, the ILO should:</p> <p>(a) develop policy options to help constituents upgrade social security systems so that they are inclusive and take into account the needs of workers with family responsibilities, cover women in vulnerable situations, and offer policy options to help formalize workers in the informal economy; ...</p>	<p>Outcome 4: More people have access to better managed and more gender equitable social security benefits</p> <p>182. The role of social security benefits in fostering national social and economic development is increasingly recognized as one way to promote the achievement of poverty and health-related MDGs and to make globalization fair and equitable. Since 2006, support for the ILO's policy position that countries can "grow with equity" – that is, providing some form of social protection from some early stages of their development – has been increasing worldwide as shown by the 2006 Economic and Social Council High-level Segment Ministerial Declaration, the conclusions of the G8 Meeting of Labour Ministers in Dresden in 2007 and the UN Commission for Social Development Declaration of February 2008.</p> <p>186. First, the Social Security Inquiry and its associated online database will be extended, made more widely available to constituents and researchers, and used to monitor the effectiveness of social security policies, especially with regard to progress in poverty reduction, extension of coverage, equity, gender equality and non-discrimination and efficiency of delivery.</p> <p>187. [One of three main analytical products] will be a new edition of the report on the state of social security around the world, focusing on ways to accelerate the extension of income security schemes and health protection to women in rural areas ... The third product will be a comprehensive set of analytical modelling tools that help constituents to explore the</p>	<p>Indicator 4.1: Number of member States that, with ILO support, improve the knowledge and information base on the coverage and performance of their social security system</p> <p>Measurement: To be counted as reportable, results must meet the following criterion.</p> <p>– Sex-disaggregated information on population coverage and/or expenditure in at least five out of ten categories of benefits (nine identified in Convention No. 102 plus general social assistance income support) is available in the country and publicly accessible through the ILO Social Security Inquiry/database and/or the ILO Internet-based knowledge platform on the extension of social security.</p> <p>Baseline: 50 member States (for which information is available as of 2008)</p> <p>Target: 20 member States, of which at least 5 in Africa and 2 in each other region</p> <p>Indicator 4.2: Number of member States that, with ILO support, develop policies improving social security coverage, notably of excluded groups</p> <p>Measurement: To be counted as reportable, results must meet the following criteria.</p> <p>– A plan to extend social security is developed, as documented either through a white book, the national development plan, legislation, government regulations or the de facto</p>

Strategic Objective: Social Protection – Enhance the coverage and effectiveness of social protection for all

ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
	<p>financial and fiscal feasibility of social security benefits and their potential impact on poverty and inequality.</p> <p>189.The Office will offer advice on social, legal, financial, economic, actuarial and fiscal diagnoses of existing national social security systems, and planning of social security measures to extend coverage to excluded groups (notably women and migrant workers).</p>	<p>implementation of a social security scheme.</p> <ul style="list-style-type: none"> – The plan specifically addresses the coverage of excluded groups in at least one of the ten categories of benefits. – Development of the ILO’s policy recommendations to the government includes consultation of employers’ and workers’ organizations. <p>Baseline: To be established based on 2008–09 performance Target: 3 member States</p>
<p>51. ... The gender perspective should be a well-integrated and specific part of the “Decent work for domestic workers” item on the agenda of the 2010 and 2011 sessions of the International Labour Conference.</p> <p>54. Regarding social protection, the ILO should ...</p> <ul style="list-style-type: none"> (b) develop and disseminate tools and undertake research to prevent and eliminate sexual harassment of women and men and violence against women at work; (c) strive to improve the understanding of the principle of equal remuneration for men and women for work of equal value and its application in practice, among other means, through technical assistance in applying objective job-evaluation methods free from gender bias; (d) compile and disseminate good practices on parental leave and paternity and maternity leave and benefits, and provide technical support to governments to develop effective laws and policies; ... <p>56. Regarding principles and rights at work, the ILO should: ...</p> <ul style="list-style-type: none"> (b) promote improved ratification rates, and analyse obstacles to ratification, of the Workers with Family Responsibilities Convention, 1981 (No. 156), the Maternity Protection Convention, 2000 (No. 183), the Part-Time Work Convention, 1994 (No. 175), and the Home Work Convention, 1996 (No. 177), and ensure their effective implementation; ... 	<p>Outcome 5: Women and men have improved and more equitable working conditions</p> <p>192. ... Over recent decades, globalization, economic growth and labour market deregulation have often brought about greater informality, widening income inequality, and polarized working hours, negatively affecting workers, their families, and society as a whole ...</p> <p>193. ... Moreover, the need for practical tools is driving an expansion of the Work Improvements in Small Enterprises (WISE) methodology into new subject areas such as wages, working time, and maternity protection ...</p> <p>194. The core outcome strategy will be to deliver high-quality, sex-disaggregated research and information, identifying recent trends and effective policies to guide the content of national policy ...</p> <p>195. ... The 2010 and 2011 ILC discussions related to standard setting for domestic work will make a highly visible contribution to the Decent Work Agenda ...</p> <p>196. The promotion of up to date Conventions on working conditions, including the Workers with Family Responsibilities Convention, 1981 (No. 156), will make a major contribution towards strengthening gender equality. Efforts will be made to ensure that the world of work becomes an important point of entry for the attainment of MDG 5 on the reduction of maternal mortality. In addition, gender analysis based on sex-disaggregated data will be mainstreamed in all research and policy guidance on</p>	<p>Indicator 5.1: Number of member States in which tripartite constituents, with ILO support, adopt policies or implement strategies to promote improved or more equitable working conditions, especially for the most vulnerable workers</p> <p>Measurement: To be counted as reportable, results must meet at least two of the following criteria.</p> <ul style="list-style-type: none"> – A national plan of action is adopted by the tripartite constituents covering key priorities on working conditions, including for the most vulnerable workers. – New or modified legislation, regulations, or policies, or national or sectoral programmes, are adopted to improve working conditions, including for the most vulnerable workers, in one or more specific areas: maternity protection, work–family reconciliation, domestic work, working time and work organization. – An information dissemination or awareness-raising campaign on improving working conditions is implemented by one or more of the tripartite constituents in one or more specific areas: maternity protection, work–family reconciliation, domestic work, working time and work organization. – A training strategy for improving working conditions is implemented by one or more of the tripartite constituents in one or more specific areas: maternity protection, work–family reconciliation, domestic work, working time and work organization.

Strategic Objective: Social Protection – Enhance the coverage and effectiveness of social protection for all		
ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
	<p>working and employment conditions.</p> <p>198. ... Policy-oriented research will be conducted on new forms of work organization and implications for job quality, work-family reconciliation issues such as parental leave and childcare facilities, and related issues ...</p> <p>200. Cooperation at global and country levels will continue with international organizations, such as the United Nations Population Fund and the WHO, on matters related to maternity protection ...</p> <p>201. A major communications effort will be made regarding maternity protection and work and family balance.</p>	<p>Baseline: To be established based on performance in 2010–11 Target: 5 member States</p> <p>Indicator 5.2: Number of member States that, with ILO support, strengthen their institutional capacity to implement sound wage policies</p> <p>Measurement: To be counted as reportable, results must meet at least one of the following criteria.</p> <ul style="list-style-type: none"> – A mechanism for the monitoring and collection of wage data is established or strengthened to expand or improve the availability of data on average wages, the wage share, or wage inequality, or other new wage indicators. – Legislation, regulations, or policies are adopted that improve minimum wages (national or sectoral), whether established via statute or through collective bargaining. – Specific measures to improve wage-setting are implemented in either the public or private sectors, such as the establishment or revitalization of a tripartite body at national level or other wage bargaining mechanisms, operating at different levels. – A group of wage experts, trained as part of a capacity-building programme established by the ILO, is employed by the Ministry of Labour or employers' or workers' organizations, or academic institutions dealing with wage policy matters. <p>Baseline: To be established based on performance in 2010–11 Target: 3 member States</p>
<p>54. Regarding social protection, the ILO should: ...</p> <p>(f) promote gender-sensitive occupational safety and health policies, cultures and systems.</p>	<p>Outcome 6: Workers and enterprises benefit from improved safety and health conditions at work</p> <p>207. ... Constituent priorities show that simple, practical guidance is needed on how to develop OSH policy measures, the links with national employment and development programmes, and on specific priority sectors and issues, such as gender-specific factors, linked with the changing world of work.</p> <p>210. Analysing the gender dimension in OSH has implications for</p>	<p>Indicator 6.2: Number of member States in which tripartite constituents, with ILO support, implement programmes to promote improved safety and health at work</p> <p>Measurement: To be counted as reportable, results must meet at least one of the following criteria.</p> <ul style="list-style-type: none"> – The member State has incorporated OSH concerns into national development frameworks or similar national policy

Strategic Objective: Social Protection – Enhance the coverage and effectiveness of social protection for all

ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
	<p>policy-making and preventive strategies, and recognition of difference and diversity is essential in promoting safer workplaces and healthier outcomes for all workers. Gender analysis will be mainstreamed in policy guidance on OSH. Collection and analysis of sex-disaggregated data, especially in the recording and notification of occupational accidents and diseases, will be promoted.</p> <p>211. Areas that have been identified for development include the gender dimension of OSH, reaching the informal economy, and guidance on reporting and insurance related to occupational accidents and diseases ...</p>	<p>documents.</p> <ul style="list-style-type: none"> – A national tripartite mechanism for OSH is established or revitalized so that it functions effectively (meeting regularly and making recommendations to government). – OSH information, awareness-raising and training strategies are designed and implemented by the government, employers' or workers' organizations, to help give effect to programmes targeting improvement of OSH conditions, as documented by a schedule and budget allocation for, and reports of, activities. – Labour inspection services carry out more effective and efficient inspections to help ensure application of OSH standards, as documented through evidence in annual reports. – A register and analyses, with sex-disaggregated data, of occupational accidents and diseases are established or upgraded and maintained at national level by the competent authority. <p>Baseline: To be established based on 2008–09 performance Target: 10 member States, across all regions</p>
<p>50. Workers' organizations should continue to contribute to achieving gender equality in the workplace by:</p> <p>(a) strengthening representation of...migrant... workers, who are mostly women; ...</p>	<p>Outcome 7: More migrant workers are protected and more migrant workers have access to productive employment and decent work</p> <p>217. ... In addition, partnerships with other international organizations and bodies dealing with migration are useful in disseminating ILO messages, and particularly in ensuring that a rights-based approach to labour migration is preserved.</p> <p>219. With a view to protecting migrant workers, Office support to constituents will focus on strengthening capacity in setting up institutions and formulating legislation and gender-sensitive policies for labour migration ... Assistance will be provided in monitoring recruitment processes, migrant workers' rights, terms and conditions of employment, linking migration policies to labour market policies, addressing migrants' social security, tackling the potentially detrimental effects of labour migration, and promoting the reintegration of migrant workers in labour markets of countries of origin upon their return ...</p>	<p>Indicator 7.1: Number of member States that, with ILO support, adopt gender-sensitive labour migration policies to protect migrant workers that reflect the ILO Multilateral Framework and the provisions of relevant international labour standards</p> <p>Measurement: To be counted as reportable, results must meet at least two of the following criteria.</p> <ul style="list-style-type: none"> – A gender-responsive policy to improve the protection of migrant workers is developed, as documented either through legislation, a national development plan, government regulations, or a bilateral agreement/memorandum of understanding between the country of origin and the country of destination. – The policy specifically addresses at least one of the following areas: increased equality of treatment and non-discrimination for migrant workers in the workplace; safe recruitment of migrant workers; integration in workplaces and societies of destination; expanded social security coverage for

Strategic Objective: Social Protection – Enhance the coverage and effectiveness of social protection for all		
ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
	<p>220. Constituents will be given increased support on protecting female migrant workers in specific occupations such as domestic work, and on equality of treatment and integration in workplaces and societies of destination. Gender-sensitive research could include gathering data on which occupations are open for women migrants, and whether there is gender neutrality on issues such as the recognition of diplomas and social security coverage.</p> <p>221. The collection, analysis, dissemination and use of statistics on labour migration will be supported, and member States will be encouraged to collect sex-disaggregated statistics in order to facilitate analysis with a gender perspective. The ILO-developed module of statistics, to be incorporated in household surveys, will be used to that end ...</p> <p>223. ... Partnerships will extend to regional and subregional organizations, allowing the ILO's rights-based, cross-cutting approach to be supported by United Nations agencies and the multilateral system at large, including the IOM ...</p>	<p>migrant workers; expanded and improved labour inspection coverage of workplaces where migrant workers are employed; measures to prevent migrant workers from falling into situations of trafficking and forced labour.</p> <ul style="list-style-type: none"> – Ministerial or inter-ministerial capacities to administer labour migration and/or a national tripartite mechanism in charge of monitoring the implementation of the policy are/is established or revitalized, as documented through evidence of recurrent meetings. – A national mechanism for the collection and monitoring of up to date sex-disaggregated data on migrant workers is established or upgraded. <p>Baseline: To be established based on 2008–09 performance Target: 5 member States</p> <p>Indicator 7.2: Number of member States that, with ILO support, adopt gender-sensitive labour migration policies and practices that reflect the ILO Multilateral Framework with a view to promoting productive employment and decent work for migrant workers Measurement: To be counted as reportable, results must meet at least two of the following criteria.</p> <ul style="list-style-type: none"> – A gender-responsive policy or national programme to improve access of migrant workers to productive employment and decent work is developed, as documented either through a national development plan, local or regional development plans and programmes, national labour laws applicable to migrant workers, or integration laws and policies. – The policy or programme specifically addresses at least one of the following areas: skills development and training; prevention of deskilling; recognition of diplomas and competencies; brain drain; accommodating remittance flows and/or their productive use; the link between remittances and socially responsible financial institutions; productive employment of migrant workers upon their return; the link between migration policy and meeting

Strategic Objective: Social Protection – Enhance the coverage and effectiveness of social protection for all

ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
		<p>labour market needs.</p> <ul style="list-style-type: none"> – Government institutional capacities to administer labour migration policy are established or revitalized, in particular effective labour inspection services to monitor decent working conditions in the workplace in destination countries. – Government institutional capacities to administer policies and programmes for return migrants are established or reinvigorated, in particular effective employment services for vocational guidance, placement and labour market reintegration. <p>Baseline: To be established based on 2008–09 performance Target: 5 member States</p>
<p>54. Regarding social protection, the ILO should: ...</p> <p>(e) develop work-related policy options for governments in response to HIV/AIDS that address the different impact that the epidemic has on women and men; ...</p>	<p>Outcome 8: The world of work responds effectively to the HIV/AIDS epidemic</p> <p>226. While the latest information shows that the HIV/AIDS epidemic is stabilizing globally, the impact of the current economic crisis may reverse this trend if new infections are not prevented. Formal and informal structures and networks of tripartite constituents and workplaces provide an opportunity to deliver gender-sensitive information on prevention, access to treatment, care and support services which can reach all workers and permeate their households and communities.</p> <p>227. The ILO's contribution to the HIV/AIDS response has shown tangible results and contributed to achieving MDG 6 on combating HIV/AIDS and other diseases by 2015. Examples include capacity building for constituents, in private enterprises and in the public sector, to implement key principles and use social dialogue to change attitudes, resulting in less discrimination towards workers living with HIV, and increased personal safer sex practices. The mainstreaming of HIV/AIDS into other ILO programmes and intersectoral collaboration produced concrete outcomes, such as the training of labour judges in Africa on legal issues relevant to HIV/AIDS. Strengthened collaboration with tripartite constituents, UN partners and other non-UN stakeholders (such as the African Union) helped draft</p>	<p>Indicator 8.1: Number of member States that, with ILO support, develop a national tripartite workplace policy on HIV/AIDS, as part of the national AIDS response</p> <p>Measurement: To be counted as reportable, results must meet the following criterion.</p> <ul style="list-style-type: none"> – A national tripartite workplace policy is developed on the basis of the ILO code of practice on HIV/AIDS and the world of work (if an ILO standard on HIV/AIDS is adopted by the Conference in June 2010, the standard will be used to guide the tripartite workplace policies). <p>Baseline: To be established based on 2008–09 performance Target: 50 member States, of which at least 10 in Africa, 5 in Asia and in the Americas, and 3 in Europe and 2 in the Arab States</p> <p>Indicator 8.2: Number of member States where tripartite constituents, with ILO support, take significant action to implement HIV/AIDS programmes at workplaces</p> <p>Measurement: To be counted as reportable, results must meet the following criteria.</p> <ul style="list-style-type: none"> – An HIV/AIDS workplace programme is developed and launched during the biennium in at least five workplaces. – The programme has been developed by a bipartite or tripartite HIV/AIDS workplace committee, and integrates the ten key

Strategic Objective: Social Protection – Enhance the coverage and effectiveness of social protection for all		
ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
	<p>HIV/AIDS workplace policies. Resource mobilization globally and locally was successful.</p> <p>228. Additional lessons learned from past biennia have shown that further information, policy guidance and capacity building are needed to raise awareness about the social and economic impact of AIDS and its effect on labour and employment. Moreover, more workplaces are interested in adopting HIV/AIDS policies and programmes ...</p> <p>229. The strategy calls for intersectoral collaboration as the HIV/AIDS epidemic threatens every aspect of the Decent Work Agenda. A new standard on HIV/AIDS – to be adopted by the International Labour Conference in 2010 – will seek to expand and strengthen AIDS responses in the world of work, including in response to the ongoing problem of stigma and discrimination, and will guide future ILO work in this area.</p> <p>230. At national level, while the ultimate goal is to establish an HIV/AIDS programme in every workplace, the programme will support its constituents to develop national tripartite workplace policies on HIV/AIDS, with a view to integrating them into national AIDS strategies. This is essential for the comprehensive planning and sustainability of the HIV/AIDS world of work response.</p> <p>231. The main regional focus will continue to be Africa, with intensified prevention in all regions, to support constituents' requests and countries where HIV/AIDS is a priority in the Decent Work Country Programme.</p> <p>232. One of the guiding principles in the ILO's HIV/AIDS work is gender equality because social, economic and cultural gender inequity feeds the AIDS epidemic. The gender/behavioural dimension of the epidemic will continue to be included in HIV/AIDS policy and programme development, and related training. It also links with the Director-General's commitment to "Reinforce action to empower women through work and workplace action against HIV/AIDS", to meet the MDG 3 (Promote gender equality and empower women).</p> <p>233. The programme will continue to focus on building the ILO's</p>	<p>principles of the ILO code of practice on HIV/AIDS and the world of work, and includes specific measures to address non-discrimination, gender equality, healthy work environment, social dialogue, no screening and confidentiality.</p> <p>Baseline: To be established based on 2008–09 performance Target: 10 member States</p>

Strategic Objective: Social Protection – Enhance the coverage and effectiveness of social protection for all

ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
	<p>knowledge base on HIV/AIDS and its impact on the world of work ...</p> <p>234. Technical cooperation activities in all regions enable constituents and enterprises to develop and implement HIV/AIDS workplace programmes and policies. The challenge is to ensure sustainability beyond the lifetime of projects, which requires support for constituents to access funding sources, particularly the Global Fund, as part of national strategies to address HIV/AIDS in the world of work.</p> <p>235. Since 2001, the ILO has regularly engaged with sponsors and the UNAIDS secretariat on joint plans and to implement and assess the multisectoral response to HIV/AIDS ...</p> <p>237. The programme will continue to strengthen its communication strategy, focusing on key events such as World AIDS Day, international AIDS events, the development of videos and other tools, and dissemination of information.</p> <p>238. HIV/AIDS has a strong link with socio-economic inequalities and poverty. The global economic crisis will fuel poverty and adversely affect employment and social programmes, which could increase the spread of the epidemic if new infections are not prevented.</p> <p>239. There is sometimes a reluctance to address HIV/AIDS in the face of other priorities, especially in low-prevalence countries. This can be overcome by integrating HIV/AIDS preventive messages and training in other ILO activities.</p>	

Strategic Objective: Social Dialogue – Strengthen tripartism and social dialogue

242. *Work will focus on the following priorities: ...*

- *strengthening labour administrations' capacities and resources, with special emphasis on recognition of the **employment relationship** and on labour inspection;*
- *promoting sound industrial relations through effective social dialogue mechanisms, effective recognition and implementation of freedom of association and the right to collective bargaining, and the elimination of **discrimination** in employment and occupation;*
- *promoting ratification and application of international labour standards, especially in fostering sectoral social dialogue and promoting the implementation of sectoral standards, sector-specific codes and guidelines, and improving the knowledge base on **export processing zones (EPZs)** through Office-wide cooperation; ...*

ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
<p>48. Employers recognize the benefits of gender equality, the importance of female participation in the workforce and the vital contribution of women to economic development. Gender equality means more and better candidates to choose from, allowing for a selection process based on skills, competencies, merit and expertise, leading to a more diverse, productive and competitive workforce.</p> <p>49. Employers' organizations can contribute to achieving gender equality in the workplace by:</p> <ul style="list-style-type: none"> (a) representing the employers' point of view in policy discussions on gender equality and legislative reform; (b) stimulating entrepreneurship among women and advocating for public policies that allow women to become entrepreneurs, and promoting networking among women entrepreneurs; (c) assisting members in the development of gender-sensitive workplace policies and measures through communication platforms to share best practices, the organization of training and workshops, and action plans to provide women with better access to resources, knowledge and information; (d) promoting fundamental principles and rights at work among their members, including awareness raising, training and technical assistance on the right to non-discrimination, and especially sex-based discrimination; and (e) developing voluntary codes, conducting research and ensuring that any data collected are sex-disaggregated. 	<p>Outcome 9: Employers have strong, independent and representative organizations</p> <p>247. Recently developed tools and publications on labour market issues, such as work and family, maternity, ageing, SMEs, and the informal economy, will be complemented by new tools and training packages ...</p> <p>253. Special efforts will be made to help employers' organizations meet the specific needs of women in business, and of SMEs ...</p>	<p>Indicator 9.2: Number of national employers' organizations that, with ILO support, create or significantly strengthen services to respond to the needs of existing and potential members</p> <p>Measurement: To be counted as reportable, results must meet at least one of the following criteria.</p> <ul style="list-style-type: none"> – A budgeted plan is officially adopted to extend services to current and potential member enterprises of the employers' organization. – New or improved services are provided by the employers' organization, as documented through service records (training, information systems, publications, consulting services). <p>Baseline: To be established based on 2008–09 performance</p> <p>Target: 15 employers' organizations</p>

Strategic Objective: Social Dialogue – Strengthen tripartism and social dialogue

ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
<p>55. Regarding social dialogue and tripartism, the ILO should ...</p> <p>(e) build the capacity of the social partners to develop programmes and policies to promote gender equality within their structures.</p>		
<p>50. Workers' organizations should continue to contribute to achieving gender equality in the workplace by:</p> <p>(a) strengthening representation of informal, migrant, rural and domestic workers, who are mostly women;</p> <p>(b) establishing concrete measures to ensure the active participation of women in their organizations at all levels of the organization and in its processes and activities;</p> <p>(c) ensuring that collective bargaining is approached through a gender lens;</p> <p>(d) representing the workers' point of view from a gender perspective in discussions on issues such as legislative reform, labour inspection, courts and industrial tribunals;</p> <p>(e) continuing to play their role as an agent of change for gender equality, by disseminating information, building capacity and strengthening expertise on gender equality in areas such as employment policy, training programmes, family support, pension and social security, equal remuneration, maternity protection and parental leave.</p> <p>55. Regarding social dialogue and tripartism, the ILO should ...</p> <p>(e) build the capacity of the social partners to develop programmes and policies to promote gender equality within their structures.</p>	<p>Outcome 10: Workers have strong, independent and representative organizations</p> <p>257. ... Special attention was paid to gender equality, promoting decent work, including in EPZs, and to rights-based employment of young women and men.</p> <p>263. Addressing the concerns and expectations of young men and women workers and ensuring their full involvement in trade unions are essential tasks ... Recognition of the employment relationship, promotion of good industrial relations and effective labour inspection systems will serve this purpose.</p> <p>264. Special attention will also be given to issues such a global governance improvement through partnerships with other UN agencies, linkages between trade, investment and labour standards, social protection, OSH, HIV/AIDS at the workplace, sustainable environmental practices and green jobs, social responsibility of business including global social dialogue based on the MNE Declaration, child labour and forced labour.</p> <p>265. Incorporating the gender perspective in trade union work means changing attitudes and cultures, bearing in mind women's points of view and concerns, and making them visible in all aspects of work.</p> <p>266. The Bureau for Workers' Activities will ensure that the gender perspective is mainstreamed at all levels in its policies and programmes. Women workers require particular assistance in getting organized and being represented in sectors where they form the majority, where they are working with insecure contracts and where unions are still poorly represented (such as in informal work, EPZs, migrant labour and atypical employment). The</p>	<p>Indicator 10.1: Number of national workers' organizations that, with ILO support, include the Decent Work Agenda in their strategic planning and training programmes</p> <p>Measurement: To be counted as reportable, results must meet the following criteria.</p> <ul style="list-style-type: none"> – The strategic planning and training programmes cover one or more of the following areas: international labour standards and trade union rights, social dialogue, poverty reduction, wages, employment relations, child labour, migrants, gender equality, employment, social security, informal economy, OSH, HIV/AIDS at the workplace, labour inspection, EPZs, green decent jobs. – The planning and training programmes include one or more of the following: ILO Declaration on Fundamental Principles and Rights at Work, Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, Global Employment Agenda, ILO Declaration on Social Justice for a Fair Globalization. <p>Baseline: To be established based on 2008–09 performance</p> <p>Target: 30 workers' organizations, of which at least 6 in Africa, in Asia and in the Americas, and at least 2 in the Arab States and in Europe</p> <p>Indicator 10.2: Number of workers' organizations that, with ILO support, achieve greater respect for fundamental workers' rights and international labour standards through their participation in policy discussions at national, regional or international levels</p> <p>Measurement: To be counted as reportable, results must meet the following criteria.</p>

Strategic Objective: Social Dialogue – Strengthen tripartism and social dialogue		
ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
	<p>programme will assist unions in promoting women to all levels of decision-making and leadership. Gender audits will be widely used for this purpose.</p> <p>267. Promoting respect of diversity and implementing effective measures to combat racism and xenophobia at the workplace and in the labour market will be high on the Bureau's agenda. Campaigns will be conducted to combat discrimination and the unfair and abusive working and living conditions that women, migrant workers and members of their families often face worldwide.</p> <p>268 ... A number of outreach products will be developed, such as one on domestic workers ...</p> <p>269. Global tools and products will be developed on issues such as domestic workers, the food crisis and rural development, and decent, green jobs.</p>	<ul style="list-style-type: none"> – Workers' organizations contribute to and influence one or more of the following processes and frameworks: ILO supervisory mechanisms; national development plans; poverty reduction strategies; Decent Work Country Programmes; UNDAFs and other multilateral frameworks and institutions. – International labour standards are included and applied in the implementation of the above-mentioned processes and frameworks. <p>Baseline: To be established based on 2008–09 performance Target: 20 workers' organizations, of which at least 4 in Africa, in Asia and in the Americas, 2 in Europe and 1 in Arab States</p>
<p>52. Regarding knowledge and capacity building to support gender-sensitive policy formulation, the ILO should: ...</p> <p>(d) ... Data on precarious employment should be systematically collected [R198 Employment Relationship Recommendation, 2006]; ...</p> <p>55. Regarding social dialogue and tripartism, the ILO should: ...</p> <p>(d) provide technical assistance to constituents on promoting decent employment relationships, using the Employment Relationship Recommendation, 2006 (No. 198); and ...</p>	<p>Outcome 11: Labour administrations apply up to date labour legislation and provide effective services</p> <p>271. During 2008–09, emphasis was placed on strengthening the capacity of the key labour administration institutions (labour ministries, labour inspectorates and employment services) to enable them to provide effective services to employers and workers and their organizations in the areas of employment, labour law, safety and health, industrial relations and non-discrimination ...</p> <p>272. ... At the same time, ministries in charge of labour, employment and social affairs often do not have the capacity, authority and resources to put in place appropriate gender-sensitive policies to govern the labour market effectively ...</p> <p>273. The ILO will build upon past and current achievements and intensify its efforts to provide member States with the necessary support to deal with the challenge of updating and implementing labour laws and policies, including a gender equality perspective in the framework of the implementation of Decent Work Country Programmes and</p>	<p>Indicator 11.1: Number of member States that, with ILO support, strengthen labour administration systems in line with international labour standards</p> <p>Measurement: To be counted as reportable, results must meet at least two of the following criteria.</p> <ul style="list-style-type: none"> – A coordination mechanism responsible within the labour administration system for the implementation of the national labour policy at central and decentralized levels is established or revitalized. – Regulations are adopted that enable the labour administration system to progressively extend its services to workers and employers in the informal economy. – Technical advice and other services are provided by the labour administration system, including through public–private partnerships, to employers, workers and their organizations, as documented through records of services provided (e.g. registers, information systems, web pages).

Strategic Objective: Social Dialogue – Strengthen tripartism and social dialogue

ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
	<p>the Social Justice Declaration ...</p> <p>274. ... Support will be provided to labour administrations for developing strategies to reach out to workers in the informal economy in accordance with the Labour Administration Convention, 1978 (No. 150). They will also be sensitized to the need to formulate and implement gender-sensitive national labour policies.</p> <p>277. ... Research tools such as the Termination of Employment Guidelines, Labour Legislation Guidelines as well as the Annotated Guide to the Employment Relationship Recommendation, 2006 (No. 198) will be used to support policy advice to member States. This will facilitate the task of adapting their labour legislation in order to provide better legal protection to workers and appropriate regulation of the employment relationship.</p>	<ul style="list-style-type: none"> – The status of labour administration staff is improved to ensure that public officials have conditions of service ensuring stability of employment and independence in the discharge of their duties. <p>Baseline: 10 members States (based on past performance) Target: 10 member States, at least 1 in each region</p> <p>Indicator 11.2: Number of member States that, with ILO support, strengthen their labour inspection system in line with international labour standards</p> <p>Measurement: To be counted as reportable, results must meet at least two of the following criteria.</p> <ul style="list-style-type: none"> – The status of labour inspection staff is improved to ensure that public officials have conditions of service that ensure stability of employment and independence in the discharge of their duties and a mandate to impose sanctions (Article 6 of Convention No. 81). – A budgeted training plan for labour inspectors, with due regard to the special duties that may be assigned to men and women inspectors, is implemented by the labour administration system. – A system is established or strengthened in the labour administration so that up to date registers, sex-disaggregated data and statistics concerning conditions of employment and work by enterprise are available. – An awareness-raising strategy targeting employers and workers and their organizations on the technical role and scope of labour inspection is implemented by the labour administration system. <p>Baseline: 10 member States (based on past performance) Target: 8 member States, of which at least 1 in each region</p> <p>Indicator 11.3: Number of member States that, with ILO support,</p>

Strategic Objective: Social Dialogue – Strengthen tripartism and social dialogue		
ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
		<p>adopt new or improve existing labour laws in line with international labour standards, in consultation with the social partners</p> <p>Measurement: To be counted as reportable, results must meet at least one of the following criteria.</p> <ul style="list-style-type: none"> – Adoption of labour codes or important revisions of labour laws and regulations reflecting at least 50 per cent of the comments by the Office. – A national policy is developed concerning the protection for workers in an employment relationship in line with Paragraph 4 of Recommendation No. 198. <p>Baseline: To be established based on 2008–09 performance Target: 5 member States across all regions</p>
<p>55. Regarding social dialogue and tripartism, the ILO should:</p> <ul style="list-style-type: none"> (a) strengthen women’s engagement in social dialogue by supporting female participation in decision-making processes at the international, regional, national and local levels; (b) provide technical assistance to national social dialogue institutions to help them mainstream gender equality in their work and strengthen national gender machineries such as tripartite equal opportunity commissions, gender committees within ministries responsible for labour, and women’s units within employers’ and workers’ organizations; (c) through concrete measures, improve the representation of women at all levels, in all ILO meetings – including sessions of the Governing Body and the International Labour Conference – and develop a set of gender indicators to measure the impact of the ILO field structure review on male and female staff; ... (e) build the capacity of the social partners to develop programmes and policies to promote gender equality within their structures. 	<p>Outcome 12: Tripartism and strengthened labour market governance contribute to effective social dialogue and sound industrial relations</p> <p>281. [During 2008–09] efforts were made to establish effective gender-sensitive mechanisms for collective bargaining and the settlement of labour disputes in accordance with international labour standards.</p> <p>283. ... Furthermore, when they exist collective agreements do not always address the problem of gender inequality in the labour market.</p> <p>285. ... Tripartite social dialogue should become the instrument for consensus building on national development strategies and policies and a tool for promoting gender equality in the labour market.</p> <p>287. ... [A research programme on industrial trends] will be supported by sex-disaggregated data whenever possible, and should expand the Office’s knowledge basis and underpin technical assistance in promoting collective bargaining at various levels ...</p>	<p>Indicator 12.1: Number of member States that, with ILO support, strengthen social dialogue institutions and mechanisms in line with international labour standards</p> <p>Measurement: To be counted as reportable, results must meet the following criterion.</p> <ul style="list-style-type: none"> – National tripartite institutions for social dialogue are established or revitalized so that they have dedicated human and financial resources and function effectively (they meet regularly and take common decisions) as forums for consultations between the government and the most representative employers’ and workers’ organizations. This may include setting up a functioning procedure of tripartite consultations between the government and the most representative employers’ and workers’ organizations over international labour standards in accordance with the stipulations of Article 2 of Convention No. 144. <p>Baseline: 20 member States (based on past performance) Target: 10 member States, across all regions</p>

Strategic Objective: Social Dialogue – Strengthen tripartism and social dialogue		
ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
<p>56. Regarding principles and rights at work, the ILO should: ...</p> <p>(e) support the strengthening of labour inspection systems and courts so that they are able to monitor more effectively the application of key equality Conventions and issues of sex discrimination at work.</p>		
<p>52. Regarding knowledge and capacity building to support gender-sensitive policy formulation, the ILO should: ...</p> <p>(b) support efforts for more effective policy development for specific vulnerable groups of women; ...</p> <p>(d) build the capacity of labour statisticians and improve labour market information systems so as to provide better sex-disaggregated data in areas such as...women in leadership positions.</p>	<p>Outcome 13: A sector-specific approach to decent work is applied</p> <p>295. Taking into account sectoral specificities, continued attention will be given to issues across the four strategic objectives, such as safety and health, child labour, corporate social responsibility, working conditions and gender equality. Work on HIV/AIDS will concentrate on sectors not yet covered by sector-specific guidelines like the ones that are already in place for construction, transport and mining.</p> <p>298. [Research] will analyse the inter-relationships between rights, employment, social protection and social dialogue within key economic sectors ... Statistics disaggregated by gender will be compiled on employment and working conditions in selected sectors, starting with tourism and fishing.</p>	

Strategic Objective: Standards and fundamental principles and rights at work – promote and realize standards and fundamental principles and rights at work

307. The focus on freedom of association and the right to collective bargaining is anchored in the [Social Justice] Declaration and is a strategic recognition of the key element of a **rights-based approach**, ensuring that working **women and men** are able to claim their **rights** collectively ...

308. The consensus on **fundamental rights at work** as a whole is strong and covers all four categories: in addition to freedom of association and the right to collective bargaining, it emphasizes the need to abolish forced labour, child labour and **discrimination** at work. The promotion of **fundamental Conventions** will continue with a view to advancing towards the goal of universal ratification by 2015, as proposed in the Director-General's Report to the 2008 International Labour Conference entitled *Decent work: Some strategic challenges ahead*.

310. ... [The ILO supervisory mechanism] monitors progress in the implementation of **fundamental and all other Conventions** ... The supervisory mechanism and the follow-up to the **1998 ILO Declaration on Fundamental Principles and Rights at Work** (the 1998 Declaration) operate in synergy and are the core tools for identifying progress made in the application of the relevant freedom of association standards and principles as well as the deficits which need to be addressed.

311. The ILO will continue to rely largely on the supervisory bodies, the **1998 Declaration** follow-up mechanism, the Social Justice Declaration as well as strategic alliances within the United Nations family and other organizations to extend further understanding of, and identify solutions to, problems and assist constituents to create an environment in which the **fundamental rights** and other relevant international labour standards are fully respected.

ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
<p>56. Regarding principles and rights at work, the ILO should: ...</p> <p>(c) support the ratification, implementation and enforcement of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), inter alia, in sectors employing large numbers of women in vulnerable and precarious jobs; ...</p> <p>53. Regarding employment and job creation, the ILO should: ...</p> <p>(c) focus on providing decent work for women in EPZs, in particular promoting and monitoring freedom of association and the right to collective bargaining and core labour standards, with the objective of improving women's wages and working conditions in consultation with ILO constituents;</p> <p>(d) work with the governments and the social partners to ensure implementation of freedom of association, and the right to collective bargaining and other core labour standards in EPZs; ...</p>	<p>Outcome 14: The right to freedom of association and collective bargaining is widely known and exercised</p> <p>312. Freedom of association and the right to collective bargaining are human rights which are essential for democracy and social and economic development. They constitute the undeniable cornerstone of the ILO as witnessed by the prominence of these principles in the ILO Constitution and Declaration of Philadelphia, the 1998 Declaration on Fundamental Principles and Rights at Work and the 2008 Declaration on Social Justice for a Fair Globalization.</p> <p>314. Obstacles still exist to the application of Conventions Nos 87 and 98 in practice – particularly as regards vulnerable workers in agriculture and EPZs, domestic and migrant workers – often resulting in a significant rights gap for women ...</p>	<p>Indicator 14.1: Number of member States that, with ILO support, improve the application of basic rights on freedom of association and the right to collective bargaining</p> <p>Measurement: To be counted as reportable, results must meet at least two of the following criteria, as observed by the ILO supervisory bodies or in the framework of the 1998 Declaration follow-up mechanism.</p> <ul style="list-style-type: none"> – An awareness-raising strategy and/or programmes on freedom of association and collective bargaining targeting the tripartite constituents are launched. – Convention No. 87 or 98 is ratified. – There is progress in the respect of the fundamental civil liberties of the members of trade unions and employers' organizations. – Changes are introduced in law, policy or practice to ensure that trade unions and employers' organizations can be registered and function without undue restrictions. – Mechanisms to ensure protection against acts of anti-union discrimination or interference are established or expanded. – Policies and mechanisms to promote collective bargaining are established or expanded.

Strategic Objective: Standards and fundamental principles and rights at work – promote and realize standards and fundamental principles and rights at work		
ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
	<p>315. The Office will focus on consolidating progress made and ensuring further advances in the recognition of the fundamental rights of workers (with special emphasis on the vulnerable categories mentioned above), employers and their organizations to organize and carry out their activities, especially collective bargaining, freely without interference and discrimination ...</p>	<p>Baseline: To be established based on the 2008–09 reports of the Committee of Experts and the 1998 Declaration follow-up Target: 10 member States</p> <p>Indicator 14.2: Number of member States that, with ILO support, take significant action to introduce freedom of association and the right to collective bargaining in EPZs</p> <p>Measurement: To be counted as reportable, results must meet at least one of the following criteria, as observed by ILO supervisory bodies or in the framework of the 1998 Declaration follow-up mechanism.</p> <ul style="list-style-type: none"> – An awareness-raising strategy and/or programmes on freedom of association and collective bargaining targeting the workers and employers in EPZs are launched. – Measures are adopted to permit workers' organizations to be established and function in EPZs. – Mechanisms to ensure protection against acts of anti-union discrimination or interference in EPZs are established or expanded. – Policies and mechanisms to promote collective bargaining in EPZs are established or expanded. <p>Baseline: To be established in 2010 based on replies to the 2009 general observation of the Committee of Experts Target: 2 member States (to be reviewed upon establishment of the baseline)</p>
<p>35. The ILO has a strong normative base for its work on the elimination of child labour. The Minimum Age Convention, 1973 (No. 138), and the Worst Forms of Child Labour Convention, 1999 (No. 182), urge immediate action against the worst forms of child labour, such as the use of any girl or boy under age 18 in forced or compulsory labour; armed conflict; prostitution, production of pornography, or for pornographic performances; production and trafficking of drugs and work</p>	<p>Outcome 15: Forced labour is eliminated</p> <p>318. The continued existence of forced labour, imposed primarily by individuals and informal enterprises rather than directly by the State, represents a major impediment to poverty reduction across the world. It is also a severe infringement of basic human rights, and the very antithesis of the decent work for which the ILO stands. ... Yet the goal of eradicating the twin problems of forced labour and human trafficking,</p>	<p>Indicator 15.1: Number of member States in which constituents, with ILO support, implement specific policies, programmes or actions leading to improved application of Conventions, principles and rights on the elimination of forced labour</p> <p>Measurement: To be counted as reportable, results must meet at least two of the following criteria.</p> <ul style="list-style-type: none"> – Convention No. 29 or 105 is ratified or the supervisory bodies

Strategic Objective: Standards and fundamental principles and rights at work – promote and realize standards and fundamental principles and rights at work		
ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
<p>that is likely to harm the health, safety or morals of children. Convention No. 182 specifically provides for member States to take account of the special situation of girls. Efforts should therefore be taken to seek concrete ways in which member States can be more effective in taking into account gender differences and the special situation of girls in their Action Plans against Child Labour.</p>	<p>estimated to affect a minimum of 12.3 million women, men and children, can be achieved once there is political will and adequate resources are allocated to combat them ...</p> <p>320. Resources for technical cooperation projects, mobilized principally through the ILO Special Action Programme to combat Forced Labour, will enable the provision of gender-sensitive practical assistance to member States, as well as advice and tools required to address issues identified through the ILO supervisory mechanisms and the follow-up to the 1998 Declaration....Forced labour can be addressed in Decent Work Country Programmes in various ways – either directly through country outcomes focused on the elimination of forced labour and/or human trafficking or more indirectly through, for example, outcomes on the implementation of ratified Conventions, formalization of the informal economy, protection of migrant workers and other vulnerable groups, or the abolition of the worst forms of child labour ... Collaboration across the ILO's four strategic objectives will ensure that the range of skills and expertise needed to end forced labour are brought to bear in an efficient and coordinated way, through, for example, the provision of skills training to those people vulnerable to being trafficked or the extension of social protection and minimum wages to workers in bonded labour.</p> <p>322. ... Research will document and analyse the interconnectedness between the four fundamental principles and rights at work, and other decent work variables ...</p>	<p>have noted with satisfaction or interest progress in the application of the relevant Conventions.</p> <ul style="list-style-type: none"> – A new or modified national law, policy or plan of action to eliminate forced labour is adopted, or forced labour elimination is included as a priority of national development policy, or an institutional structure is established to lead or coordinate action against forced labour. – There is a documented increase in the number of prosecutions and convictions of persons exacting forced labour. – Systems are established or strengthened to allow former victims of forced labour, including of human trafficking, to access assistance appropriate to their needs. – Systems are established or strengthened to provide up to date sex-disaggregated data and information on forced labour and responses to it. <p>Baseline: To be established based on 2008–09 performance Target: 10 member States</p>
<p>56. Regarding principles and rights at work, the ILO should: ... (d) provide technical assistance to strengthen national legislation and policies in line with the Worst Forms of Child Labour Convention, 1999 (No. 182), and integrate gender perspectives into approaches towards combating the worst forms of child labour; and ...</p>	<p>Outcome 16: Child labour is eliminated, with priority being given to the worst forms</p> <p>326. Sustainable progress towards the full respect for fundamental principles and rights on the elimination of child labour requires complementary approaches. ...</p> <p>330. ... The gender dimension of child labour will continue to be addressed systematically, including through disaggregating data in child labour surveys and through a growing focus on</p>	<p>Indicator 16.1: Number of member States in which constituents, with ILO support, take significant policy and programme actions to eliminate child labour in line with ILO Conventions and Recommendations</p> <p>Measurement: To be counted as reportable, results must meet one of the following criteria.</p> <ul style="list-style-type: none"> – Policies, programmes and/or action plans are adopted or implemented by one or more of the ILO's constituents, to bring

Strategic Objective: Standards and fundamental principles and rights at work – promote and realize standards and fundamental principles and rights at work		
ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
	<p>child domestic labour, which particularly impacts girls.</p> <p>332.Partnership with the Turin Centre will provide training and networking opportunities for trade unions and employers' organizations and will reach other target audiences on subjects such as child labour in agriculture and domestic service, child labour and education policy, designing and implementing national action plans, and reporting on ILO child labour standards.</p>	<p>them in line with international labour standards to prohibit and eliminate child labour.</p> <ul style="list-style-type: none"> – Time-bound measures to eliminate the worst forms of child labour as a matter of urgency are implemented by one or more of the ILO's constituents. – Child labour concerns, considering the special situation of the girl child, are included in relevant development, social and/or anti-poverty policies and programmes. – Policies that address child labour are adopted and promoted through global, regional or subregional economic and social inter-governmental organizations or groupings. <p>Baseline: 32 member States in 2008 Target: 45 member States, of which 15 in Africa</p> <p>Indicator 16.2: Number of member States in which constituents, with ILO support, take action to adopt or modify their legislation or reinforce their knowledge base on child labour</p> <p>Measurement: To be counted as reportable, results must meet at least one of the following criteria.</p> <ul style="list-style-type: none"> – Either Convention No. 138 or 182 is ratified. – The ILO supervisory bodies have noted with satisfaction or interest progress in the application of the relevant Conventions. – Mechanisms and systems are established or strengthened so that up to date sex-disaggregated data and statistics concerning the situation of child labourers are available. – Targeted data collection and analysis and research are undertaken by constituents and/or other national partners to expand the knowledge base on child labour and to document lessons learned. <p>Baseline: 42 member States in 2008 Target: 50 member States, of which 15 in Africa</p>

Strategic Objective: Standards and fundamental principles and rights at work – promote and realize standards and fundamental principles and rights at work		
ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
<p>56. Regarding principles and rights at work, the ILO should:</p> <p>(a) through a practical plan of action, strive for universal ratification and effective implementation of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Equal Remuneration Convention, 1951 (No. 100); ...</p>	<p>Outcome 17: Discrimination in employment and occupation is eliminated</p> <p>336. To address the complex and evolving nature of discrimination, a multi-pronged strategy is required. The need for such an approach has been highlighted in the context of the financial and economic crisis, which brings with it the risk of widening inequalities across nations and within countries. The framework provided in the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Equal Remuneration Convention, 1951 (No. 100), will be the foundation of the ILO's strategy for this outcome, along with appropriate follow-up to the comments of the ILO supervisory bodies and follow-up under the 1998 Declaration.</p> <p>337. The high level of ratification of Conventions Nos 100 and 111 confirms the commitment to the principles enumerated in those Conventions. This commitment was reaffirmed in the 1998 Declaration and most recently in the Social Justice Declaration. Yet the goal of eliminating all forms of discrimination in employment and occupation remains a distant one.</p> <p>338. It is clear that no society is free from discrimination, and that ongoing action is needed to address it. An effective national equality policy requires a combination of measures, which could include legislative and administrative measures, public policies, practical programmes, proactive approaches, and the establishment of specialized bodies.</p> <p>339. There have been important legislative developments in the area of non-discrimination, including expanding the prohibited grounds of discrimination, and an increased understanding of multiple discrimination, based on more than one ground of discrimination. However, there remain important implementation gaps in applying the principle of non-discrimination. Certain categories of workers, such as casual workers, domestic workers, migrant workers and workers in the informal economy, often remain excluded from legal protection. The lack of respect and recognition of</p>	<p>Indicator 17.1: Number of member States in which constituents, with ILO support, implement specific laws, policies, programmes or actions, leading to improved application of Conventions, principles and rights on non-discrimination</p> <p>Measurement: To be counted as reportable, results must meet at least two of the first four criteria below plus the final criterion.</p> <ul style="list-style-type: none"> – Convention No. 100 or 111 is ratified or the supervisory bodies have noted with satisfaction or interest progress in the application of the relevant Conventions. – New or modified laws, policies, action plans and/or programmes are adopted to bring them into line with international standards on non-discrimination. – An awareness-raising strategy on non-discrimination is launched by one or more constituents. – A national body with a mandate to address equality issues is established or strengthened. – A capacity-building plan for relevant officials on the enforcement and/or promotion of non-discrimination laws and policies is implemented. – Systems are strengthened to provide up to date sex-disaggregated data on non-discrimination. <p>Baseline: To be established based on 2008–09 performance Target: 5 member States</p>

Strategic Objective: Standards and fundamental principles and rights at work – promote and realize standards and fundamental principles and rights at work

ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
	<p>indigenous peoples' rights and cultures often leads to discrimination and exclusion. Social origin is a prohibited ground of discrimination that is often omitted and needs to be addressed, particularly as new forms of social stratification develop. In addition, in the context of promoting the principle of equal remuneration for work of equal value, the concept of "equal value" has proven difficult to grasp and apply in practice.</p> <p>340. Enforcement of the principle of non-discrimination remains a challenge, and there is a need for effective enforcement through appropriate public bodies and institutions ... Enhancing the capacity of the responsible authorities, including judges and labour inspectors, to identify and address cases of discrimination is also necessary. It is crucial to continue to research and gather appropriate sex-disaggregated data in order to assess the gender wage gap, to identify social and economic gaps between different groups of the population, and to monitor and assess the impact and results achieved by the measures that have been taken.</p> <p>341. The ILO will continue to take steps to understand and assess the many faces of discrimination, and to assist constituents to address it effectively. In particular, the Committee of Experts on the Application of Conventions and Recommendations, the Conference Committee on the Application of Standards, the 1998 Declaration follow-up mechanism, the results of ILO research and technical assistance, and alliances with UN bodies and mechanisms will continue to provide important information in this regard.</p> <p>342. Despite the almost universal endorsement of the principle of non-discrimination, there is a significant lack of corresponding extra-budgetary resources. The ILO will continue its efforts to mobilize resources for technical cooperation, to better enable it to provide the required assistance to constituents to address the complexities of discrimination in a comprehensive and sustainable manner.</p>	

Strategic Objective: Standards and fundamental principles and rights at work – promote and realize standards and fundamental principles and rights at work		
ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
	<p>343. Governments and employers' and workers' organizations each have a key role in the elimination of discrimination and the promotion of equality, as recognized in the relevant international instruments ... The ILO will focus on increasing tripartite capacity to develop and implement national equality policies, as well as on the development and implementation of workplace policies. Strengthening the capacity of the constituents to apply the principle of equal remuneration for men and women for work of equal value will also continue.</p> <p>344. The Social Justice Declaration has reaffirmed the centrality of the principle of non-discrimination in the ILO's value system and in action to secure decent work for all women and men. The elimination of discrimination is at the heart of decent work for all those who work or seek work and a living, whether as labourers, employers or self-employed, in the formal or the informal economy. The ILO will step up its efforts to ensure that gender equality and non-discrimination are addressed as cross-cutting issues in the Decent Work Country Programmes under all strategic objectives, and that targeted action is taken to address the rights and needs of those particularly vulnerable to discrimination and exclusion, including persons with disabilities, migrant workers, indigenous peoples, or persons living with HIV/AIDS.</p> <p>345. Non-discrimination is a key aspect of the human rights based approach to development, which is one of the common programming principles of the UN system. The Common Country Assessment and UNDAF documents in an increasing number of countries mainstream the principles of non-discrimination and gender equality and pay particular attention to groups subject to discrimination and exclusion ... [The ILO] will continue its active involvement in the inter-agency mechanisms concerning indigenous peoples, minorities, persons with disabilities and gender equality. The ILO will also continue to seek increased visibility and influence of international labour standards relating to discrimination and equality, and relevant findings of the</p>	

Strategic Objective: Standards and fundamental principles and rights at work – promote and realize standards and fundamental principles and rights at work		
ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
	<p>supervisory bodies throughout the UN system, including through cooperation with the UN human rights treaty bodies and mechanisms focusing on this topic.</p> <p>346. There has been an increasing number of requests from constituents for tools to promote equality and address discrimination at the national and the workplace levels. Tools developed in previous biennia, including on implementing equal remuneration for work of equal value and on tackling racial discrimination, will continue to be disseminated and used ... Research will continue to enhance the ILO's knowledge base in this area, including related to the interrelationship between different grounds of discrimination and between the various fundamental principles and rights at work ...</p> <p>347. While a general commitment to the principles and rights of non-discrimination can be assumed, this area has received the least funding of all the fundamental principles and rights at work. It is clear that to address discrimination in occupation and employment effectively a comprehensive approach is needed ...</p>	
<p>56. Regarding principles and rights at work, the ILO should: ...</p> <p>(b) promote improved ratification rates, and analyse obstacles to ratification, of the Workers with Family Responsibilities Convention, 1981 (No. 156), the Maternity Protection Convention, 2000 (No. 183), the Part-Time Work Convention, 1994 (No. 175), and the Home Work Convention, 1996 (No. 177), and ensure their effective implementation ...</p>	<p>Outcome 18: International labour standards are ratified and applied</p> <p>353. ... In light of the importance placed on gender equality and non-discrimination as cross-cutting issues in the Social Justice Declaration, the key equality Conventions will also be promoted and the gender dimensions of other Conventions will be examined and addressed ...</p> <p>354. ... Work will continue, through tripartite consultations, to review and enhance the functioning, transparency, gender responsiveness and effectiveness of the ILO supervisory system, including through the streamlining of reporting obligations.</p> <p>355.In order to complement the pre-eminence of the ILO's rights-based approach, a major empirical study providing evidence-based data disaggregated by sex, analysis and indicators will be conducted ... The second [standards-related] gap is in the application of standards to the informal</p>	<p>Indicator 18.2: Number of member States where, through ILO support, the principles and rights contained in international labour standards are incorporated in development assistance frameworks or other major initiatives</p> <p>Measurement: To be counted as reportable, results must meet the following criterion.</p> <p>– Relevant international labour standards are reflected in the UNDAF, the Common Country Assessment or similar frameworks.</p> <p>Baseline: To be established based on 2008–09 performance</p> <p>Target: 5 member States</p> <p>Indicator 18.4: Number of member States that have a Decent Work Country Programme which includes a normative component among</p>

Strategic Objective: Standards and fundamental principles and rights at work – promote and realize standards and fundamental principles and rights at work		
ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
	<p>economy. The ILO needs to provide clear guidance on how to ensure protection for workers in the informal economy, keeping in mind how women and men may be affected differently. Research in this area will help constituents have a better understanding of the policies that facilitate the application of standards to the informal economy.</p> <p>356. To improve the Office's capacity for promotion, an appropriate package of tools will be developed, reviewed and adapted, including the effective integration of gender equality concerns ...</p> <p>359. ... The major risks [to the strategy] relate to the goals of universal ratification of all fundamental Conventions by 2015 and that countries give effect to the recommendations of the supervisory bodies ...</p>	<p>the national priorities established by the tripartite constituents</p> <p>Measurement: To be counted as reportable, results must meet at least one of the following criteria.</p> <ul style="list-style-type: none"> – Activities are included to address comments of the Committee of Experts on the Application of Conventions and Recommendations relating to ratified Conventions. – Activities are included to promote the ratification and implementation of fundamental and priority Conventions. – Activities are included to promote the ratification and implementation of other up to date standards taking into account the national priorities established by the tripartite constituents. <p>Baseline: To be established based on 2008–09 performance</p> <p>Target: 15 member States</p>

Outcome 19: Policy Coherence – Member States place an integrated approach to decent work at the heart of their economic and social policies, supported by key UN and other multilateral agencies

ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
<p>13. As stated in the 2008 Declaration on Social Justice for a Fair Globalization, the ILO's four strategic objectives of employment, social protection, social dialogue and tripartism, and fundamental principles and rights at work, implemented through, among other means, international labour standards, are inseparable, interrelated and mutually supportive, and gender equality must be considered cross-cutting in these objectives. Efforts to ensure that gender equality is at the heart of decent work must therefore be of a holistic nature.</p> <p>51. In giving effect to the 2008 Declaration on Social Justice for a Fair Globalization, the Organization should strengthen its policy and programme of work for promoting gender equality at the heart of decent work. Action will draw upon the ILO's comparative advantage of international labour standards and its tripartite structure. The policy approach should be holistic, involving the promotion of rights, decent and productive employment, social protection and social dialogue ...</p> <p>52. Regarding knowledge and capacity building to support gender-sensitive policy formulation, the ILO should: ...</p> <p>(a) strengthen its research agenda and knowledge base on emerging issues, especially in the context of the global economic crisis, so as to identify new trends and patterns in the world of work, and links between economic efficiency, social justice and gender equality; this includes making more systematic use of sex-disaggregated data so as to inform policy formulation and new monitoring mechanisms to track achievements in gender equality, using key indicators on sex discrimination in the world of work and gender-responsive budgeting. The purpose of data collection should be well defined so that it is used in a focused and meaningful manner; ...</p> <p>(f) use the ILO Participatory Gender Audit as a tool for assessing progress towards gender equality, and disseminate good practices arising from its application; ...</p> <p>(h) fully involve the social partners in the design of Decent</p>	<p>363. A series of international and regional meetings have expressed support for the Decent Work Agenda, including the 2005 UN World Summit, which made decent work a central objective of development strategies, including the achievement of the MDGs ...</p> <p>365. Strengthening the integrated approach is of particular importance to women workers and entrepreneurs, since overcoming barriers to gender equality necessitates mutually supportive action across the spectrum of decent work policies. Partnership, capacity building and research components of the programme will therefore all include a specific focus on ways in which mainstreaming decent work supports gender equality.</p>	<p>Indicator 19.1: Number of member States that, with ILO support, make the goal of decent work increasingly central to policy-making</p> <p>Measurement: To be counted as reportable, results must meet at least two of the first four criteria below plus the final criterion.</p> <ul style="list-style-type: none"> – The generation of decent work opportunities is adopted as an overarching policy goal of the national development strategy alongside other national priorities. – The execution of an integrated Decent Work Country Programme supports the implementation of the national development strategy. – National or sectoral programmes in fields such as education, health, gender equality, trade, finance, enterprise development, rural development and poverty reduction integrate decent work aspects. – Statistical services are upgraded to improve measurement of progress towards decent work in line with the provisions of Convention No.160. – Development of the overall development strategy includes consultation of ILO constituents in line with the provisions of Convention No.144. <p>Baseline: To be established based on an internal survey to be conducted through ILO field offices in 2009</p> <p>Target: 15 member States, of which at least four in Africa and two in the other regions</p>

Outcome 19: Policy Coherence – Member States place an integrated approach to decent work at the heart of their economic and social policies, supported by key UN and other multilateral agencies		
ILC 2009 Conclusions	P&B 2010–11 Outcome strategy	P&B 2010–11 Indicators
<p>Work Country Programmes and ensure their greater participation in the implementation of these programmes which must be developed with a gender lens and specify how their intended outcome will affect both women and men.</p> <p>57. In leveraging international partnerships to promote gender equality, the ILO should:</p> <ul style="list-style-type: none"> (a) promote policy coherence on issues of decent work and gender equality at the international level, notably within the UN system and with the International Monetary Fund, the World Bank, the G8 and the G20; (b) strengthen partnerships in areas of mutual interest with regional groups and institutions such as the European Union, and the African Union, so as to share existing knowledge on gender equality within the world of work; (c) systematically include the goal of gender equality in arrangements involving resource mobilization, knowledge sharing and technical cooperation, in partnership with donors; and (d) promote the benefits of social dialogue and the involvement of the social partners throughout the UN system. 		

6. Enabling institutional mechanisms for gender equality in the Office

Table II below comprises the enabling institutional mechanisms for gender equality in the Office. These mutually-reinforcing priority action areas (as identified in the ILO gender equality policy) are: staffing, substance and institutional arrangements. Each indicator includes a baseline, example of indicative activities, and (when appropriate) a minimum performance standard,¹⁵ which was agreed with the relevant “primary responsibility” unit.

¹⁵ See *Outline of Action Plan for Gender Equality 2010–15*, 307th Session of the ILO Governing Body (GB.307/16/1), Geneva 2010, para. 2. Results-based action plans in the UN system are using minimum performance standards, often referred to as “targets”, more frequently.

Table II. Enabling institutional mechanisms for gender equality in the Office: Staffing, substance and institutional arrangements

Staffing	Results	Indicators and baselines ¹	Minimum performance standards	Example of indicative activities ²	Primary responsibility
Parity among women and men professional staff across all units and offices Equality of opportunity and treatment of all ILO staff	Measures are implemented to ensure greater parity ³ between women and men in recruitment and promotion	1. Indicator: % of Professional and higher category positions held by women ⁴ Baseline: 42.5%	2010–15: Achieve gender parity	Encouragement of applications from qualified women	Human Resources Development Department All senior and line managers ILO International Training Centre Bureau for Gender Equality Note: The Staff Union has committed to work with the Office to advance gender equality
		2. Indicator: % of sections of management and leadership development workshop materials that incorporate gender ⁵ Baseline: zero	Not applicable	Management and leadership development module on mainstreaming for gender equality developed, and workshop trainer terms of reference incorporate need for gender expertise, as well as the task of mainstreaming gender into training materials	
		3. Indicator: % of women participants in management and leadership development workshops Baseline: 34%	2010–11: 39% 2012–13: 44% 2014–15: 49%		
	Expanded opportunities provided for General Service staff's career development in the Office	4. Indicator: Number of opportunities for training offered to General Service staff Baseline: nine	2010–11: ten 2012–13: eleven 2014–15: twelve	Delivery of orientation activities for General Service staff	
	A family-friendly and enabling working environment for both women and men is promoted	5. Indicator: number of gender-sensitive and/or family-friendly measures that exist ⁶ Baseline: seven measures	2010–11: one additional 2012–13: one additional 2014–15: one additional	Implementation and assessment of teleworking policy	
	Competency in gender mainstreaming, at appropriate level, is developed for all ILO staff	6. Indicator: % of job description vacancies that refer to gender-related skills and/or gender sensitivity Baseline: 30.3%	2010–11: 40% 2012–13: 50% 2014–15: 60%	Systematically assess for gender-related content in draft job descriptions received from line managers	

Staffing	Results	Indicators and baselines	Minimum performance standards	Example of indicative activities	Primary responsibility
		7. Indicator: % of responsible chiefs perceived by reporting staff as creating an environment that values diversity including sensitivity to gender ⁷ Baseline: to be established ⁸	To be set	Formally incorporate gender-related criteria throughout the Performance Management Framework, and revise gender-blind language and content in the Framework training materials	
	Workplace harassment is combated	8. Indicator: Number of initiatives or measures taken to strengthen and/or enforce the Conflict Prevention and Resolution Collective Agreement including on sexual harassment Baseline: one	2010–11: two 2012–13: two 2014–15: two	HRD Administrative Circular no. 543 (rev. 1), giving guidance on the procedures in cases of sexual harassment, made more visible on HRD intranet pages	

1. All baselines – unless otherwise noted – are replicated from the Action Plan for Gender Equality 2008–09, or statistics available as of January 2010.
2. Some activities will be implemented during 2010–11, while others will be ongoing throughout 2010–15.
3. Gender parity, for the purposes of this Action Plan, is understood to be in the range of 45 per cent–55 per cent.
4. Aligned with HR Strategy 2010–15, outcome 1.
5. Aligned with HR Strategy 2010–15, outcome 2.
6. Aligned with HR Strategy 2010–15, outcome 4.
7. Aligned with HR Strategy 2010–11, outcome 3.
8. Will be based on statistics gathered during implementation of the Performance Management Framework, being launched in 2010.

Enabling institutional mechanisms for gender equality in the Organization

Substance	Results	Indicators and baselines	Minimum performance standards	Example of indicative activities	Primary responsibility
Commitment to gender equality is internalized throughout the ILO and reflected in all technical work, operational activities and support services including knowledge management	Increased competence of ILO staff in conducting gender analysis and planning related to employment and decent work	9. Indicator: % of P&B outcome strategies that include action-oriented gender-mainstreaming components Baseline: 94.7% ⁹	2010–11: 100% 2012–13: 100% 2014–15: 100%	Guidance will be given on continued identification of concrete gender components in strategies of all outcomes in P&B 2012–13 and 2014–15 respectively	All headquarters units and field offices Bureau of Programming and Management Department of Partnerships and Development Cooperation Bureau for Gender Equality ILO International Training Centre
		10. Indicator: % of P&B outcomes that are reported with one or more actionable lessons learned on mainstreaming gender Baseline: 21% ¹⁰	2010–11: 60% 2012–13: 80% 2014–15: 100%	Guidance on gender-related aspects will be provided to technical programmes and the regions in the course of monitoring implementation of biennial outcome-based work planning and preparing implementation reports	
	Attitudes and working habits support gender mainstreaming	11. Indicator: % of recommendations of participatory gender audit reports for audited ILO headquarters units and field offices that are implemented Baseline: to be established	2010–11: 20% 2012–13: 40% 2014–15: 50%	Within 12 months of a gender audit, the unit or office Director and GENDER will reassess recommendations and any emerging new needs	
	Improved level of knowledge and methodologies address gender dimensions in technical work	12. Indicator: % of DWCPs that contain indicators of which at least 35% are gender-inclusive Baseline: to be established	2010–11: to be set 2012–13: to be set 2014–15: 100%	Reviews of draft DWCPs through the Quality Assurance Mechanism consistently provide specific guidance on rendering indicators more gender-inclusive	
		13. Indicator: % of research texts that are submitted to the Research and Publications Committee and fulfil all the requirements of a “comprehensive checklist for mainstreaming gender issues into research and publications” Baseline: to be established	2010–11: to be set 2012–13: to be set 2014–15: to be set	Draft checklist, based on the 2007 ILO policy on research and publications, ¹¹ submitted to Research and Publications Committee for approval and dissemination	

Substance	Results	Indicators and baselines	Minimum performance standards	Example of indicative activities	Primary responsibility
		14. Indicator: % of ILO/donor partnership agreements that mainstream gender in both policy orientation and operational aspects Baseline: 46%	2010–11: 60% 2012–13: 70% 2014–15: 80%	Bilateral policy dialogue on gender equality with relevant donors	
		15. Indicator: % of ILO technical cooperation projects/programmes that are classified in IRIS with Gender Marker One or Two ¹² Baseline: 72%	2010–11: 65% 2012–13: 40% 2014–15: 15%	Issue Office directive on mainstreaming gender in technical cooperation	
		16. Indicator: % of women's participation in all ILO International Training Centre (ITC–ILO) online and campus training courses ¹³ Baseline: to be established	2010–11: to be set 2012–13: to be set 2014–15: to be set		
		17. Indicator: % of participants completing ITC–ILO online and campus courses who are female ILO staff Baseline: to be established	2010–11: to be set 2012–13: to be set 2014–15: to be set	Promote ITC–ILO courses among Gender Network members	
		18. Indicator: % of participants completing gender-specific ITC–ILO courses who are male ILO staff Baseline: to be established	2010–11: to be set 2012–13: to be set 2014–15: to be set	Promote ITC–ILO gender-specific courses among Gender Network members	
		19. Indicator: % of participants completing ITC–ILO online and campus courses who are female constituents Baseline: to be established	2010–11: to be set 2012–13: to be set 2014–15: to be set	Promote ITC–ILO courses during any Action Plan implementation trainings including with constituents	

Substance	Results	Indicators and baselines	Minimum performance standards	Example of indicative activities	Primary responsibility
		20. Indicator: % of participants completing ITC-ILO gender-specific courses who are male constituents Baseline: to be established	2010-11: to be set 2012-13: to be set 2014-15: to be set	Promote ITC-ILO courses during any Action Plan implementation trainings including with constituents	
		21. Indicator: % of ITC-ILO online and campus courses that are evaluated by participants as adequately integrating gender issues Baseline: to be established	2010-11: to be set 2012-13: to be set 2014-15: to be set		
<p>9. According to an assessment by PROGRAM.</p> <p>10. According to an assessment by PROGRAM, which included intermediate and joint immediate outcomes.</p> <p>11. Director-General's announcement, series 1, Circular No. 629.</p> <p>12. Gender Marker One is defined as: "Project contains no objectives, outcomes, outputs or activities that aim to promote gender equality", and Gender Marker Two is defined as: "Project does not include gender equality as an outcome, but some outputs and/or activities specifically address gender issues".</p> <p>13. Absolute numbers of participants in ITC-ILO courses depend on available financial resources beyond control of ILO.</p>					

Enabling institutional mechanisms for gender equality in the Organization

Institutional arrangements	Results	Indicators and baselines	Minimum performance standards	Example of indicative activities	Primary responsibility
Strengthened institutional arrangements for effective gender mainstreaming Office-wide ¹⁴	Well-staffed and resourced Bureau for Gender Equality and gender specialists in field supporting gender mainstreaming across the Organization	22. Indicator: Number of headquarters units and field offices without gender focal points ¹⁵ Baseline: One headquarters unit and two field offices	2010-11: none 2012-13: none 2014-15: none	Conduct mapping and contact all chiefs or directors of units and offices without gender focal points	Bureau for Gender Equality All headquarters units and field offices Evaluation Unit
		23. Indicator: % of male focal points among headquarters units and field offices Baseline: 31%	2010-11: 35% men 2012-13: 40% 2014-15: 45%	Formally request chiefs or directors of units and offices to take into account gender parity when appointing gender focal points	Department of Partnerships and Development Cooperation Human Resources Development Department

Institutional arrangements	Results	Indicators and baselines	Minimum performance standards	Example of indicative activities	Primary responsibility
		24. Indicator: % of gender focal points who are senior managers Baseline: 34% (57% in headquarters units and 16% in field offices)	2010–11: Parity at headquarters and 20% in field offices 2012–13: Parity at headquarters and 25% in field offices 2014–15: Parity at headquarters and 35% in field offices	Formally request chiefs or directors of units and offices to take into account diversity of professional status when appointing gender focal points	Bureau of Programming and Management Office of the Legal Adviser
	An accountability framework for gender equality Improved mechanisms for gender-responsive programming, monitoring and evaluation	25. Indicator: % of outcome-based workplans rated as “satisfactory” or “good” in terms of gender Baseline: to be established	2010–11: to be set after the first nine-monthly review of workplans 2012–13: to be set 2014–15: 100%	Develop and apply gender-assessment tool to rate implementation of outcome-based workplan gender-related strategies	
	Use of gender-sensitive language in ILO rules, regulations and directives	26. Indicator: % of approved terms of reference for evaluations of independent strategies, DWCPs and projects that include an assessment of gender dimensions Baseline: 30%	2010–11: 50% of terms of reference 2012–13: 70% of terms of reference 2014–15: 100% of terms of reference	EVAL guidelines to be revised	
		27. Indicator: Number of gender-biased words or phrases revised in the English, French and Spanish language versions of the ILO Constitution Baseline: to be established	Not applicable	Submit paper to March 2010 Session of Governing Body for guidance	
<p>14. As stated in the ILO gender equality policy.</p> <p>15. Unit or office must have critical mass of Professional specialists (i.e. at least four persons managed by a chief or director).</p>					

7. Accountability and responsibility

Strengthened accountability mechanisms are essential for effective gender mainstreaming. This requires clarity on roles and responsibilities and adequate tracking and oversight. This section highlights what will be done to strengthen accountability over the timeframe of the Action Plan 2010–15.

All ILO staff at headquarters and in field offices are required to promote gender equality in the context of the Decent Work Agenda by building this into their work. Senior management, including directors in the field, has overall responsibility and accountability for the policy’s operationalization and implementation. The team of specialists in the Bureau for Gender Equality at headquarters and the wider Gender Network (made up of gender coordinators, senior gender specialists and gender focal points) will support and advise on how to mainstream gender and other issues relating to the promotion of gender equality. As regards achievement of gender-responsive results within the Organization’s P&B 2010–11, there is an oversight role for the Bureau for Gender Equality which is based on the 1999 ILO policy on gender equality.

The 2009 ILC Conclusions recognized the importance of capacity building and in paragraph 52 (g) called on ILO to “ensure that the ILO International Training Centre in Turin ... [is] adequately resourced so [that it] can provide support in capacity building and training on gender equality; [and] gender should be integrated into all training courses”.

Box 3	
Roles and responsibilities for enhancing gender equality in ILO work	
All staff are accountable for applying the principles of the ILO gender equality policy in their own work, in order to support the constituents to promote gender equality.	
Teams	Implementation role and responsibility
Director-General	Ultimate responsibility for policy development and organizational performance on gender equality
Executive directors	Accountable for implementing and monitoring gender equality in their respective strategic objectives, and for ensuring that adequate human and financial resources are allocated to support gender equality work
Regional directors	Accountable for gender-responsive outcomes and indicators within agreed regional priorities, including working with employer and worker specialists and other relevant staff and the senior gender specialists to strengthen capacity of constituents on gender mainstreaming and promoting gender equality
ILO directors	Accountable for gender-responsive outcomes and indicators in programme areas, for gender mainstreaming in DWCPs, and for promoting strengthened capacity of constituents on gender mainstreaming through employer and worker specialists, other relevant staff and senior gender specialists
Unit heads/chiefs	In implementing responsibilities delegated by Executive Directors, accountable for ensuring that adequate human and financial resources are allocated to achieve gender-responsive outcomes and indicators in programme areas
Human Resources Development Department	Accountable for progress toward parity between women and men and equality of opportunity and treatment of all ILO staff

Partnerships and Development Cooperation Department	Accountable for promoting gender equality and for gender mainstreaming in all technical cooperation agreements, programmes and projects
Senior gender specialists and gender coordinators	Accountable for playing a catalytic and supportive role to headquarters sectors and field offices to effectively mainstream gender including input to analysis, planning, implementation, review and reporting. In the case of ACTRAV and ACT/EMP, accountable for playing a catalytic and supportive role to Headquarters' sectors and for cooperating with field offices to effectively promote the social partners' perspectives in gender mainstreaming, as well as input to analysis, planning, implementation, review and reporting in their respective Bureaux
Gender focal points	Accountable for playing a catalytic role to assist the process of gender mainstreaming in respective headquarters units or field offices
Bureau for Gender Equality	Accountable for supporting implementation of the ILO gender equality policy together with the Gender Network – of senior gender specialists, gender coordinators and focal points – through advisory services, capacity building and knowledge sharing; and providing oversight on mainstreaming performance through annual stocktaking and reporting to the Director-General

In common with other UN system entities, ILO is strengthening its gender equality accountability mechanisms. Such mechanisms are needed to hold the Organization to account for: (i) gender equality in its operational or programmatic work; and (ii) the gender responsiveness of its internal or institutional systems and human resources policies. As results-based management becomes further embedded at the ILO, there is increasing clarity on objectives, expected outcomes, indicators and targets. The P&B 2010–11 stresses the importance of clarifying accountability, and it indicates that internal mechanisms will be developed to provide established review procedures on overall performance.

The ILO Accountability Framework,¹⁶ introduced in January 2010, is guided by a set of core principles including clarity of responsibility, alignment of accountability with organization-wide goals, and performance monitoring and reporting. Concerning clarity of responsibility, the Framework states that “organizational policies and behavioural guidelines define the level and types of responsibilities attached to all positions”. For alignment of accountability with organization-wide goals, it notes that “managers, and all staff, are accountable for achieving organization-wide goals whatever their functional positions”. And concerning performance monitoring and reporting, the Framework says that performance will be “monitored through regular reporting on results, with timely accounts and reliable financial and substantive reports” including related documentation that is readily verifiable and clear. This system of accountability in the ILO aims to, among other goals, place increased focus on results and performance-based management.

The accountability goals of the Action Plan 2010–15 and chief responsibilities for implementation, monitoring and evaluation of the Action Plan are summarized below.

¹⁶ ILO accountability framework (IGDS Number 137, version 1), International Labour Office, Geneva, 2010.

Box 4
Accountability monitoring mechanisms

Accountability monitoring goals

A schedule for regular oversight will be established on organizational performance in gender equality

Strengthened individual and collective accountability at each level – from senior management to individual staff

Increased monitoring of gender equality performance and outcomes in plans and programmes taking place, including strengthened reporting within existing reporting schedules

Increased knowledge base on results and good practices for dissemination on gender-relevant information, findings or results

A monitoring system of the internal participatory gender audits will be set in place to examine how gender equality issues are taken into account in selected field offices, in technical cooperation programmes, among selected constituents and headquarters-based units. Outcomes of gender audits will be reported to the Governing Body within the regular ILO implementation reports

A final evaluation will look more comprehensively at performance and progress in gender mainstreaming, to complement performance monitoring. Information from this evaluation will be used for internal management learning and decision-making and for external reporting to constituents on results achieved

Chief responsibility

Bureau for Gender Equality

All staff

Relevant sectors/country programmes and units, together with the Bureau of Programming and Management, guided by the Bureau for Gender Equality and the gender network

Entire field structure and headquarters-based units, supported by the Bureau for Gender Equality and the Gender Network

Bureau for Gender Equality

Bureau for Gender Equality with support from the Evaluation Unit

8. Human and financial resources

A wide variety of human and financial resources from across the Organization are envisaged for effective implementation of activities of the Action Plan as it spans the Strategic Policy Framework 2010–15. In the P&B 2010–11, in addition to regular budget resources for staffing and activities of the Bureau for Gender Equality and for field-based senior gender specialists, the resource-linking process – both in terms of work-months and RBTC funds – is one formal mechanism to support those gender-related outcome-based workplans that mainstream gender. This mechanism allows for a transparent commitment of funding for field- and headquarters-based initiatives to advance gender equality.

The evaluation of the previous Action Plan reveals, however, that a more effective mainstreaming of gender equality in programmes would require resources beyond the regular budget allocation. Therefore, during implementation of the Action Plan 2010–15, efforts will continue to seek extra-budgetary resources to complement the regular budget allocation and through the Regular Budget Supplementary Account. Such mobilized funds, including from the donor community, will help promote gender-targeted women- and/or men-specific programmes for and with the constituents, as well as activities that enhance the capacity of project partners to combat sex-based discrimination and promote gender equality in the world of work. These activities form part of the Office follow-up on the 2009 ILC Conclusions, which state in paragraph 57(c) that “in leveraging international partnerships to promote gender equality, the ILO should ... systematically include the goal of gender equality in arrangements involving resource mobilization, knowledge sharing and technical cooperation, in partnership with donors ...”. Funds will be mobilized through promoting gender mainstreaming in respective ILO/donor partnership agreements and in

the many projects within the framework agreements.¹⁷ The support also encompasses participatory gender audits.

9. Monitoring, reporting, audit and evaluation

In accordance with the Governing Body decision on follow-up to the 2009 ILC Resolution on gender equality, progress on the relevant Conclusions will be incorporated into monitoring of the Action Plan, which includes participatory gender audits (see Annex VI), and in the cyclical reporting to the Governing Body of results under the four Strategic Objectives. The Action Plan monitoring will be through the Programme Implementation Reports produced at the end of each biennium and submitted to the Governing Body. In any case, paragraph 58 of the 2009 ILC Conclusions states that within the parameters of the P&B, the Office is expected to ensure that the Conclusions are implemented in a coordinated and efficient manner by relevant programmes in the field and at headquarters, with arrangements to adequately monitor progress and impact. Progress on follow-up to the Conclusions should be reported to the Governing Body.

In order to avoid double reporting at the end of the three P&B biennia and to enable a certain time to have elapsed for implementation across the longer period of this Action Plan 2010–15, there will be two distinct evaluations of the Action Plan: (i) a medium-term stocktaking report at the milestone date of end 2012 (to be reported to the Governing Body at its March 2013 session); and (ii) a final report based on an independent evaluation of results, including on the 2009 ILC Conclusions, at the end of 2015. The independent evaluation will include an in-depth assessment of the information contained in the various Programme Implementation Reports and will build on feedback given by the Governing Body on the stocktaking report, with a view to internal management learning and decision-making in the Office as well as for guidance on future Action Plans for Gender Equality.

¹⁷ Minutes of the 292nd Session of the ILO Governing Body (GB.292/PV), Geneva, 2005, as upheld by the 2009 ILC Conclusions.

Annex I

Circular No. 564

**Director-General's
Announcements**

Series: 1

Distribution: A

17.12.1999

Gender equality and mainstreaming in the International Labour Office

1. This circular spells out ILO policy on gender equality and mainstreaming.¹ It supplements Circular 6/493 of 6 October 1993 on equality of opportunity and treatment for women in the International Labour Office, and is a crucial step towards implementation of gender equality and equity throughout the Organization.
2. As an Organization dedicated to fundamental human rights and social justice, the ILO must take a leading role in international efforts to promote and realize gender equality. Following the adoption in 1995 of the Platform for Action by the Beijing Fourth World Conference on Women, the ILO strengthened its efforts to institutionalize gender concerns at all levels, at headquarters and in the field. I now intend to intensify these efforts and translate my firm political commitment into our policies and programmes.
3. In order to ensure that the impact of our efforts is maximized and that resources are used effectively, mutually reinforcing action will be taken simultaneously on three fronts: staffing, substance and structure.

Staffing

4. I have set an Office-wide target of 50 per cent of Professional posts to be filled by women by 2010, with particular care to be given to gender balance in senior posts. Career development opportunities for General Service staff will be expanded and specific measures will be taken to create a family-friendly and enabling working environment for all staff, both men and women.

¹ Defined in the Agreed Conclusions (1997) of the UN Economic and Social Council (ECOSOC) as follows: "Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes in any area and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality."

Substance

5. Gender inequalities are best dealt with through integrated approaches. In this context, the ILO's Programme and Budget for 2000-01 has identified gender equality and development as themes which cut across the four strategic objectives. The Office must now work to ensure that commitment to gender equality is internalized throughout the ILO and reflected in all our technical work, operational activities and support services.
6. Using a gender lens, productive, reproductive, family, community and constituency-based roles can be properly analysed and strategic gender needs identified. Furthermore, equal representation and participation of women and men in decision-making are also fundamental for addressing social and economic issues in an integrated way and for ILO policy prescriptions to operate effectively in specific contexts.
7. Gender analysis will be undertaken systematically in the Office's technical work and action will be taken, including gender-specific interventions, to promote gender equality. This will require a change in attitudes and working habits, cooperation and teamwork as well as the development of officials' competence in conducting gender analysis.
8. I expect these steps to result in the creation of new analytical frameworks, the enrichment of the ILO's knowledge base on gender issues and the provision by the Organization of enhanced related products and services. They should lead as well to the development of indicators and other tools to support gender mainstreaming. The generation of gender-sensitive data will also be critical for the development and implementation of technical cooperation programmes, the provision of advisory services and training, the development of research programmes and the dissemination of information.

Structure

9. Institutional arrangements for effective gender mainstreaming will be strengthened Office-wide. Existing mechanisms for programming, implementation, monitoring and evaluation will be reviewed, gender issues integrated more effectively where necessary and new mechanisms established as appropriate. It will also be necessary to establish an accountability framework for gender equality.
10. I have decided that a Bureau for Gender Equality will replace the former Office of the Special Adviser on Women Workers' Questions and will report directly to me. The Bureau will provide Office-wide support for gender mainstreaming and will ensure the enhanced complementarity and coherence of our programmes and activities in respect of gender equality.

Action plan

11. To make this policy operational, I asked the Bureau for Gender Equality to prepare an Office-wide action plan, on the basis of a participatory and consultative process involving staff at different levels, both in the field and at headquarters. I have approved the action plan as an operational tool for the

implementation of gender mainstreaming in the ILO.

Implementation

12. The implementation of this gender equality and mainstreaming policy requires the unfailing commitment, participation and contribution of each staff member. The responsibility and accountability for its successful implementation rests with the senior managers, the regional directors and the programme managers. Gender specialists and focal points will have a special role to play as catalysts. The Staff Union Committee will be kept fully informed and consulted in this process.
13. This policy is part of the ongoing transition to make the ILO a modern and efficient organization, responsive to emerging challenges. The ILO's commitment to gender equality will be reflected in the new strategic budgeting system, human resources strategy and policies, monitoring and evaluation functions, and technical cooperation activities. The Governing Body and our constituents will be kept fully informed of progress made in the implementation of this policy.
14. I count upon the full support and sustained efforts of all staff members in carrying out this policy.

Juan Somavia
Director-General

Additional references

From HQ/Gva:

<http://webfusion.ilo.org/intranet/english/bureau/program/mas/circulars/1/n564rac/index.htm>.

From Field Offices:

<http://webfusion.ilo.org/intranet/english/bureau/program/mas/circulars/1/n564rac/index.htm>.

Annex II

Governing Body paper (GB.306/3/2) on follow-up to the 2009 ILC resolution on gender equality, with adopted point for decision



INTERNATIONAL LABOUR OFFICE

Governing Body

GB.306/3/2
306th Session

Geneva, November 2009

FOR DECISION

THIRD ITEM ON THE AGENDA

Matters arising out of the work of the 98th Session (2009) of the International Labour Conference

Follow-up to the adoption of the resolution concerning gender equality at the heart of decent work

1. At its 98th Session (June 2009), the International Labour Conference adopted a resolution concerning gender equality at the heart of decent work (see appendix). The resolution includes the conclusions of the general discussion on this topic and invites the Governing Body “to give due consideration to them in planning future action on gender equality in the world of work and to request the Director-General to take them into account both when implementing the Programme and Budget for the 2010–11 biennium and allocating such other resources as may be available during the 2008–09 biennium”.
2. The conclusions:
 - examine the current state of women and men in the labour market, the progress made towards greater equality and the remaining challenges to make gender equality in the world of work a reality;
 - outline the roles of governments, employers’ and workers’ organizations and the ILO, and identify action and ways forward under the four pillars of the Decent Work Agenda, in accordance with the 2008 ILO Declaration on Social Justice for a Fair Globalization; and
 - request the Office to implement them in a coordinated and efficient manner through the relevant programmes at headquarters and in the field, put in place arrangements to monitor progress and impact, and report to the Governing Body on the follow-up.

-
3. This paper illustrates the approach by the Office to give effect to the conclusions. It is based on Office-wide consultations, during which linkages were made with the Programme and Budget for 2010–11 to pinpoint common priorities and identify activities for the implementation of the conclusions. Further consultations will take into account the development of outcome-based workplans for next biennium. These workplans establish priority areas of action and resource allocations, based on Decent Work Country Programmes outcomes, in order to achieve the targets for each programme and budget outcome.

Dissemination and advocacy

4. Following the Conference, the conclusions were disseminated at a number of national, regional and international advocacy and training activities, including the annual session of the UN Economic and Social Council (Geneva, July 2009); the 15th World Congress of the International Industrial Relations Association (Sydney, September 2009); the Latin American Workshop for Tripartite Gender Equality Commissions, where ten countries participated (Asunción, August 2009); the National Workshop on Employment Strategies and Women's Work, involving a network of academics, researchers, government officials and social partners (New Delhi, July 2009); and several workshops conducted by the International Training Centre in Turin (Turin Centre). The conclusions were posted on the ILO web site, and include hyperlinks to relevant programmes mainstreaming gender.¹

The current economic crisis

5. The response to the global crisis outlined in the conclusions is consistent with the Global Jobs Pact.² The Pact, which makes several references to the gender dimensions of the crisis, states:

24. This current crisis should be viewed as an opportunity to shape new gender equality policy responses. Recovery packages during economic crises need to take into account the impact on women and men and integrate gender concerns in all measures. In discussions on recovery packages, both regarding their design and assessing their success, women must have an equal voice with men.

6. The conclusions also call on the Office to strengthen its research agenda and knowledge base on emerging issues, especially in the context of the current crisis, so as to identify new trends and patterns in the world of work. The ILO report *Protecting people, promoting jobs* to the G20 Leaders' Summit (Pittsburgh, September 2009) notes that the crisis has affected women and men differently.

Decent Work Agenda

Employment

7. The conclusions underline the need for employment creation to be gender-sensitive so that the poor, particularly women, can benefit from, and participate in, economic growth. The

¹ www.ilo.org/gender/Events/lang--en/WCMS_111473/index.htm.

² For the follow-up to the Conference debate and decisions on the economic and employment crisis, see GB.306/3/1.

Office will pursue its ongoing efforts to mainstream gender into various employment areas, through the development of policy advice, additional tools, technical cooperation and capacity building of the constituents, and thus promote decent and productive employment and income opportunities for both women and men. The promotion of equal employment opportunities for women and men through the existing gender guidelines encompassing the Global Employment Agenda's policy areas will continue. A test version of the *Guide on country-level assessment of crisis impact on employment* will better integrate gender concerns.

8. To foster women's entrepreneurship by contributing to women's economic empowerment and mainstreaming gender equality issues into enterprise development, the ILO is pursuing initiatives based on the Women's Entrepreneurship Development Programme (WED). WED is preparing new brochures, as part of the *Voices of Women Entrepreneurs* series, highlighting personal experiences of successful women entrepreneurs in Rwanda, Mali, Nigeria, Cameroon and Senegal and their actions in response to the crisis. The Forum on Women's Entrepreneurship Development (Cairo, October 2009) provides a platform for the integration of the Global Jobs Pact in Africa and offers women entrepreneurs space to exchange good practices on sustainable women-owned enterprises in the context of the current crisis and beyond.
9. With regard to skills development, a new initiative to upgrade skills of domestic workers and enhance their employability and living and working conditions was launched in India in July 2009. Developed in collaboration with the Government of India, this initiative views skills development as an entry point for professionalizing and organizing domestic workers. Training courses will be provided through public-private partnerships with technical support from the ILO, targeting 250 women and men trainees before scaling up.
10. The workshop on gaps, trends and current research in gender dimensions of agricultural and rural employment: differentiated pathways out of poverty (Rome, March-April 2009), jointly organized by the ILO, the Food and Agriculture Organization (FAO) and the International Fund for Agricultural Development (IFAD), identified challenges and analysed best practices regarding the gender dimensions of agricultural and rural employment to better support policy-makers. The findings will lead to the development of joint policy briefs, including one on making rural public works more gender-sensitive.

Social protection

11. Effective social protection contributes to fair growth, social stability and enhanced productivity. The Conference conclusions recognize that social security is a powerful tool to alleviate poverty and inequality. The most efficient form of providing effective income security and access to health care is through the provision of social security benefits. These benefits will, in particular, support women in the informal economy, in precarious and irregular employment and those with family responsibilities. The ILO and the World Health Organization (WHO), in cooperation with other UN agencies, are leading an effort to develop a common concept of a social protection floor, which could consist of essential social services, a basic set of cash transfers and access to health care. Support mechanisms for countries to plan and implement sustainable social transfer schemes are being developed. The Tripartite Meeting of Experts on Strategies for the Extension of Social Security Coverage (Geneva, September 2009), further developed the social transfer component and confirmed that the social protection floor is a key element in the ILO's Global Campaign on Social Security and Coverage for All.
12. The Office is giving further consideration to gender-related questions about men's and women's specific occupational safety and health needs. New global estimates on occupational accidents and diseases, disaggregated by sex and age, are being compiled.

The new estimates will be presented at the World Congress on Safety and Health at Work (Istanbul, 2011), where a session will be devoted specifically to gender and occupational safety and health. An updated version of SOLVE, a training package addressing the management of psychosocial problems at work, comprising violence and HIV/AIDS and leading to the development of a comprehensive policy at the enterprise or organization level, is being prepared. Training sessions are scheduled to start in 2011. In addition, the Office is planning to increase joint technical cooperation programmes on gender and HIV/AIDS to address the underlying structures that perpetuate gender inequalities and vulnerability to HIV infection.

13. With regard to working conditions, the Office continues to address issues relating to persistent unequal remuneration between women and men for work of equal value. An update of the first edition of the *Global Wage Report* includes an important gender pay-gap component, differentiating the impact of the economic crisis on wages for both women and men. In its efforts to promote decent working conditions for domestic workers and respond to the mounting work–family conflicts of workers with family responsibilities, the Office continues preparatory work for the standard-setting item on domestic workers to be discussed by the Conference in 2010 and 2011. By the end of 2009 it will release a publication on workplace partnerships for childcare, which seeks to help policy-makers and social partners to find practical solutions for childcare. Promotional activities envisaged to launch this publication include tripartite workshops. In the framework of the Office’s global and national strategies to promote the Millennium Development Goals (MDGs) 4 and 5 on newborn, child and maternal health through better maternity protection at work, a maternity protection resource kit is being prepared in partnership with the WHO. This tool will be pilot-tested in Cambodia, China, Philippines and United Republic of Tanzania.
14. The overall approach to the protection of migrant workers focuses on assistance in the formulation and implementation of gender-sensitive labour migration policies. Support to constituents to protect female migrant workers will focus on specific occupations, such as domestic work, and will be based on the Multilateral Framework on Migration.

Principles and rights at work

15. The Conference conclusions state that international labour standards are a primary means to promote gender equality in the world of work for all workers. The ratification of fundamental Conventions continues to be part of the Director-General’s ratification campaign, which calls for universal ratification by 2015.³ Accelerating the ratification and implementation of these Conventions is a priority, particularly in the light of the relevant outcomes of the Strategic Policy Framework 2010–15.⁴ The conclusions call for a practical plan of action for the universal ratification of the Equal Remuneration Convention, 1951 (No. 100), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111); and for support for the ratification of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98). Given the high ratification rates of the fundamental Conventions and the work that has been done in many countries to promote ratification, a more targeted approach will be used, taking into account the particular situation of each country.

³ ILO: *Decent work: Some strategic challenges ahead*, Report of the Director-General, Report I(C), International Labour Conference, 97th Session, Geneva, 2008.

⁴ See outcomes 14, 15, 16 and 17 in the Strategic Policy Framework 2010–15 (GB.304/PFA/2(Rev.)).

-
16. Action to promote and implement other Conventions highlighted in the conclusions – the Workers with Family Responsibilities Convention, 1981 (No. 156), the Maternity Protection Convention, 2000 (No. 183), the Part-Time Work Convention, 1994 (No. 175) and the Home Work Convention, 1996 (No. 177) – will be determined on a case-by-case basis in response to the needs and demands of constituents and the comments of the supervisory bodies.
 17. The conclusions emphasize the need to strengthen national legislation and policies on child labour and to integrate gender perspectives into approaches towards combating its worst forms. Considerable work on the implementation of the Minimum Age Convention, 1973 (No. 138) and the Worst Forms of Child Labour Convention, 1999 (No. 182) has already been undertaken, particularly through the International Programme on the Elimination of Child Labour (IPEC), and will continue. The Global Conference on Child Labour in 2010 will emphasize the special situation of girls in child labour. The reference in the conclusions to the 1998 ILO Declaration on Fundamental Principles and Rights at Work offers an opportunity to contribute to work on the important gender dimensions of forced or compulsory labour.
 18. To support compliance efforts, strong and effective labour administration and inspection systems will be promoted. National and international networking will be encouraged in order to improve government capacity to monitor and enforce the application of policy, laws and regulations on gender equality. Training programmes targeting judges, labour inspectors and other government officials will be intensified, and new tools will be developed, so that a gender lens is applied to the implementation of equal employment opportunity and settlement of discrimination disputes. Training programmes of this nature conducted by the Turin Centre in recent years have shown positive results. A new global training package for labour inspectors that comprises gender equality as a cross-cutting theme is being finalized. The Office continues to assist member States by carrying out labour administration and inspection audits, including a review of how these government services reflect and enforce principles of gender equality.

Social dialogue

19. Social dialogue and tripartism are essential policy tools to advance gender equality in the world of work at international, regional, national, community and enterprise levels. The Office has assisted many member States to establish tripartite dialogue institutions that have led to effective gender mainstreaming in social dialogue or labour policies. For example, in Argentina, Brazil, Chile, Paraguay and Uruguay, tripartite social dialogue bodies were created. They successfully supported the inclusion of gender dimensions into collective bargaining, addressing issues such as equal opportunities, the promotion of women in decision-making positions, work–life balance and equal pay. Lessons learned can be incorporated into a guidance tool for the establishment and functioning of such bodies, to be developed in cooperation with the Turin Centre.
20. The Office continues to support workers' and employers' organizations in building capacity with regard to policy-making, research and information dissemination on achieving gender equality in the workplace. One example is the comparative study on how gender equality issues are promoted through social dialogue under way in ten countries across all regions (for publication and dissemination by the end of 2009).
21. The sectoral dimensions of social dialogue will be strengthened. A forthcoming activity is the Arab States tripartite workshop for oil-producing countries (Beirut, late 2009) that aims at analysing the employment situation of women and young workers in the oil industry.

Knowledge and capacity building

22. The ILO Participatory Gender Audit is central to the efforts to assess and monitor the achievement of gender equality both within the Organization and in the world of work. This tool has assisted UN Country Teams in Africa and Asia in integrating gender into the “Delivering as One” programme. Training for gender audit facilitators will continue so that a multiplier effect is achieved and capacity created for constituents, national gender experts and UN staff.
23. Efforts across the Office’s statistics framework are continuing to improve capacity to track achievements in gender equality, using the Key Indicators of the Labour Market and for sex-disaggregated data analysis. The development of decent work indicators has been important in this respect. Reporting labour market data separately for men and women, including in areas such as gender provisions in collective agreements, women in leadership positions and precarious employment, will be promoted among constituents. Work is continuing to generate sex and age disaggregated data on forced labour and trafficking. IPEC’s Statistical Information and Monitoring Programme on Child Labour (SIMPOC), fully takes into account the gender dimensions in its methodologies.
24. As a response to the training and capacity-building needs expressed in the conclusions, the Turin Centre will maintain and update its regular residential and online course on *Mainstreaming gender issues in the world of work*, in a number of languages. Courses and dedicated workshops on gender budgeting will be held as required. Training activities on gender issues to address vulnerable groups in the framework of non-discrimination (including persons with disabilities, ageing populations and indigenous peoples) and on equal remuneration, tailored at the regional level, are being expanded.
25. While recognizing the substantial existing knowledge base, the Conference conclusions recall the continuing need for research into the determinants of persistent inequalities between women and men in the world of work. The annual *World of Work Report* (published by the International Institute for Labour Studies) will contribute to fill the knowledge gaps. Areas for new research could include: in-depth social policy analysis regarding the impact of the current crisis on certain vulnerable groups, such as female-headed households, and care work. A 2010 issue of the *International Labour Review* will focus on care work, analysing women’s labour market participation and its interaction with the distribution of unpaid care work at the household level.

Development cooperation and partnerships

26. Through the development of outcome-based workplans, the Office will seek to steer necessary resources to gender equality outcomes both at the national and global levels, as well as to any identified needs for gender mainstreaming in technical cooperation programmes and projects. The ILO’s quality assurance procedures for technical cooperation will continue to appraise all programmes and projects for their contribution to gender equality and non-discrimination and the use of gender mainstreaming methodology. Gender equality will continue to be promoted through partnership agreements with donors, as a follow-up to the Conference conclusions and to meet the growing demand for technical assistance.
27. The UN reform process will be supported as gender equality is one of the five programming principles. In leveraging international partnerships, the Office will promote the benefits of social dialogue and the involvement of social partners throughout the UN system for attaining the goal of gender equality.

28. The next ILO Action Plan for Gender Equality, to be presented in 2010, will reflect medium and longer term efforts to ensure implementation of the conclusions. Linkages between the conclusions and each outcome of the Strategic Policy Framework 2010–15 will help the Office chart longer term strategies and build on existing successful policies and programmes for promoting gender equality in the world of work. The Governing Body will be able to examine how the strategy integrates the conclusions when it considers the Director-General’s Programme and Budget proposals for 2012–13, to be submitted in 2011.

29. *The Governing Body may wish to request the Director-General to:*

- (a) communicate the Conference resolution concerning gender equality at the heart of decent work to the governments, employers’ and workers’ organizations of member States;*
- (b) take steps to give effect to the Conference conclusions concerning gender equality at the heart of decent work in a coordinated and efficient manner at headquarters and in the field, and report regularly to the Governing Body on progress and results achieved; and*
- (c) continue the follow-up actions outlined in this paper and develop new initiatives, in particular in the context of the current crisis.*

Geneva, 5 October 2009.

Point for decision: Paragraph 29.

Annex III

Selected examples of progress achieved and lessons learned under the previous Action Plan 2008–09

The ILO gender policy calls for mutually-reinforcing action to be taken simultaneously on three fronts: staffing, substance and institutional mechanisms in the Office. For main achievements and challenges under the programmatic targets of the previous Action Plan, see the ILO Programme Implementation Report 2008–09.¹

Staffing

During the period of the ILO Action Plan for Gender Equality 2008–09, women held 42.5 per cent of professional and higher-level positions among ILO staff² – as compared to 32 per cent ten years prior. At the end of 2009, seven family-friendly and/or gender-responsive measures and policies for ILO staff existed including on paternity leave, adoption leave and teleworking. And in 2006–07, only 23 per cent of job descriptions for regular budget vacancies at professional level had referred specifically to gender sensitivity – while at the end of 2009 this had risen to 30.3 per cent.

Substance

A stocktaking of implementation of the Action Plan 2008–09 highlighted some of the scores of field office and headquarters' initiatives to promote gender equality in the world of work. Among the many examples, these included a global project on Combating Inequalities and Discrimination in the World of Work; preparatory work for standard-setting on domestic workers; sensitization for senior government officials in Pakistan on women's employment concerns and related international labour standards; action-oriented research in 21 countries on microfinance for decent work; tools and information in French such as *Amélioration de l'apprentissage dans l'économie informelle: le cas du Mali*; an initiative on "Men as Partners in Reproductive Health through the Organized Workforce" in the Pacific Islands; the project on Workplace Partnerships for Childcare Solutions; the project on Promoting Decent Work and Gender Equality in Yemen; training of African labour courts and tribunals on better legal compliance to prevent HIV/AIDS and highlight gender issues; the project for MERCOSUR countries and Chile on Employment policies for Gender, Racial and Ethnic Equality; the "Equality and Diversity Training Package" for employers; and the *Trade Union Guide on Organizing Informal Workers* with a focus on women. A year-long campaign ending in 2009 on Gender Equality at the Heart of Decent Work was described by an external evaluator as, "Involving so many parts of the ILO and bringing together collaboratively so many aspects of the work of the organization – was itself a success for gender mainstreaming in the ILO and in promoting that message with the constituents".³

¹ *Joint Immediate Outcome to increase capacity of constituents to develop integrated policies and programmes to advance gender equality in the world of work* (GB.301/PFA/2), paragraphs 268–279, submitted for information to the Governing Body, Geneva, March 2010.

² *Composition and structure of the staff* (GB.307/PFA/9), submitted for information to the Governing Body, Geneva, March 2010.

³ *Final and Independent Evaluation on "Gender Equality at the Heart of Decent Work: Harnessing the Full Potential of the 2009 International Labour Conference"*, by Noel Howell, Geneva, December 2009.

Institutional arrangements

For many years only four of the five geographical regions were covered by at least one ILO gender specialist. At the end of end 2009 all five were covered by a total of eight specialists, a critical mass toward gender balance had been reached with over 30 per cent of gender focal points being men, and 34 per cent of focal points were middle management or above. Fourteen of 20 Decent Work Country Programme drafts or finalized texts examined during 2008–09 had featured some gender-inclusive indicators, compared to 2006–07 when only 17 of 30 did. The dissemination of the Participatory Gender Audit (PGA) methodology (including a facilitators’ manual, in several languages) and the training of gender audit facilitators were good practices. Many UN country teams and agencies had expressed keen interest in the PGAs, as had been the case for constituents at national level. During 2008–09, workshops to train PGA facilitators were held for UN staff in Cape Verde, Ethiopia, Malawi, Mozambique, Nigeria, Rwanda and Tanzania. During 2008–09, the UN Development Group recommended that the ILO participatory gender audits be used by UN country teams along with the UN Performance Indicators for Gender Equality and Women’s Empowerment, and the recently-issued UNDAF Guidelines refer to PGAs as a tool to help establish baselines and/or to assess progress in gender mainstreaming.⁴

Lessons learned

An independent evaluation of the Action Plan 2008–09, conducted in September–December 2009 by two external experts on results-based management and gender mainstreaming, recommended, among other things, the following:

- Strengthen accountability, especially of managers: Although the Director-General of the ILO was perceived by interviewees to proactively promote mainstreaming, it had not been adequately prioritized by some managers. For these reasons the Action Plan 2010–15 aligns with the ILO Accountability Framework, and planned mainstreaming-capacity building workshops will focus on managers.
- Use specific targets to build accountability: The Action Plan’s “enabling institutional mechanisms” should include quantifiable “minimum performance standards” with targets for 2013 and 2015. For this reason, the Action Plan 2010–15 includes these in the “enabling institutional mechanisms” section.
- Capacity building should mainstream gender: Good practices in building capacity to mainstream gender were cited by the evaluators, which included ITC–ILO courses on gender, ILO participatory gender audits, and Action Plan 2008–09 knowledge sharing workshops. However other trainings needed to mainstream gender. For this reason the Action Plan 2010–15 incorporates indicators on mainstreaming the management and leadership development workshops for ILO managers, as well as on mainstreaming into all ITC–ILO courses that do not specifically focus on gender.

⁴ *The ILO and the Multilateral System* (GB.307/4(Rev.)), paras 30–31, submitted for information to the Governing Body, Geneva, March 2010.

Annex IV

Introduction to the Strategic Policy Framework 2010–15

Following are the gender-specific references (identified by paragraph number with relevant terms in **bold** for the purposes of this Action Plan) excerpted from the introduction of the ILO Strategic Policy Framework 2010–15, as well as a reference in its section II concerning an integrated approach to mainstreaming decent work.

5. ... The vision underpinning the Strategic Policy Framework 2010–15... is founded on the experience that ILO tripartite constituents are able, separately and together, and as an Organization, to advance towards decent work and human conditions of labour for all working **women** and **men**.
16. The 2005 UN General Assembly stated, inter alia, that “We strongly support fair globalization and resolve to make the goals of full and productive employment and decent work for all, including for **women** and young people, a central objective of our relevant national and international policies as well as our national development strategies, including poverty reduction strategies, as part of our efforts to achieve the Millennium Development Goals”.¹
25. [In reference to section entitled “The ILO in 2015”] By the end of the planning period, the ILO will best attend the needs of its constituents and will give effect to the Social Justice Declaration through realizing the following vision: ... [which includes] a strengthened ILO standards system, through more efficient, transparent and effective procedures, authoritatively supports the attainment of decent work for **women** and **men** across the world ...
32. **Gender equality** and **non-discrimination** are critical to achieve decent work for all and are central to all four strategic objectives. In the programme and budget documents, each outcome strategy will explain how **gender equality** and **non-discrimination** will be mainstreamed in achieving the outcome.
74. The Social Justice Declaration emphasizes that, to optimize the impact of the four strategic objectives, efforts to promote them should be part of an ILO global and integrated strategy for decent work. Beyond the [18 outcomes just defined] an additional outcome is established, which focuses on fostering policy coherence, partnerships and decent work outcomes in member States through an integrated approach to mainstreaming decent work.

¹ A/RES/60/1, para. 47.

Annex V

Regional priorities in the Programme and Budget 2010–11

Following are the gender-related references (identified by paragraph number with relevant terms in bold for the purposes of this Action Plan) excerpted from the Programme and Budget 2010–15 section on “Regional priorities”.

Africa

81. In order for Africa to achieve its decent work potential, the priority is to realize labour market opportunities to create more and better jobs for **women and men**. The focus will be on rural employment, the **informal economy**, youth employment and child labour, **gender equality**, social protection, social dialogue and **rights at work**.
82. ... Most workers in the agricultural subsistence economy are **women** ... [Rural employment promotion] ... is also central to attaining the **Millennium Development Goals (MDGs)** and enhancing GDP growth, particularly given the global food price hikes and the repercussions of the financial and economic crisis in Africa ... Office support will focus on raising productivity, promoting sustainable enterprises, extending coverage of **rights at work**, social protection and social dialogue.
83. In some African countries, the share of the labour force in the **informal economy** reaches 90 per cent. Workers earn very low or highly volatile incomes that are often below national poverty thresholds, and they work in **precarious conditions**. Weakening global economic growth may lead to export decline and income reduction in the **informal economy** and rural areas. The Office will base its support to member States on the ILC resolutions concerning decent work and the **informal economy** (2002) and the promotion of sustainable enterprises (2007), and the **Employment Relationship Recommendation, 2006 (No. 198)**. [Concerning the **informal economy**] the Office will pursue an integrated approach which includes upgrading enterprises, developing skills, extending social protection, improving compliance with labour laws and safety regulations, and organizing workers and employers.
84. In sub-Saharan Africa, some 60 per cent of all unemployed persons are young **women and men**. The Office will support the implementation of the 2005 ILC resolution concerning youth employment by developing targeted policies and programmes on **gender-sensitive** training, education and skills development, entrepreneurship and enterprise development, cooperatives development, public/private employment-intensive investment programmes and access to social financial intermediation. The Office will also promote improved labour market information systems for developing responsive youth employment policies and programmes, with special emphasis on **women**, young people with disabilities and ex-combatants/returnees ...
86. The formal economy employs less than 5 per cent of **women**. Owing to **discrimination** and scarce employment opportunities, **women** tend to work in the **informal economy**, earning on average 33 to 50 per cent less than in formal employment. Support will be based on the ILO strategy to promote **women’s entrepreneurship**, which aims to reduce the vulnerability of **women’s enterprises** by improving working conditions, safety and health at work, social protection, organization, representation and voice, access to appropriate financial services, and by fighting all **gender-based discrimination**. This will remove underlying causes of [**women’s**] vulnerability rather than symptoms. The Office will support constituents to develop effective **gender equality policies and programmes** to increase labour market participation rates and decrease **wage differentials for women**. The conclusions of the **2009 ILC discussions on gender equality** will provide further guidance.
87. Since Africa is hardest hit by **HIV/AIDS**, programmes based on the 2009 ILC conclusions will be developed to fight the scourge in rural areas and in the **informal**

economy. This will complement ongoing programmes that address **HIV/AIDS** in the formal sector.

88. ... Based on the Social Justice Declaration and the Decent Work Agenda for Africa (2007–15), tripartite constituents will be supported to facilitate the design and implementation of integrated development frameworks (including coherent macro and sectoral policies) anchored on basic **rights at work** and effective tripartism.

The Americas

92. ... Furthermore, a large deficit remains in the quality of jobs, and there are significant gaps among the main indicators by **sex**, age, and ethnic origin ...
95. ... [The Office] will address the integration of socio-economic policies, the strengthening of cooperatives, micro, small and medium-sized enterprises, **gender equality**, the creation of green jobs, the strengthening of public employment services, the integration of **informal economy** workers into the formal economy and the implementation of policies that promote local economic development and sustainable enterprises.
96. As stated in the Social Justice Declaration, **fundamental rights** and international labour standards are essential to the promotion of decent work ...
99. ... [The region will maintain as fundamental priorities the strengthening of workers' and employers' organizations, modernization of labour administrations, promotion of tripartism and governance, and] in this context, and as a contributory factor in achieving economic and social progress, special emphasis will be placed on the promotion of good industrial relations and respect for the principles and **rights** concerning freedom of association and collective bargaining ...
100. ... Special attention will be given to policies aimed at ensuring basic social protection for the most neglected groups, including **informal economy workers**, migrant workers, **women**, the unemployed, indigenous people and excluded populations in general.

Arab States

103. ... Almost every country in the region suffers from high unemployment, which mostly affects the young, the educated, and **women** ...
104. ... [The priorities for 2010–11] address the heightened socio-economic challenges faced in the region, which are exacerbated by the national economic growth trends, declining living standards and social **inequalities** resulting from the financial and economic crisis.
106. ... Moreover, to strengthen the region's capacity to survive further financial shocks, emphasis will be placed on developing an integrated set of policy interventions aimed at boosting employment, strengthening social protection mechanisms, establishing sound socio-economic policies based on social **rights** and social dialogue, promoting **gender equality** and **non-discrimination**, and focus on human development and decent work.
108. ... [Skills development] includes supporting national efforts to develop effective vocational rehabilitation delivery systems to better target young **women**.
109. ... This will be complemented by **women's** enterprise development and **gender equality** work in local area development, and the development of an entrepreneurship education curriculum ...
111. ... Advocacy efforts and support to normative reform will emphasize the themes of decent work, labour migration, governance, protection of migrant workers, promoting migration and development linkages, and expanding international cooperation using a **rights-based approach**.

Asia and the Pacific

114. ... Within the five regional priorities for the Asian Decent Work Decade outlined below, and guided by the decisions of the Governing Body and the International Labour

Conference, technical support will focus on addressing the effects of the financial and economic crisis and its expected impact on the real economy, targeting affected sectors or groups such as migrant workers, **women** and youth ...

115. ... Concerted efforts towards coherent policies are therefore essential for sustainable employment linking fast-growing industries with the **informal economy** and agriculture and supporting sustainable enterprise development ... Work on **gender-sensitive** statistical data and analysis to monitor progress towards decent work remains essential.
116. ... The Office will work to reinforce the knowledge and capacity of constituents and labour market institutions to use social dialogue and tripartism to address flexibility and security, **inequality** and poverty, and the growing **informal economy** ...
117. ... The Global Campaign on Social Security and Coverage for All will continue to support broader coverage of benefit schemes that reach out to all, in particular to **informal economy** workers, **women**, unemployed persons, migrant workers and the poor ... Improved working conditions, OSH and **HIV/AIDS concerns** will be addressed in operational strategies and policy responses.
119. ... Assistance will focus on bilateral agreement models on admission and employment of migrant labour and portability of social security benefits, best practices in regulating private recruitment agencies, survey methodologies for collecting information and assessing skills imbalances, improved job-matching through public employment services and skills qualifications, effective utilization of migrants' remittances, and increased capacities of labour administration and social partners to safeguard migrant workers' **rights**, particularly for **female** migrant workers and those in sectors adversely affected by the financial and economic crisis.

Europe and Central Asia

120. ... The Office will help these countries to mitigate the employment, labour and social impacts of the crisis through policy advice and technical assistance, taking into account the **gender dimension**. [It will support the European Union candidate and pre-candidate countries as well as in Eastern European and Central Asian countries by assisting] in strengthening **workers' rights**, making enterprises more productive and sustainable, more able to create good quality jobs, improving the employability of workers and raising living standards.
123. Other objectives will include combating **discrimination** against vulnerable groups and violation of **workers' rights**, including trafficking in persons and child labour. This will be done through the promotion of ratification of **core ILO Conventions**, and of priority Conventions in other areas of decent work ...
124. ... Many new jobs are poorly paid, have low safety and health standards and are not covered by social security schemes, particularly in the **informal economy**. Low wages, unemployment and underemployment, **informal employment**, lack of social security coverage and poverty are widespread ... [The Office] will continue to help countries refine their employment and labour market policies, improve wage-setting mechanisms and address widening income **inequalities** ...
125. Protection of the **rights** of migrant workers, prevention of brain drain and promotion of the return of migrant workers through stronger job creation and the productive use of remittances in countries of origin, as well as integration of migrant workers in the host countries, will remain priorities. Persistent **gender equality gaps in employment and pay and reconciliation of work and family** will be explicitly addressed ... [The Office will analyse performance of reformed pension systems in Central Europe and] ... the lessons learned will be used to provide advice on improving pension schemes in other countries to help ensure decent benefit levels for retired workers and to extend coverage to **informal workers**, while maintaining the fiscal sustainability of the schemes.

Annex VI

Participatory gender audits

The ILO uses participatory gender audits to promote individual and organizational learning on ways to mainstream gender in order to help achieve equality between women and men. A gender audit, which is conducted during a two-week period by a team of four trained facilitators, encourages dialogue and reflection among members of the organization, department or office that has volunteered to undertake this highly participatory exercise.

Audits use a self-assessment approach and take into account both objective data – gathered through a review of the unit’s internal and public documents – as well as perceptions including those of staff, management and clients. Workshops and interviews are held with members of the unit, and constituents are also consulted. At the end of the audit, a report is submitted to management and staff in order to share good practices identified in promoting equality between women and men, as well as challenges and recommendations. The report addresses, among other areas that are key to effectively mainstreaming gender, the following:

- mainstreaming gender as a cross-cutting concern within the unit’s objectives, programme and budget;
- existing gender expertise and competence;
- information and knowledge management on gender issues;
- choice of partner organizations;
- advocacy products and public image;
- staffing and human resources;
- organizational culture and its effects on gender equality.

Follow-up to the report and implementation of its recommendations are the responsibility of the audited unit.

In 2001 the ILO began using participatory gender audits as an internal assessment tool, which was the first such exercise of its kind in the UN system. Between 2003 and 2005, the audits were extended from ILO offices and work units to constituents: governments, and employers’ and workers’ organizations. By 2007 gender audits had gained momentum in their usefulness for promoting gender-responsiveness among constituents as their capacity was built in using them as a tool for policy formulation and programming within Decent Work Country Programmes. In 2008, the Inter Agency Network on Women and Gender Equality (IANGWE) found gender audits to be a useful self assessment tool and encouraged the ILO to link it further with the UN system-wide gender mainstreaming policy and strategy.

The ILO also began conducting gender audits for some UN “delivering as one” pilot countries at their request, and it is considering how to adapt the methodology to the needs of “delivering as one” contexts. UN Country Teams are increasingly requesting gender audits, as are individual UN agencies at country level. The Turin-based ILO International Training Centre regularly conducts courses for gender audit facilitators.

**CONVENTION ON THE ELIMINATION OF ALL FORMS OF
DISCRIMINATION AGAINST WOMEN**

The States Parties to the present Convention,

Noting that the Charter of the United Nations reaffirms faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women,

Noting that the Universal Declaration of Human Rights affirms the principle of the inadmissibility of discrimination and proclaims that all human beings are born free and equal in dignity and rights and that everyone is entitled to all the rights and freedoms set forth therein, without distinction of any kind, including distinction based on sex,

Noting that the States Parties to the International Covenants on Human Rights have the obligation to ensure the equal rights of men and women to enjoy all economic, social, cultural, civil and political rights,

Considering the international conventions concluded under the auspices of the United Nations and the specialized agencies promoting equality of rights of men and women,

Noting also the resolutions, declarations and recommendations adopted by the United Nations and the specialized agencies promoting equality of rights of men and women,

Concerned, however, that despite these various instruments extensive discrimination against women continues to exist,

Recalling that discrimination against women violates the principles of equality of rights and respect for human dignity, is an obstacle to the participation of women, on equal terms with men, in the political, social, economic and cultural life of their countries, hampers the growth of the prosperity of society and the family and makes more difficult the full development of the potentialities of women in the service of their countries and of humanity,

Concerned that in situations of poverty women have the least access to food, health, education, training and opportunities for employment and other needs,

Convinced that the establishment of the new international economic order based on equity and justice will contribute significantly towards the promotion of equality between men and women,

Emphasizing that the eradication of apartheid, all forms of racism, racial discrimination, colonialism, neo-colonialism, aggression, foreign occupation and domination and interference in the internal affairs of States is essential to the full enjoyment of the rights of men and women,

Affirming that the strengthening of international peace and security, the relaxation of international tension, mutual co-operation among all States irrespective of their social and economic systems, general and complete disarmament, in particular nuclear disarmament under strict and effective international control, the affirmation of the principles of justice, equality and mutual benefit in relations among countries and the realization of the right of peoples under alien and colonial domination and foreign occupation to self-determination and independence, as well as respect for national sovereignty and territorial integrity, will promote social progress and development and as a consequence will contribute to the attainment of full equality between men and women,

Convinced that the full and complete development of a country, the welfare of the world and the cause of peace require the maximum participation of women on equal terms with men in all fields,

Bearing in mind the great contribution of women to the welfare of the family and to the development of society, so far not fully recognized, the social significance of maternity and the role of both parents in the family and in the upbringing of children, and aware that the role of women in procreation should not be a basis for discrimination but that the upbringing of children requires a sharing of responsibility between men and women and society as a whole,

Aware that a change in the traditional role of men as well as the role of women in society and in the family is needed to achieve full equality between men and women,

Determined to implement the principles set forth in the Declaration on the Elimination of Discrimination against Women and, for that purpose, to adopt the measures required for the elimination of such discrimination in all its forms and manifestations,

Have agreed on the following:

PART I

Article 1

For the purposes of the present Convention, the term "discrimination against women" shall mean any 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, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

Article 2

States Parties condemn discrimination against women in all its forms, agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women and, to this end, undertake:

(a) To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, through law and other appropriate means, the practical realization of this principle;

(b) To adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all discrimination against women;

- (c) To establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination;
- (d) To refrain from engaging in any act or practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation;
- (e) To take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise;
- (f) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women;
- (g) To repeal all national penal provisions which constitute discrimination against women.

Article 3

States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.

Article 4

1. Adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.

2. Adoption by States Parties of special measures, including those measures contained in the present Convention, aimed at protecting maternity shall not be considered discriminatory.

Article 5

States Parties shall take all appropriate measures:

(a) To modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women;

(b) To ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children, it being understood that the interest of the children is the primordial consideration in all cases.

Article 6

States Parties shall take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of prostitution of women.

PART II

Article 7

States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right:

(a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;

(b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government;

(c) To participate in non-governmental organizations and associations concerned with the public and political life of the country.

Article 8

States Parties shall take all appropriate measures to ensure to women, on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations.

Article 9

1. States Parties shall grant women equal rights with men to acquire, change or retain their nationality. They shall ensure in particular that neither marriage to an alien nor change of nationality by the husband during marriage shall automatically change the nationality of the wife, render her stateless or force upon her the nationality of the husband.

2. States Parties shall grant women equal rights with men with respect to the nationality of their children.

PART III

Article 10

States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of education and in particular to ensure, on a basis of equality of men and women:

(a) The same conditions for career and vocational guidance, for access to studies and for the achievement of diplomas in educational establishments of all categories in rural as well as in urban areas; this equality shall be ensured in pre-school, general, technical, professional and higher technical education, as well as in all types of vocational training;

- (b) Access to the same curricula, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality;
- (c) The elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education by encouraging coeducation and other types of education which will help to achieve this aim and, in particular, by the revision of textbooks and school programmes and the adaptation of teaching methods;
- (d) The same opportunities to benefit from scholarships and other study grants;
- (e) The same opportunities for access to programmes of continuing education, including adult and functional literacy programmes, particularly those aimed at reducing, at the earliest possible time, any gap in education existing between men and women;
- (f) The reduction of female student drop-out rates and the organization of programmes for girls and women who have left school prematurely;
- (g) The same Opportunities to participate actively in sports and physical education;
- (h) Access to specific educational information to help to ensure the health and well-being of families, including information and advice on family planning.

Article 11

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular:

- (a) The right to work as an inalienable right of all human beings;
- (b) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment;
- (c) The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training;
- (d) The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;
- (e) The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave;
- (f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.

2. In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures:

(a) To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status;

(b) To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances;

(c) To encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities;

(d) To provide special protection to women during pregnancy in types of work proved to be harmful to them.

3. Protective legislation relating to matters covered in this article shall be reviewed periodically in the light of scientific and technological knowledge and shall be revised, repealed or extended as necessary.

Article 12

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning.

2. Notwithstanding the provisions of paragraph I of this article, States Parties shall ensure to women appropriate services in connection with pregnancy, confinement and the post-natal period, granting free services where necessary, as well as adequate nutrition during pregnancy and lactation.

Article 13

States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular:

(a) The right to family benefits;

(b) The right to bank loans, mortgages and other forms of financial credit;

(c) The right to participate in recreational activities, sports and all aspects of cultural life.

Article 14

1. States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of the present Convention to women in rural areas.

2. States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right:

- (a) To participate in the elaboration and implementation of development planning at all levels;
- (b) To have access to adequate health care facilities, including information, counselling and services in family planning;
- (c) To benefit directly from social security programmes;
- (d) To obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as, *inter alia*, the benefit of all community and extension services, in order to increase their technical proficiency;
- (e) To organize self-help groups and co-operatives in order to obtain equal access to economic opportunities through employment or self employment;
- (f) To participate in all community activities;
- (g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes;
- (h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.

PART IV

Article 15

1. States Parties shall accord to women equality with men before the law.
2. States Parties shall accord to women, in civil matters, a legal capacity identical to that of men and the same opportunities to exercise that capacity. In particular, they shall give women equal rights to conclude contracts and to administer property and shall treat them equally in all stages of procedure in courts and tribunals.
3. States Parties agree that all contracts and all other private instruments of any kind with a legal effect which is directed at restricting the legal capacity of women shall be deemed null and void.
4. States Parties shall accord to men and women the same rights with regard to the law relating to the movement of persons and the freedom to choose their residence and domicile.

Article 16

1. States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and in particular shall ensure, on a basis of equality of men and women:

- (a) The same right to enter into marriage;
- (b) The same right freely to choose a spouse and to enter into marriage only with their free and full consent;
- (c) The same rights and responsibilities during marriage and at its dissolution;
- (d) The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children; in all cases the interests of the children shall be paramount;
- (e) The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights;
- (f) The same rights and responsibilities with regard to guardianship, wardship, trusteeship and adoption of children, or similar institutions where these concepts exist in national legislation; in all cases the interests of the children shall be paramount;
- (g) The same personal rights as husband and wife, including the right to choose a family name, a profession and an occupation;
- (h) The same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.

2. The betrothal and the marriage of a child shall have no legal effect, and all necessary action, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory.

PART V

Article 17

1. For the purpose of considering the progress made in the implementation of the present Convention, there shall be established a Committee on the Elimination of Discrimination against Women (hereinafter referred to as the Committee) consisting, at the time of entry into force of the Convention, of eighteen and, after ratification of or accession to the Convention by the thirty-fifth State Party, of twenty-three experts of high moral standing and competence in the field covered by the Convention. The experts shall be elected by States Parties from among their nationals and shall serve in their personal capacity, consideration being given to equitable geographical distribution and to the representation of the different forms of civilization as well as the principal legal systems.

2. The members of the Committee shall be elected by secret ballot from a list of persons nominated by States Parties. Each State Party may nominate one person from among its own nationals.
3. The initial election shall be held six months after the date of the entry into force of the present Convention. At least three months before the date of each election the Secretary-General of the United Nations shall address a letter to the States Parties inviting them to submit their nominations within two months. The Secretary-General shall prepare a list in alphabetical order of all persons thus nominated, indicating the States Parties which have nominated them, and shall submit it to the States Parties.
4. Elections of the members of the Committee shall be held at a meeting of States Parties convened by the Secretary-General at United Nations Headquarters. At that meeting, for which two thirds of the States Parties shall constitute a quorum, the persons elected to the Committee shall be those nominees who obtain the largest number of votes and an absolute majority of the votes of the representatives of States Parties present and voting.
5. The members of the Committee shall be elected for a term of four years. However, the terms of nine of the members elected at the first election shall expire at the end of two years; immediately after the first election the names of these nine members shall be chosen by lot by the Chairman of the Committee.
6. The election of the five additional members of the Committee shall be held in accordance with the provisions of paragraphs 2, 3 and 4 of this article, following the thirty-fifth ratification or accession. The terms of two of the additional members elected on this occasion shall expire at the end of two years, the names of these two members having been chosen by lot by the Chairman of the Committee.
7. For the filling of casual vacancies, the State Party whose expert has ceased to function as a member of the Committee shall appoint another expert from among its nationals, subject to the approval of the Committee.
8. The members of the Committee shall, with the approval of the General Assembly, receive emoluments from United Nations resources on such terms and conditions as the Assembly may decide, having regard to the importance of the Committee's responsibilities.
9. The Secretary-General of the United Nations shall provide the necessary staff and facilities for the effective performance of the functions of the Committee under the present Convention.

Article 18

1. States Parties undertake to submit to the Secretary-General of the United Nations, for consideration by the Committee, a report on the legislative, judicial, administrative or other measures which they have adopted to give effect to the provisions of the present Convention and on the progress made in this respect:

- (a) Within one year after the entry into force for the State concerned;

(b) Thereafter at least every four years and further whenever the Committee so requests.

2. Reports may indicate factors and difficulties affecting the degree of fulfilment of obligations under the present Convention.

Article 19

1. The Committee shall adopt its own rules of procedure.

2. The Committee shall elect its officers for a term of two years.

Article 20

1. The Committee shall normally meet for a period of not more than two weeks annually in order to consider the reports submitted in accordance with article 18 of the present Convention.

2. The meetings of the Committee shall normally be held at United Nations Headquarters or at any other convenient place as determined by the Committee. (amendment, status of ratification)

Article 21

1. The Committee shall, through the Economic and Social Council, report annually to the General Assembly of the United Nations on its activities and may make suggestions and general recommendations based on the examination of reports and information received from the States Parties. Such suggestions and general recommendations shall be included in the report of the Committee together with comments, if any, from States Parties.

2. The Secretary-General of the United Nations shall transmit the reports of the Committee to the Commission on the Status of Women for its information.

Article 22

The specialized agencies shall be entitled to be represented at the consideration of the implementation of such provisions of the present Convention as fall within the scope of their activities. The Committee may invite the specialized agencies to submit reports on the implementation of the Convention in areas falling within the scope of their activities.

PART VI

Article 23

Nothing in the present Convention shall affect any provisions that are more conducive to the achievement of equality between men and women which may be contained:

(a) In the legislation of a State Party; or

(b) In any other international convention, treaty or agreement in force for that State.

Article 24

States Parties undertake to adopt all necessary measures at the national level aimed at achieving the full realization of the rights recognized in the present Convention.

Article 25

1. The present Convention shall be open for signature by all States.
2. The Secretary-General of the United Nations is designated as the depositary of the present Convention.
3. The present Convention is subject to ratification. Instruments of ratification shall be deposited with the Secretary-General of the United Nations.
4. The present Convention shall be open to accession by all States. Accession shall be effected by the deposit of an instrument of accession with the Secretary-General of the United Nations.

Article 26

1. A request for the revision of the present Convention may be made at any time by any State Party by means of a notification in writing addressed to the Secretary-General of the United Nations.
2. The General Assembly of the United Nations shall decide upon the steps, if any, to be taken in respect of such a request.

Article 27

1. The present Convention shall enter into force on the thirtieth day after the date of deposit with the Secretary-General of the United Nations of the twentieth instrument of ratification or accession.
2. For each State ratifying the present Convention or acceding to it after the deposit of the twentieth instrument of ratification or accession, the Convention shall enter into force on the thirtieth day after the date of the deposit of its own instrument of ratification or accession.

Article 28

1. The Secretary-General of the United Nations shall receive and circulate to all States the text of reservations made by States at the time of ratification or accession.
2. A reservation incompatible with the object and purpose of the present Convention shall not be permitted.
3. Reservations may be withdrawn at any time by notification to this effect addressed to the Secretary-General of the United Nations, who shall then inform all States thereof. Such notification shall take effect on the date on which it is received.

Article 29

1. Any dispute between two or more States Parties concerning the interpretation or application of the present Convention which is not settled by negotiation shall, at the request of one of them, be submitted to arbitration. If within six months from the date of the request for arbitration the parties are unable to agree on the organization of the arbitration, any one of those parties may refer the dispute to the International Court of Justice by request in conformity with the Statute of the Court.

2. Each State Party may at the time of signature or ratification of the present Convention or accession thereto declare that it does not consider itself bound by paragraph 1 of this article. The other States Parties shall not be bound by that paragraph with respect to any State Party which has made such a reservation.

3. Any State Party which has made a reservation in accordance with paragraph 2 of this article may at any time withdraw that reservation by notification to the Secretary-General of the United Nations.

Article 30

The present Convention, the Arabic, Chinese, English, French, Russian and Spanish texts of which are equally authentic, shall be deposited with the Secretary-General of the United Nations.



General Assembly

Distr.
GENERAL

A/RES/54/4
15 October 1999

Fifty-fourth session
Agenda item 109

RESOLUTION ADOPTED BY THE GENERAL ASSEMBLY

[without reference to a Main Committee (A/54/L.4)]

54/4. Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women

The General Assembly,

Reaffirming the Vienna Declaration and Programme of Action¹ and the Beijing Declaration² and Platform for Action,³

Recalling that the Beijing Platform for Action, pursuant to the Vienna Declaration and Programme of Action, supported the process initiated by the Commission on the Status of Women with a view to elaborating a draft optional protocol to the Convention on the Elimination of All Forms of Discrimination against Women⁴ that could enter into force as soon as possible on a right-to-petition procedure,

¹ A/CONF.157/24 (Part I), chap. III.

² *Report of the Fourth World Conference on Women, Beijing, 4–15 September 1995* (United Nations publication, Sales No. E.96.IV.13), chap. I, resolution 1, annex I.

³ *Ibid.*, annex II.

⁴ Resolution 34/180, annex.

Noting that the Beijing Platform for Action also called on all States that have not yet ratified or acceded to the Convention to do so as soon as possible so that universal ratification of the Convention can be achieved by the year 2000,

1. *Adopts and opens for signature, ratification and accession* the Optional Protocol to the Convention, the text of which is annexed to the present resolution;
2. *Calls upon* all States that have signed, ratified or acceded to the Convention to sign and ratify or to accede to the Protocol as soon as possible;
3. *Stresses* that States parties to the Protocol should undertake to respect the rights and procedures provided by the Protocol and cooperate with the Committee on the Elimination of Discrimination against Women at all stages of its proceedings under the Protocol;
4. *Stresses* also that in the fulfilment of its mandate as well as its functions under the Protocol, the Committee should continue to be guided by the principles of non-selectivity, impartiality and objectivity;
5. *Requests* the Committee to hold meetings to exercise its functions under the Protocol after its entry into force, in addition to its meetings held under article 20 of the Convention; the duration of such meetings shall be determined and, if necessary, reviewed by a meeting of the States parties to the Protocol, subject to the approval of the General Assembly;
6. *Requests* the Secretary-General to provide the staff and facilities necessary for the effective performance of the functions of the Committee under the Protocol after its entry into force;
7. *Also requests* the Secretary-General to include information on the status of the Protocol in her or his regular reports submitted to the General Assembly on the status of the Convention.

28th plenary meeting
6 October 1999

ANNEX

Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women

The States Parties to the present Protocol,

Noting that the Charter of the United Nations reaffirms faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women,

Also noting that the Universal Declaration of Human Rights⁵ proclaims that all human beings are born free and equal in dignity and rights and that everyone is entitled to all the rights and freedoms set forth therein, without distinction of any kind, including distinction based on sex,

Recalling that the International Covenants on Human Rights⁶ and other international human rights instruments prohibit discrimination on the basis of sex,

Also recalling the Convention on the Elimination of All Forms of Discrimination against Women⁴ (“the Convention”), in which the States Parties thereto condemn discrimination against women in all its forms and agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women,

Reaffirming their determination to ensure the full and equal enjoyment by women of all human rights and fundamental freedoms and to take effective action to prevent violations of these rights and freedoms,

Have agreed as follows:

Article 1

A State Party to the present Protocol (“State Party”) recognizes the competence of the Committee on the Elimination of Discrimination against Women (“the Committee”) to receive and consider communications submitted in accordance with article 2.

Article 2

Communications may be submitted by or on behalf of individuals or groups of individuals, under the jurisdiction of a State Party, claiming to be victims of a violation of any of the rights set forth in the Convention by that State Party. Where a communication is submitted on behalf of individuals or groups of individuals, this shall be with their consent unless the author can justify acting on their behalf without such consent.

Article 3

Communications shall be in writing and shall not be anonymous. No communication shall be received by the Committee if it concerns a State Party to the Convention that is not a party to the present Protocol.

Article 4

1. The Committee shall not consider a communication unless it has ascertained that all available domestic remedies have been exhausted unless the application of such remedies is unreasonably prolonged or unlikely to bring effective relief.

⁵ Resolution 217 A (III).

⁶ Resolution 2200 A (XXI), annex.

2. The Committee shall declare a communication inadmissible where:

(a) The same matter has already been examined by the Committee or has been or is being examined under another procedure of international investigation or settlement;

(b) It is incompatible with the provisions of the Convention;

(c) It is manifestly ill-founded or not sufficiently substantiated;

(d) It is an abuse of the right to submit a communication;

(e) The facts that are the subject of the communication occurred prior to the entry into force of the present Protocol for the State Party concerned unless those facts continued after that date.

Article 5

1. At any time after the receipt of a communication and before a determination on the merits has been reached, the Committee may transmit to the State Party concerned for its urgent consideration a request that the State Party take such interim measures as may be necessary to avoid possible irreparable damage to the victim or victims of the alleged violation.

2. Where the Committee exercises its discretion under paragraph 1 of the present article, this does not imply a determination on admissibility or on the merits of the communication.

Article 6

1. Unless the Committee considers a communication inadmissible without reference to the State Party concerned, and provided that the individual or individuals consent to the disclosure of their identity to that State Party, the Committee shall bring any communication submitted to it under the present Protocol confidentially to the attention of the State Party concerned.

2. Within six months, the receiving State Party shall submit to the Committee written explanations or statements clarifying the matter and the remedy, if any, that may have been provided by that State Party.

Article 7

1. The Committee shall consider communications received under the present Protocol in the light of all information made available to it by or on behalf of individuals or groups of individuals and by the State Party concerned, provided that this information is transmitted to the parties concerned.

2. The Committee shall hold closed meetings when examining communications under the present Protocol.

3. After examining a communication, the Committee shall transmit its views on the communication, together with its recommendations, if any, to the parties concerned.

4. The State Party shall give due consideration to the views of the Committee, together with its recommendations, if any, and shall submit to the Committee, within six months, a written response, including information on any action taken in the light of the views and recommendations of the Committee.
5. The Committee may invite the State Party to submit further information about any measures the State Party has taken in response to its views or recommendations, if any, including as deemed appropriate by the Committee, in the State Party's subsequent reports under article 18 of the Convention.

Article 8

1. If the Committee receives reliable information indicating grave or systematic violations by a State Party of rights set forth in the Convention, the Committee shall invite that State Party to cooperate in the examination of the information and to this end to submit observations with regard to the information concerned.
2. Taking into account any observations that may have been submitted by the State Party concerned as well as any other reliable information available to it, the Committee may designate one or more of its members to conduct an inquiry and to report urgently to the Committee. Where warranted and with the consent of the State Party, the inquiry may include a visit to its territory.
3. After examining the findings of such an inquiry, the Committee shall transmit these findings to the State Party concerned together with any comments and recommendations.
4. The State Party concerned shall, within six months of receiving the findings, comments and recommendations transmitted by the Committee, submit its observations to the Committee.
5. Such an inquiry shall be conducted confidentially and the cooperation of the State Party shall be sought at all stages of the proceedings.

Article 9

1. The Committee may invite the State Party concerned to include in its report under article 18 of the Convention details of any measures taken in response to an inquiry conducted under article 8 of the present Protocol.
2. The Committee may, if necessary, after the end of the period of six months referred to in article 8.4, invite the State Party concerned to inform it of the measures taken in response to such an inquiry.

Article 10

1. Each State Party may, at the time of signature or ratification of the present Protocol or accession thereto, declare that it does not recognize the competence of the Committee provided for in articles 8 and 9.

2. Any State Party having made a declaration in accordance with paragraph 1 of the present article may, at any time, withdraw this declaration by notification to the Secretary-General.

Article 11

A State Party shall take all appropriate steps to ensure that individuals under its jurisdiction are not subjected to ill treatment or intimidation as a consequence of communicating with the Committee pursuant to the present Protocol.

Article 12

The Committee shall include in its annual report under article 21 of the Convention a summary of its activities under the present Protocol.

Article 13

Each State Party undertakes to make widely known and to give publicity to the Convention and the present Protocol and to facilitate access to information about the views and recommendations of the Committee, in particular, on matters involving that State Party.

Article 14

The Committee shall develop its own rules of procedure to be followed when exercising the functions conferred on it by the present Protocol.

Article 15

1. The present Protocol shall be open for signature by any State that has signed, ratified or acceded to the Convention.
2. The present Protocol shall be subject to ratification by any State that has ratified or acceded to the Convention. Instruments of ratification shall be deposited with the Secretary-General of the United Nations.
3. The present Protocol shall be open to accession by any State that has ratified or acceded to the Convention.
4. Accession shall be effected by the deposit of an instrument of accession with the Secretary-General of the United Nations.

Article 16

1. The present Protocol shall enter into force three months after the date of the deposit with the Secretary-General of the United Nations of the tenth instrument of ratification or accession.

2. For each State ratifying the present Protocol or acceding to it after its entry into force, the present Protocol shall enter into force three months after the date of the deposit of its own instrument of ratification or accession.

Article 17

No reservations to the present Protocol shall be permitted.

Article 18

1. Any State Party may propose an amendment to the present Protocol and file it with the Secretary-General of the United Nations. The Secretary-General shall thereupon communicate any proposed amendments to the States Parties with a request that they notify her or him whether they favour a conference of States Parties for the purpose of considering and voting on the proposal. In the event that at least one third of the States Parties favour such a conference, the Secretary-General shall convene the conference under the auspices of the United Nations. Any amendment adopted by a majority of the States Parties present and voting at the conference shall be submitted to the General Assembly of the United Nations for approval.

2. Amendments shall come into force when they have been approved by the General Assembly of the United Nations and accepted by a two-thirds majority of the States Parties to the present Protocol in accordance with their respective constitutional processes.

3. When amendments come into force, they shall be binding on those States Parties that have accepted them, other States Parties still being bound by the provisions of the present Protocol and any earlier amendments that they have accepted.

Article 19

1. Any State Party may denounce the present Protocol at any time by written notification addressed to the Secretary-General of the United Nations. Denunciation shall take effect six months after the date of receipt of the notification by the Secretary-General.

2. Denunciation shall be without prejudice to the continued application of the provisions of the present Protocol to any communication submitted under article 2 or any inquiry initiated under article 8 before the effective date of denunciation.

Article 20

The Secretary-General of the United Nations shall inform all States of:

- (a) Signatures, ratifications and accessions under the present Protocol;
- (b) The date of entry into force of the present Protocol and of any amendment under article 18;
- (c) Any denunciation under article 19.

Article 21

1. The present Protocol, of which the Arabic, Chinese, English, French, Russian and Spanish texts are equally authentic, shall be deposited in the archives of the United Nations.
2. The Secretary-General of the United Nations shall transmit certified copies of the present Protocol to all States referred to in article 25 of the Convention.

Beijing Declaration and Platform for Action*

The Fourth World Conference on Women,

Having met in Beijing from 4 to 15 September 1995,

1. Adopts the Beijing Declaration and Platform for Action, which are annexed to the present resolution;
2. Recommends to the General Assembly of the United Nations at its fiftieth session that it endorse the Beijing Declaration and Platform for Action as adopted by the Conference.

* Adopted at the 16th plenary meeting, on 15 September 1995; for the discussion, see chapter V.

Annex I

BEIJING DECLARATION

1. We, the Governments participating in the Fourth World Conference on Women,
2. Gathered here in Beijing in September 1995, the year of the fiftieth anniversary of the founding of the United Nations,
3. Determined to advance the goals of equality, development and peace for all women everywhere in the interest of all humanity,
4. Acknowledging the voices of all women everywhere and taking note of the diversity of women and their roles and circumstances, honouring the women who paved the way and inspired by the hope present in the world's youth,
5. Recognize that the status of women has advanced in some important respects in the past decade but that progress has been uneven, inequalities between women and men have persisted and major obstacles remain, with serious consequences for the well-being of all people,
6. Also recognize that this situation is exacerbated by the increasing poverty that is affecting the lives of the majority of the world's people, in particular women and children, with origins in both the national and international domains,
7. Dedicate ourselves unreservedly to addressing these constraints and obstacles and thus enhancing further the advancement and empowerment of women all over the world, and agree that this requires urgent action in the spirit of determination, hope, cooperation and solidarity, now and to carry us forward into the next century.

We reaffirm our commitment to:

8. The equal rights and inherent human dignity of women and men and other purposes and principles enshrined in the Charter of the United Nations, to the Universal Declaration of Human Rights and other international human rights instruments, in particular the Convention on the Elimination of All Forms of Discrimination against Women and the Convention on the Rights of the Child, as well as the Declaration on the Elimination of Violence against Women and the Declaration on the Right to Development;
9. Ensure the full implementation of the human rights of women and of the girl child as an inalienable, integral and indivisible part of all human rights and fundamental freedoms;
10. Build on consensus and progress made at previous United Nations conferences and summits - on women in Nairobi in 1985, on children in New York in 1990, on environment and development in Rio de Janeiro in 1992, on human rights in Vienna in 1993, on population and development in Cairo in 1994 and on social development in Copenhagen in 1995 with the objective of achieving equality, development and peace;
11. Achieve the full and effective implementation of the Nairobi Forward-looking Strategies for the Advancement of Women;

12. The empowerment and advancement of women, including the right to freedom of thought, conscience, religion and belief, thus contributing to the moral, ethical, spiritual and intellectual needs of women and men, individually or in community with others and thereby guaranteeing them the possibility of realizing their full potential in society and shaping their lives in accordance with their own aspirations.

We are convinced that:

13. Women's empowerment and their full participation on the basis of equality in all spheres of society, including participation in the decision-making process and access to power, are fundamental for the achievement of equality, development and peace;
14. Women's rights are human rights;
15. Equal rights, opportunities and access to resources, equal sharing of responsibilities for the family by men and women, and a harmonious partnership between them are critical to their well-being and that of their families as well as to the consolidation of democracy;
16. Eradication of poverty based on sustained economic growth, social development, environmental protection and social justice requires the involvement of women in economic and social development, equal opportunities and the full and equal participation of women and men as agents and beneficiaries of people-centred sustainable development;
17. The explicit recognition and reaffirmation of the right of all women to control all aspects of their health, in particular their own fertility, is basic to their empowerment;
18. Local, national, regional and global peace is attainable and is inextricably linked with the advancement of women, who are a fundamental force for leadership, conflict resolution and the promotion of lasting peace at all levels;
19. It is essential to design, implement and monitor, with the full participation of women, effective, efficient and mutually reinforcing gender-sensitive policies and programmes, including development policies and programmes, at all levels that will foster the empowerment and advancement of women;
20. The participation and contribution of all actors of civil society, particularly women's groups and networks and other non-governmental organizations and community-based organizations, with full respect for their autonomy, in cooperation with Governments, are important to the effective implementation and follow-up of the Platform for Action;
21. The implementation of the Platform for Action requires commitment from Governments and the international community. By making national and international commitments for action, including those made at the Conference, Governments and the international community recognize the need to take priority action for the empowerment and advancement of women.

We are determined to:

22. Intensify efforts and actions to achieve the goals of the Nairobi Forward-looking Strategies for the Advancement of Women by the end of this century;
23. Ensure the full enjoyment by women and the girl child of all human rights and fundamental freedoms and take effective action against violations of these rights and freedoms;
24. Take all necessary measures to eliminate all forms of discrimination against women and the girl child and remove all obstacles to gender equality and the advancement and empowerment of women;
25. Encourage men to participate fully in all actions towards equality;
26. Promote women's economic independence, including employment, and eradicate the persistent and increasing burden of poverty on women by addressing the structural causes of poverty through changes in economic structures, ensuring equal access for all women, including those in rural areas, as vital development agents, to productive resources, opportunities and public services;
27. Promote people-centred sustainable development, including sustained economic growth, through the provision of basic education, life-long education, literacy and training, and primary health care for girls and women;
28. Take positive steps to ensure peace for the advancement of women and, recognizing the leading role that women have played in the peace movement, work actively towards general and complete disarmament under strict and effective international control, and support negotiations on the conclusion, without delay, of a universal and multilaterally and effectively verifiable comprehensive nuclear-test-ban treaty which contributes to nuclear disarmament and the prevention of the proliferation of nuclear weapons in all its aspects;
29. Prevent and eliminate all forms of violence against women and girls;
30. Ensure equal access to and equal treatment of women and men in education and health care and enhance women's sexual and reproductive health as well as education;
31. Promote and protect all human rights of women and girls;
32. Intensify efforts to ensure equal enjoyment of all human rights and fundamental freedoms for all women and girls who face multiple barriers to their empowerment and advancement because of such factors as their race, age, language, ethnicity, culture, religion, or disability, or because they are indigenous people;
33. Ensure respect for international law, including humanitarian law, in order to protect women and girls in particular;
34. Develop the fullest potential of girls and women of all ages, ensure their full and equal participation in building a better world for all and enhance their role in the development process.

We are determined to:

35. Ensure women's equal access to economic resources, including land, credit, science and technology, vocational training, information, communication and markets, as a means to further the advancement and empowerment of women and girls, including through the enhancement of their capacities to enjoy the benefits of equal access to these resources, inter alia, by means of international cooperation;
36. Ensure the success of the Platform for Action, which will require a strong commitment on the part of Governments, international organizations and institutions at all levels. We are deeply convinced that economic development, social development and environmental protection are interdependent and mutually reinforcing components of sustainable development, which is the framework for our efforts to achieve a higher quality of life for all people. Equitable social development that recognizes empowering the poor, particularly women living in poverty, to utilize environmental resources sustainably is a necessary foundation for sustainable development. We also recognize that broad-based and sustained economic growth in the context of sustainable development is necessary to sustain social development and social justice. The success of the Platform for Action will also require adequate mobilization of resources at the national and international levels as well as new and additional resources to the developing countries from all available funding mechanisms, including multilateral, bilateral and private sources for the advancement of women; financial resources to strengthen the capacity of national, subregional, regional and international institutions; a commitment to equal rights, equal responsibilities and equal opportunities and to the equal participation of women and men in all national, regional and international bodies and policy-making processes; and the establishment or strengthening of mechanisms at all levels for accountability to the world's women;
37. Ensure also the success of the Platform for Action in countries with economies in transition, which will require continued international cooperation and assistance;
38. We hereby adopt and commit ourselves as Governments to implement the following Platform for Action, ensuring that a gender perspective is reflected in all our policies and programmes. We urge the United Nations system, regional and international financial institutions, other relevant regional and international institutions and all women and men, as well as non-governmental organizations, with full respect for their autonomy, and all sectors of civil society, in cooperation with Governments, to fully commit themselves and contribute to the implementation of this Platform for Action.

Annex II

PLATFORM FOR ACTION

CONTENTS

<u>Chapter</u>	<u>Paragraphs</u>	<u>Page</u>
I. MISSION STATEMENT	1 - 5	7
II. GLOBAL FRAMEWORK	6 - 40	8
III. CRITICAL AREAS OF CONCERN	41 - 44	16
IV. STRATEGIC OBJECTIVES AND ACTIONS	45 - 285	18
A. Women and poverty	47 - 68	18
B. Education and training of women	69 - 88	26
C. Women and health	89 - 111	34
D. Violence against women	112 - 130	48
E. Women and armed conflict	131 - 149	56
F. Women and the economy	150 - 180	65
G. Women in power and decision-making	181 - 195	79
H. Institutional mechanisms for the advancement of women	196 - 209	84
I. Human rights of women	210 - 233	89
J. Women and the media	234 - 245	99
K. Women and the environment	246 - 258	103
L. The girl child	259 - 285	109
V. INSTITUTIONAL ARRANGEMENTS	286 - 344	119
A. National level	293 - 300	120
B. Subregional/regional level	301 - 305	121
C. International level	306 - 344	122
VI. FINANCIAL ARRANGEMENTS	345 - 361	128
A. National level	346 - 350	128
B. Regional level	351 - 352	129
C. International level	353 - 361	129

Chapter I

MISSION STATEMENT

1. The Platform for Action is an agenda for women's empowerment. It aims at accelerating the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women 1/ and at removing all the obstacles to women's active participation in all spheres of public and private life through a full and equal share in economic, social, cultural and political decision-making. This means that the principle of shared power and responsibility should be established between women and men at home, in the workplace and in the wider national and international communities. Equality between women and men is a matter of human rights and a condition for social justice and is also a necessary and fundamental prerequisite for equality, development and peace. A transformed partnership based on equality between women and men is a condition for people-centred sustainable development. A sustained and long-term commitment is essential, so that women and men can work together for themselves, for their children and for society to meet the challenges of the twenty-first century.

2. The Platform for Action reaffirms the fundamental principle set forth in the Vienna Declaration and Programme of Action, 2/ adopted by the World Conference on Human Rights, that the human rights of women and of the girl child are an inalienable, integral and indivisible part of universal human rights. As an agenda for action, the Platform seeks to promote and protect the full enjoyment of all human rights and the fundamental freedoms of all women throughout their life cycle.

3. The Platform for Action emphasizes that women share common concerns that can be addressed only by working together and in partnership with men towards the common goal of gender* equality around the world. It respects and values the full diversity of women's situations and conditions and recognizes that some women face particular barriers to their empowerment.

4. The Platform for Action requires immediate and concerted action by all to create a peaceful, just and humane world based on human rights and fundamental freedoms, including the principle of equality for all people of all ages and from all walks of life, and to this end, recognizes that broad-based and sustained economic growth in the context of sustainable development is necessary to sustain social development and social justice.

5. The success of the Platform for Action will require a strong commitment on the part of Governments, international organizations and institutions at all levels. It will also require adequate mobilization of resources at the national and international levels as well as new and additional resources to the developing countries from all available funding mechanisms, including multilateral, bilateral and private sources for the advancement of women; financial resources to strengthen the capacity of national, subregional, regional and international institutions; a commitment to equal rights, equal responsibilities and equal opportunities and to the equal participation of women and men in all national, regional and international bodies and policy-making processes; and the establishment or strengthening of mechanisms at all levels for accountability to the world's women.

* For the commonly understood meaning of the term "gender", see annex IV to the present report.

Chapter II

GLOBAL FRAMEWORK

6. The Fourth World Conference on Women is taking place as the world stands poised on the threshold of a new millennium.

7. The Platform for Action upholds the Convention on the Elimination of All Forms of Discrimination against Women 3/ and builds upon the Nairobi Forward-looking Strategies for the Advancement of Women, as well as relevant resolutions adopted by the Economic and Social Council and the General Assembly. The formulation of the Platform for Action is aimed at establishing a basic group of priority actions that should be carried out during the next five years.

8. The Platform for Action recognizes the importance of the agreements reached at the World Summit for Children, the United Nations Conference on Environment and Development, the World Conference on Human Rights, the International Conference on Population and Development and the World Summit for Social Development, which set out specific approaches and commitments to fostering sustainable development and international cooperation and to strengthening the role of the United Nations to that end. Similarly, the Global Conference on the Sustainable Development of Small Island Developing States, the International Conference on Nutrition, the International Conference on Primary Health Care and the World Conference on Education for All have addressed the various facets of development and human rights, within their specific perspectives, paying significant attention to the role of women and girls. In addition, the International Year for the World's Indigenous People, 4/ the International Year of the Family, 5/ the United Nations Year for Tolerance, 6/ the Geneva Declaration for Rural Women, 7/ and the Declaration on the Elimination of Violence against Women 8/ have also emphasized the issues of women's empowerment and equality.

9. The objective of the Platform for Action, which is in full conformity with the purposes and principles of the Charter of the United Nations and international law, is the empowerment of all women. The full realization of all human rights and fundamental freedoms of all women is essential for the empowerment of women. While the significance of national and regional particularities and various historical, cultural and religious backgrounds must be borne in mind, it is the duty of States, regardless of their political, economic and cultural systems, to promote and protect all human rights and fundamental freedoms. 9/ The implementation of this Platform, including through national laws and the formulation of strategies, policies, programmes and development priorities, is the sovereign responsibility of each State, in conformity with all human rights and fundamental freedoms, and the significance of and full respect for various religious and ethical values, cultural backgrounds and philosophical convictions of individuals and their communities should contribute to the full enjoyment by women of their human rights in order to achieve equality, development and peace.

10. Since the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, held at Nairobi in 1985, and the adoption of the Nairobi Forward-looking Strategies for the Advancement of Women, the world has experienced profound political, economic, social and cultural changes, which have had both positive and negative effects on women. The World Conference on Human Rights recognized that the human rights of women and the girl child are an inalienable, integral and

indivisible part of universal human rights. The full and equal participation of women in political, civil, economic, social and cultural life at the national, regional and international levels, and the eradication of all forms of discrimination on the grounds of sex are priority objectives of the international community. The World Conference on Human Rights reaffirmed the solemn commitment of all States to fulfil their obligations to promote universal respect for, and observance and protection of, all human rights and fundamental freedoms for all in accordance with the Charter of the United Nations, other instruments related to human rights and international law. The universal nature of these rights and freedoms is beyond question.

11. The end of the cold war has resulted in international changes and diminished competition between the super-Powers. The threat of a global armed conflict has diminished, while international relations have improved and prospects for peace among nations have increased. Although the threat of global conflict has been reduced, wars of aggression, armed conflicts, colonial or other forms of alien domination and foreign occupation, civil wars, and terrorism continue to plague many parts of the world. Grave violations of the human rights of women occur, particularly in times of armed conflict, and include murder, torture, systematic rape, forced pregnancy and forced abortion, in particular under policies of ethnic cleansing.

12. The maintenance of peace and security at the global, regional and local levels, together with the prevention of policies of aggression and ethnic cleansing and the resolution of armed conflict, is crucial for the protection of the human rights of women and girl children, as well as for the elimination of all forms of violence against them and of their use as a weapon of war.

13. Excessive military expenditures, including global military expenditures and arms trade or trafficking, and investments for arms production and acquisition have reduced the resources available for social development. As a result of the debt burden and other economic difficulties, many developing countries have undertaken structural adjustment policies. Moreover, there are structural adjustment programmes that have been poorly designed and implemented, with resulting detrimental effects on social development. The number of people living in poverty has increased disproportionately in most developing countries, particularly the heavily indebted countries, during the past decade.

14. In this context, the social dimension of development should be emphasized. Accelerated economic growth, although necessary for social development, does not by itself improve the quality of life of the population. In some cases, conditions can arise which can aggravate social inequality and marginalization. Hence, it is indispensable to search for new alternatives that ensure that all members of society benefit from economic growth based on a holistic approach to all aspects of development: growth, equality between women and men, social justice, conservation and protection of the environment, sustainability, solidarity, participation, peace and respect for human rights.

15. A worldwide movement towards democratization has opened up the political process in many nations, but the popular participation of women in key decision-making as full and equal partners with men, particularly in politics, has not yet been achieved. South Africa's policy of institutionalized racism - apartheid - has been dismantled and a peaceful and democratic transfer of power has occurred. In Central and Eastern Europe the transition to parliamentary democracy has been rapid and has given rise to a variety of experiences, depending on the specific circumstances of each country. While the transition has been mostly peaceful, in some countries this process has been hindered by

armed conflict that has resulted in grave violations of human rights.

16. Widespread economic recession, as well as political instability in some regions, has been responsible for setting back development goals in many countries. This has led to the expansion of unspeakable poverty. Of the more than 1 billion people living in abject poverty, women are an overwhelming majority. The rapid process of change and adjustment in all sectors has also led to increased unemployment and underemployment, with particular impact on women. In many cases, structural adjustment programmes have not been designed to minimize their negative effects on vulnerable and disadvantaged groups or on women, nor have they been designed to assure positive effects on those groups by preventing their marginalization in economic and social activities. The Final Act of the Uruguay Round of multilateral trade negotiations 10/ underscored the increasing interdependence of national economies, as well as the importance of trade liberalization and access to open, dynamic markets. There has also been heavy military spending in some regions. Despite increases in official development assistance (ODA) by some countries, ODA has recently declined overall.

17. Absolute poverty and the feminization of poverty, unemployment, the increasing fragility of the environment, continued violence against women and the widespread exclusion of half of humanity from institutions of power and governance underscore the need to continue the search for development, peace and security and for ways of assuring people-centred sustainable development. The participation and leadership of the half of humanity that is female is essential to the success of that search. Therefore, only a new era of international cooperation among Governments and peoples based on a spirit of partnership, an equitable, international social and economic environment, and a radical transformation of the relationship between women and men to one of full and equal partnership will enable the world to meet the challenges of the twenty-first century.

18. Recent international economic developments have had in many cases a disproportionate impact on women and children, the majority of whom live in developing countries. For those States that have carried a large burden of foreign debt, structural adjustment programmes and measures, though beneficial in the long term, have led to a reduction in social expenditures, thereby adversely affecting women, particularly in Africa and the least developed countries. This is exacerbated when responsibilities for basic social services have shifted from Governments to women.

19. Economic recession in many developed and developing countries, as well as ongoing restructuring in countries with economies in transition, have had a disproportionately negative impact on women's employment. Women often have no choice but to take employment that lacks long-term job security or involves dangerous working conditions, to work in unprotected home-based production or to be unemployed. Many women enter the labour market in under-remunerated and undervalued jobs, seeking to improve their household income; others decide to migrate for the same purpose. Without any reduction in their other responsibilities, this has increased the total burden of work for women.

20. Macro and micro-economic policies and programmes, including structural adjustment, have not always been designed to take account of their impact on women and girl children, especially those living in poverty. Poverty has increased in both absolute and relative terms, and the number of women living in poverty has increased in most regions. There are many urban women living in poverty; however, the plight of women living in rural and remote areas deserves

special attention given the stagnation of development in such areas. In developing countries, even those in which national indicators have shown improvement, the majority of rural women continue to live in conditions of economic underdevelopment and social marginalization.

21. Women are key contributors to the economy and to combating poverty through both remunerated and unremunerated work at home, in the community and in the workplace. Growing numbers of women have achieved economic independence through gainful employment.

22. One fourth of all households world wide are headed by women and many other households are dependent on female income even where men are present. Female-maintained households are very often among the poorest because of wage discrimination, occupational segregation patterns in the labour market and other gender-based barriers. Family disintegration, population movements between urban and rural areas within countries, international migration, war and internal displacements are factors contributing to the rise of female-headed households.

23. Recognizing that the achievement and maintenance of peace and security are a precondition for economic and social progress, women are increasingly establishing themselves as central actors in a variety of capacities in the movement of humanity for peace. Their full participation in decision-making, conflict prevention and resolution and all other peace initiatives is essential to the realization of lasting peace.

24. Religion, spirituality and belief play a central role in the lives of millions of women and men, in the way they live and in the aspirations they have for the future. The right to freedom of thought, conscience and religion is inalienable and must be universally enjoyed. This right includes the freedom to have or to adopt the religion or belief of their choice either individually or in community with others, in public or in private, and to manifest their religion or belief in worship, observance, practice and teaching. In order to realize equality, development and peace, there is a need to respect these rights and freedoms fully. Religion, thought, conscience and belief may, and can, contribute to fulfilling women's and men's moral, ethical and spiritual needs and to realizing their full potential in society. However, it is acknowledged that any form of extremism may have a negative impact on women and can lead to violence and discrimination.

25. The Fourth World Conference on Women should accelerate the process that formally began in 1975, which was proclaimed International Women's Year by the United Nations General Assembly. The Year was a turning-point in that it put women's issues on the agenda. The United Nations Decade for Women (1976-1985) was a worldwide effort to examine the status and rights of women and to bring women into decision-making at all levels. In 1979, the General Assembly adopted the Convention on the Elimination of All Forms of Discrimination against Women, which entered into force in 1981 and set an international standard for what was meant by equality between women and men. In 1985, the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace adopted the Nairobi Forward-looking Strategies for the Advancement of Women, to be implemented by the year 2000. There has been important progress in achieving equality between women and men. Many Governments have enacted legislation to promote equality between women and men and have established national machineries to ensure the mainstreaming of gender perspectives in all spheres of society. International agencies have focused greater attention on women's status and roles.

26. The growing strength of the non-governmental sector, particularly women's organizations and feminist groups, has become a driving force for change. Non-governmental organizations have played an important advocacy role in advancing legislation or mechanisms to ensure the promotion of women. They have also become catalysts for new approaches to development. Many Governments have increasingly recognized the important role that non-governmental organizations play and the importance of working with them for progress. Yet, in some countries, Governments continue to restrict the ability of non-governmental organizations to operate freely. Women, through non-governmental organizations, have participated in and strongly influenced community, national, regional and global forums and international debates.

27. Since 1975, knowledge of the status of women and men, respectively, has increased and is contributing to further actions aimed at promoting equality between women and men. In several countries, there have been important changes in the relationships between women and men, especially where there have been major advances in education for women and significant increases in their participation in the paid labour force. The boundaries of the gender division of labour between productive and reproductive roles are gradually being crossed as women have started to enter formerly male-dominated areas of work and men have started to accept greater responsibility for domestic tasks, including child care. However, changes in women's roles have been greater and much more rapid than changes in men's roles. In many countries, the differences between women's and men's achievements and activities are still not recognized as the consequences of socially constructed gender roles rather than immutable biological differences.

28. Moreover, 10 years after the Nairobi Conference, equality between women and men has still not been achieved. On average, women represent a mere 10 per cent of all elected legislators world wide and in most national and international administrative structures, both public and private, they remain underrepresented. The United Nations is no exception. Fifty years after its creation, the United Nations is continuing to deny itself the benefits of women's leadership by their underrepresentation at decision-making levels within the Secretariat and the specialized agencies.

29. Women play a critical role in the family. The family is the basic unit of society and as such should be strengthened. It is entitled to receive comprehensive protection and support. In different cultural, political and social systems, various forms of the family exist. The rights, capabilities and responsibilities of family members must be respected. Women make a great contribution to the welfare of the family and to the development of society, which is still not recognized or considered in its full importance. The social significance of maternity, motherhood and the role of parents in the family and in the upbringing of children should be acknowledged. The upbringing of children requires shared responsibility of parents, women and men and society as a whole. Maternity, motherhood, parenting and the role of women in procreation must not be a basis for discrimination nor restrict the full participation of women in society. Recognition should also be given to the important role often played by women in many countries in caring for other members of their family.

30. While the rate of growth of world population is on the decline, world population is at an all-time high in absolute numbers, with current increments approaching 86 million persons annually. Two other major demographic trends have had profound repercussions on the dependency ratio within families. In many developing countries, 45 to 50 per cent of the population is less than 15 years old, while in industrialized nations both the number and proportion of

elderly people are increasing. According to United Nations projections, 72 per cent of the population over 60 years of age will be living in developing countries by the year 2025, and more than half of that population will be women. Care of children, the sick and the elderly is a responsibility that falls disproportionately on women, owing to lack of equality and the unbalanced distribution of remunerated and unremunerated work between women and men.

31. Many women face particular barriers because of various diverse factors in addition to their gender. Often these diverse factors isolate or marginalize such women. They are, *inter alia*, denied their human rights, they lack access or are denied access to education and vocational training, employment, housing and economic self-sufficiency and they are excluded from decision-making processes. Such women are often denied the opportunity to contribute to their communities as part of the mainstream.

32. The past decade has also witnessed a growing recognition of the distinct interests and concerns of indigenous women, whose identity, cultural traditions and forms of social organization enhance and strengthen the communities in which they live. Indigenous women often face barriers both as women and as members of indigenous communities.

33. In the past 20 years, the world has seen an explosion in the field of communications. With advances in computer technology and satellite and cable television, global access to information continues to increase and expand, creating new opportunities for the participation of women in communications and the mass media and for the dissemination of information about women. However, global communication networks have been used to spread stereotyped and demeaning images of women for narrow commercial and consumerist purposes. Until women participate equally in both the technical and decision-making areas of communications and the mass media, including the arts, they will continue to be misrepresented and awareness of the reality of women's lives will continue to be lacking. The media have a great potential to promote the advancement of women and the equality of women and men by portraying women and men in a non-stereotypical, diverse and balanced manner, and by respecting the dignity and worth of the human person.

34. The continuing environmental degradation that affects all human lives has often a more direct impact on women. Women's health and their livelihood are threatened by pollution and toxic wastes, large-scale deforestation, desertification, drought and depletion of the soil and of coastal and marine resources, with a rising incidence of environmentally related health problems and even death reported among women and girls. Those most affected are rural and indigenous women, whose livelihood and daily subsistence depends directly on sustainable ecosystems.

35. Poverty and environmental degradation are closely interrelated. While poverty results in certain kinds of environmental stress, the major cause of the continued deterioration of the global environment is the unsustainable patterns of consumption and production, particularly in industrialized countries, which are a matter of grave concern and aggravate poverty and imbalances.

36. Global trends have brought profound changes in family survival strategies and structures. Rural to urban migration has increased substantially in all regions. The global urban population is projected to reach 47 per cent of the total population by the year 2000. An estimated 125 million people are migrants, refugees and displaced persons, half of whom live in developing countries. These massive movements of people have profound consequences for

family structures and well-being and have unequal consequences for women and men, including in many cases the sexual exploitation of women.

37. According to World Health Organization (WHO) estimates, by the beginning of 1995 the number of cumulative cases of acquired immunodeficiency syndrome (AIDS) was 4.5 million. An estimated 19.5 million men, women and children have been infected with the human immunodeficiency virus (HIV) since it was first diagnosed and it is projected that another 20 million will be infected by the end of the decade. Among new cases, women are twice as likely to be infected as men. In the early stage of the AIDS pandemic, women were not infected in large numbers; however, about 8 million women are now infected. Young women and adolescents are particularly vulnerable. It is estimated that by the year 2000 more than 13 million women will be infected and 4 million women will have died from AIDS-related conditions. In addition, about 250 million new cases of sexually transmitted diseases are estimated to occur every year. The rate of transmission of sexually transmitted diseases, including HIV/AIDS, is increasing at an alarming rate among women and girls, especially in developing countries.

38. Since 1975, significant knowledge and information have been generated about the status of women and the conditions in which they live. Throughout their entire life cycle, women's daily existence and long-term aspirations are restricted by discriminatory attitudes, unjust social and economic structures, and a lack of resources in most countries that prevent their full and equal participation. In a number of countries, the practice of prenatal sex selection, higher rates of mortality among very young girls and lower rates of school enrolment for girls as compared with boys suggest that son preference is curtailing the access of girl children to food, education and health care and even life itself. Discrimination against women begins at the earliest stages of life and must therefore be addressed from then onwards.

39. The girl child of today is the woman of tomorrow. The skills, ideas and energy of the girl child are vital for full attainment of the goals of equality, development and peace. For the girl child to develop her full potential she needs to be nurtured in an enabling environment, where her spiritual, intellectual and material needs for survival, protection and development are met and her equal rights safeguarded. If women are to be equal partners with men, in every aspect of life and development, now is the time to recognize the human dignity and worth of the girl child and to ensure the full enjoyment of her human rights and fundamental freedoms, including the rights assured by the Convention on the Rights of the Child, 11/ universal ratification of which is strongly urged. Yet there exists worldwide evidence that discrimination and violence against girls begin at the earliest stages of life and continue unabated throughout their lives. They often have less access to nutrition, physical and mental health care and education and enjoy fewer rights, opportunities and benefits of childhood and adolescence than do boys. They are often subjected to various forms of sexual and economic exploitation, paedophilia, forced prostitution and possibly the sale of their organs and tissues, violence and harmful practices such as female infanticide and prenatal sex selection, incest, female genital mutilation and early marriage, including child marriage.

40. Half the world's population is under the age of 25 and most of the world's youth - more than 85 per cent - live in developing countries. Policy makers must recognize the implications of these demographic factors. Special measures must be taken to ensure that young women have the life skills necessary for active and effective participation in all levels of social, cultural, political and economic leadership. It will be critical for the international community to

demonstrate a new commitment to the future - a commitment to inspiring a new generation of women and men to work together for a more just society. This new generation of leaders must accept and promote a world in which every child is free from injustice, oppression and inequality and free to develop her/his own potential. The principle of equality of women and men must therefore be integral to the socialization process.

Chapter III

CRITICAL AREAS OF CONCERN

41. The advancement of women and the achievement of equality between women and men are a matter of human rights and a condition for social justice and should not be seen in isolation as a women's issue. They are the only way to build a sustainable, just and developed society. Empowerment of women and equality between women and men are prerequisites for achieving political, social, economic, cultural and environmental security among all peoples.

42. Most of the goals set out in the Nairobi Forward-looking Strategies for the Advancement of Women have not been achieved. Barriers to women's empowerment remain, despite the efforts of Governments, as well as non-governmental organizations and women and men everywhere. Vast political, economic and ecological crises persist in many parts of the world. Among them are wars of aggression, armed conflicts, colonial or other forms of alien domination or foreign occupation, civil wars and terrorism. These situations, combined with systematic or de facto discrimination, violations of and failure to protect all human rights and fundamental freedoms of all women, and their civil, cultural, economic, political and social rights, including the right to development and ingrained prejudicial attitudes towards women and girls are but a few of the impediments encountered since the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, in 1985.

43. A review of progress since the Nairobi Conference highlights special concerns - areas of particular urgency that stand out as priorities for action. All actors should focus action and resources on the strategic objectives relating to the critical areas of concern which are, necessarily, interrelated, interdependent and of high priority. There is a need for these actors to develop and implement mechanisms of accountability for all the areas of concern.

44. To this end, Governments, the international community and civil society, including non-governmental organizations and the private sector, are called upon to take strategic action in the following critical areas of concern:

- The persistent and increasing burden of poverty on women
- Inequalities and inadequacies in and unequal access to education and training
- Inequalities and inadequacies in and unequal access to health care and related services
- Violence against women
- The effects of armed or other kinds of conflict on women, including those living under foreign occupation
- Inequality in economic structures and policies, in all forms of productive activities and in access to resources
- Inequality between men and women in the sharing of power and decision-making at all levels

- Insufficient mechanisms at all levels to promote the advancement of women
- Lack of respect for and inadequate promotion and protection of the human rights of women
- Stereotyping of women and inequality in women's access to and participation in all communication systems, especially in the media
- Gender inequalities in the management of natural resources and in the safeguarding of the environment
- Persistent discrimination against and violation of the rights of the girl child

Chapter IV

STRATEGIC OBJECTIVES AND ACTIONS

45. In each critical area of concern, the problem is diagnosed and strategic objectives are proposed with concrete actions to be taken by various actors in order to achieve those objectives. The strategic objectives are derived from the critical areas of concern and specific actions to be taken to achieve them cut across the boundaries of equality, development and peace - the goals of the Nairobi Forward-looking Strategies for the Advancement of Women - and reflect their interdependence. The objectives and actions are interlinked, of high priority and mutually reinforcing. The Platform for Action is intended to improve the situation of all women, without exception, who often face similar barriers, while special attention should be given to groups that are the most disadvantaged.

46. The Platform for Action recognizes that women face barriers to full equality and advancement because of such factors as their race, age, language, ethnicity, culture, religion or disability, because they are indigenous women or because of other status. Many women encounter specific obstacles related to their family status, particularly as single parents; and to their socio-economic status, including their living conditions in rural, isolated or impoverished areas. Additional barriers also exist for refugee women, other displaced women, including internally displaced women as well as for immigrant women and migrant women, including women migrant workers. Many women are also particularly affected by environmental disasters, serious and infectious diseases and various forms of violence against women.

A. Women and poverty

47. More than 1 billion people in the world today, the great majority of whom are women, live in unacceptable conditions of poverty, mostly in the developing countries. Poverty has various causes, including structural ones. Poverty is a complex, multidimensional problem, with origins in both the national and international domains. The globalization of the world's economy and the deepening interdependence among nations present challenges and opportunities for sustained economic growth and development, as well as risks and uncertainties for the future of the world economy. The uncertain global economic climate has been accompanied by economic restructuring as well as, in a certain number of countries, persistent, unmanageable levels of external debt and structural adjustment programmes. In addition, all types of conflict, displacement of people and environmental degradation have undermined the capacity of Governments to meet the basic needs of their populations. Transformations in the world economy are profoundly changing the parameters of social development in all countries. One significant trend has been the increased poverty of women, the extent of which varies from region to region. The gender disparities in economic power-sharing are also an important contributing factor to the poverty of women. Migration and consequent changes in family structures have placed additional burdens on women, especially those who provide for several dependants. Macroeconomic policies need rethinking and reformulation to address such trends. These policies focus almost exclusively on the formal sector. They also tend to impede the initiatives of women and fail to consider the differential impact on women and men. The application of gender analysis to a wide range of policies and programmes is therefore critical to poverty reduction strategies. In order to eradicate poverty and achieve sustainable development,

women and men must participate fully and equally in the formulation of macroeconomic and social policies and strategies for the eradication of poverty. The eradication of poverty cannot be accomplished through anti-poverty programmes alone but will require democratic participation and changes in economic structures in order to ensure access for all women to resources, opportunities and public services. Poverty has various manifestations, including lack of income and productive resources sufficient to ensure a sustainable livelihood; hunger and malnutrition; ill health; limited or lack of access to education and other basic services; increasing morbidity and mortality from illness; homelessness and inadequate housing; unsafe environments; and social discrimination and exclusion. It is also characterized by lack of participation in decision-making and in civil, social and cultural life. It occurs in all countries - as mass poverty in many developing countries and as pockets of poverty amidst wealth in developed countries. Poverty may be caused by an economic recession that results in loss of livelihood or by disaster or conflict. There is also the poverty of low-wage workers and the utter destitution of people who fall outside family support systems, social institutions and safety nets.

48. In the past decade the number of women living in poverty has increased disproportionately to the number of men, particularly in the developing countries. The feminization of poverty has also recently become a significant problem in the countries with economies in transition as a short-term consequence of the process of political, economic and social transformation. In addition to economic factors, the rigidity of socially ascribed gender roles and women's limited access to power, education, training and productive resources as well as other emerging factors that may lead to insecurity for families are also responsible. The failure to adequately mainstream a gender perspective in all economic analysis and planning and to address the structural causes of poverty is also a contributing factor.

49. Women contribute to the economy and to combating poverty through both remunerated and unremunerated work at home, in the community and in the workplace. The empowerment of women is a critical factor in the eradication of poverty.

50. While poverty affects households as a whole, because of the gender division of labour and responsibilities for household welfare, women bear a disproportionate burden, attempting to manage household consumption and production under conditions of increasing scarcity. Poverty is particularly acute for women living in rural households.

51. Women's poverty is directly related to the absence of economic opportunities and autonomy, lack of access to economic resources, including credit, land ownership and inheritance, lack of access to education and support services and their minimal participation in the decision-making process. Poverty can also force women into situations in which they are vulnerable to sexual exploitation.

52. In too many countries, social welfare systems do not take sufficient account of the specific conditions of women living in poverty, and there is a tendency to scale back the services provided by such systems. The risk of falling into poverty is greater for women than for men, particularly in old age, where social security systems are based on the principle of continuous remunerated employment. In some cases, women do not fulfil this requirement because of interruptions in their work, due to the unbalanced distribution of remunerated and unremunerated work. Moreover, older women also face greater

obstacles to labour-market re-entry.

53. In many developed countries, where the level of general education and professional training of women and men are similar and where systems of protection against discrimination are available, in some sectors the economic transformations of the past decade have strongly increased either the unemployment of women or the precarious nature of their employment. The proportion of women among the poor has consequently increased. In countries with a high level of school enrolment of girls, those who leave the educational system the earliest, without any qualification, are among the most vulnerable in the labour market.

54. In countries with economies in transition and in other countries undergoing fundamental political, economic and social transformations, these transformations have often led to a reduction in women's income or to women being deprived of income.

55. Particularly in developing countries, the productive capacity of women should be increased through access to capital, resources, credit, land, technology, information, technical assistance and training so as to raise their income and improve nutrition, education, health care and status within the household. The release of women's productive potential is pivotal to breaking the cycle of poverty so that women can share fully in the benefits of development and in the products of their own labour.

56. Sustainable development and economic growth that is both sustained and sustainable are possible only through improving the economic, social, political, legal and cultural status of women. Equitable social development that recognizes empowering the poor, particularly women, to utilize environmental resources sustainably is a necessary foundation for sustainable development.

57. The success of policies and measures aimed at supporting or strengthening the promotion of gender equality and the improvement of the status of women should be based on the integration of the gender perspective in general policies relating to all spheres of society as well as the implementation of positive measures with adequate institutional and financial support at all levels.

Strategic objective A.1. Review, adopt and maintain macroeconomic policies and development strategies that address the needs and efforts of women in poverty

Actions to be taken

58. By Governments:

- (a) Review and modify, with the full and equal participation of women, macroeconomic and social policies with a view to achieving the objectives of the Platform for Action;
- (b) Analyse, from a gender perspective, policies and programmes - including those related to macroeconomic stability, structural adjustment, external debt problems, taxation, investments, employment, markets and all relevant sectors of the economy - with respect to their impact on poverty, on inequality and particularly on women; assess their impact on family well-being and conditions and adjust

them, as appropriate, to promote more equitable distribution of productive assets, wealth, opportunities, income and services;

- (c) Pursue and implement sound and stable macroeconomic and sectoral policies that are designed and monitored with the full and equal participation of women, encourage broad-based sustained economic growth, address the structural causes of poverty and are geared towards eradicating poverty and reducing gender-based inequality within the overall framework of achieving people-centred sustainable development;
- (d) Restructure and target the allocation of public expenditures to promote women's economic opportunities and equal access to productive resources and to address the basic social, educational and health needs of women, particularly those living in poverty;
- (e) Develop agricultural and fishing sectors, where and as necessary, in order to ensure, as appropriate, household and national food security and food self-sufficiency, by allocating the necessary financial, technical and human resources;
- (f) Develop policies and programmes to promote equitable distribution of food within the household;
- (g) Provide adequate safety nets and strengthen State-based and community-based support systems, as an integral part of social policy, in order to enable women living in poverty to withstand adverse economic environments and preserve their livelihood, assets and revenues in times of crisis;
- (h) Generate economic policies that have a positive impact on the employment and income of women workers in both the formal and informal sectors and adopt specific measures to address women's unemployment, in particular their long-term unemployment;
- (i) Formulate and implement, when necessary, specific economic, social, agricultural and related policies in support of female-headed households;
- (j) Develop and implement anti-poverty programmes, including employment schemes, that improve access to food for women living in poverty, including through the use of appropriate pricing and distribution mechanisms;
- (k) Ensure the full realization of the human rights of all women migrants, including women migrant workers, and their protection against violence and exploitation; introduce measures for the empowerment of documented women migrants, including women migrant workers; facilitate the productive employment of documented migrant women through greater recognition of their skills, foreign education and credentials, and facilitate their full integration into the labour force;
- (l) Introduce measures to integrate or reintegrate women living in poverty and socially marginalized women into productive employment and the economic mainstream; ensure that internally displaced women have full access to economic opportunities and that the qualifications and skills of immigrant and refugee women are recognized;

- (m) Enable women to obtain affordable housing and access to land by, among other things, removing all obstacles to access, with special emphasis on meeting the needs of women, especially those living in poverty and female heads of household;
- (n) Formulate and implement policies and programmes that enhance the access of women agricultural and fisheries producers (including subsistence farmers and producers, especially in rural areas) to financial, technical, extension and marketing services; provide access to and control of land, appropriate infrastructure and technology in order to increase women's incomes and promote household food security, especially in rural areas and, where appropriate, encourage the development of producer-owned, market-based cooperatives;
- (o) Create social security systems wherever they do not exist, or review them with a view to placing individual women and men on an equal footing, at every stage of their lives;
- (p) Ensure access to free or low-cost legal services, including legal literacy, especially designed to reach women living in poverty;
- (q) Take particular measures to promote and strengthen policies and programmes for indigenous women with their full participation and respect for their cultural diversity, so that they have opportunities and the possibility of choice in the development process in order to eradicate the poverty that affects them.

59. By multilateral financial and development institutions, including the World Bank, the International Monetary Fund and regional development institutions, and through bilateral development cooperation:

- (a) In accordance with the commitments made at the World Summit for Social Development, seek to mobilize new and additional financial resources that are both adequate and predictable and mobilized in a way that maximizes the availability of such resources and uses all available funding sources and mechanisms with a view to contributing towards the goal of poverty eradication and targeting women living in poverty;
- (b) Strengthen analytical capacity in order to more systematically strengthen gender perspectives and integrate them into the design and implementation of lending programmes, including structural adjustment and economic recovery programmes;
- (c) Find effective development-oriented and durable solutions to external debt problems in order to help them to finance programmes and projects targeted at development, including the advancement of women, inter alia, through the immediate implementation of the terms of debt forgiveness agreed upon in the Paris Club in December 1994, which encompassed debt reduction, including cancellation or other debt relief measures and develop techniques of debt conversion applied to social development programmes and projects in conformity with the priorities of the Platform for Action;
- (d) Invite the international financial institutions to examine innovative approaches to assisting low-income countries with a high proportion of multilateral debt, with a view to alleviating their debt burden;

- (e) Ensure that structural adjustment programmes are designed to minimize their negative effects on vulnerable and disadvantaged groups and communities and to assure their positive effects on such groups and communities by preventing their marginalization in economic and social activities and devising measures to ensure that they gain access to and control over economic resources and economic and social activities; take actions to reduce inequality and economic disparity;
- (f) Review the impact of structural adjustment programmes on social development by means of gender-sensitive social impact assessments and other relevant methods, in order to develop policies to reduce their negative effects and improve their positive impact, ensuring that women do not bear a disproportionate burden of transition costs; complement adjustment lending with enhanced, targeted social development lending;
- (g) Create an enabling environment that allows women to build and maintain sustainable livelihoods.

60. By national and international non-governmental organizations and women's groups:

- (a) Mobilize all parties involved in the development process, including academic institutions, non-governmental organizations and grass-roots and women's groups, to improve the effectiveness of anti-poverty programmes directed towards the poorest and most disadvantaged groups of women, such as rural and indigenous women, female heads of household, young women and older women, refugees and migrant women and women with disabilities, recognizing that social development is primarily the responsibility of Governments;
- (b) Engage in lobbying and establish monitoring mechanisms, as appropriate, and other relevant activities to ensure implementation of the recommendations on poverty eradication outlined in the Platform for Action and aimed at ensuring accountability and transparency from the State and private sectors;
- (c) Include in their activities women with diverse needs and recognize that youth organizations are increasingly becoming effective partners in development programmes;
- (d) In cooperation with the government and private sectors, participate in the development of a comprehensive national strategy for improving health, education and social services so that girls and women of all ages living in poverty have full access to such services; seek funding to secure access to services with a gender perspective and to extend those services in order to reach the rural and remote areas that are not covered by government institutions;
- (e) In cooperation with Governments, employers, other social partners and relevant parties, contribute to the development of education and training and retraining policies to ensure that women can acquire a wide range of skills to meet new demands;
- (f) Mobilize to protect women's right to full and equal access to economic resources, including the right to inheritance and to ownership of land and other property, credit, natural resources and appropriate

technologies.

Strategic objective A.2. Revise laws and administrative practices to ensure women's equal rights and access to economic resources

Actions to be taken

61. By Governments:

- (a) Ensure access to free or low-cost legal services, including legal literacy, especially designed to reach women living in poverty;
- (b) Undertake legislative and administrative reforms to give women full and equal access to economic resources, including the right to inheritance and to ownership of land and other property, credit, natural resources and appropriate technologies;
- (c) Consider ratification of Convention No. 169 of the International Labour Organization (ILO) as part of their efforts to promote and protect the rights of indigenous people.

Strategic objective A.3. Provide women with access to savings and credit mechanisms and institutions

Actions to be taken

62. By Governments:

- (a) Enhance the access of disadvantaged women, including women entrepreneurs, in rural, remote and urban areas to financial services through strengthening links between the formal banks and intermediary lending organizations, including legislative support, training for women and institutional strengthening for intermediary institutions with a view to mobilizing capital for those institutions and increasing the availability of credit;
- (b) Encourage links between financial institutions and non-governmental organizations and support innovative lending practices, including those that integrate credit with women's services and training and provide credit facilities to rural women.

63. By commercial banks, specialized financial institutions and the private sector in examining their policies:

- (a) Use credit and savings methodologies that are effective in reaching women in poverty and innovative in reducing transaction costs and redefining risk;
- (b) Open special windows for lending to women, including young women, who lack access to traditional sources of collateral;
- (c) Simplify banking practices, for example by reducing the minimum deposit and other requirements for opening bank accounts;

- (d) Ensure the participation and joint ownership, where possible, of women clients in the decision-making of institutions providing credit and financial services.

64. By multilateral and bilateral development cooperation organizations:

Support, through the provision of capital and/or resources, financial institutions that serve low-income, small-scale and micro-scale women entrepreneurs and producers, in both the formal and informal sectors.

65. By Governments and multilateral financial institutions, as appropriate:

Support institutions that meet performance standards in reaching large numbers of low-income women and men through capitalization, refinancing and institutional development support in forms that foster self-sufficiency.

66. By international organizations:

Increase funding for programmes and projects designed to promote sustainable and productive entrepreneurial activities for income-generation among disadvantaged women and women living in poverty.

Strategic objective A.4. Develop gender-based methodologies and conduct research to address the feminization of poverty

Actions to be taken

67. By Governments, intergovernmental organizations, academic and research institutions and the private sector:

- (a) Develop conceptual and practical methodologies for incorporating gender perspectives into all aspects of economic policy-making, including structural adjustment planning and programmes;
- (b) Apply these methodologies in conducting gender-impact analyses of all policies and programmes, including structural adjustment programmes, and disseminate the research findings.

68. By national and international statistical organizations:

- (a) Collect gender and age-disaggregated data on poverty and all aspects of economic activity and develop qualitative and quantitative statistical indicators to facilitate the assessment of economic performance from a gender perspective;
- (b) Devise suitable statistical means to recognize and make visible the full extent of the work of women and all their contributions to the national economy, including their contribution in the unremunerated and domestic sectors, and examine the relationship of women's unremunerated work to the incidence of and their vulnerability to poverty.

B. Education and training of women

69. Education is a human right and an essential tool for achieving the goals of equality, development and peace. Non-discriminatory education benefits both girls and boys and thus ultimately contributes to more equal relationships between women and men. Equality of access to and attainment of educational qualifications is necessary if more women are to become agents of change. Literacy of women is an important key to improving health, nutrition and education in the family and to empowering women to participate in decision-making in society. Investing in formal and non-formal education and training for girls and women, with its exceptionally high social and economic return, has proved to be one of the best means of achieving sustainable development and economic growth that is both sustained and sustainable.

70. On a regional level, girls and boys have achieved equal access to primary education, except in some parts of Africa, in particular sub-Saharan Africa, and Central Asia, where access to education facilities is still inadequate. Progress has been made in secondary education, where equal access of girls and boys has been achieved in some countries. Enrolment of girls and women in tertiary education has increased considerably. In many countries, private schools have also played an important complementary role in improving access to education at all levels. Yet, more than five years after the World Conference on Education for All (Jomtien, Thailand, 1990) adopted the World Declaration on Education for All and the Framework for Action to Meet Basic Learning Needs, 12/ approximately 100 million children, including at least 60 million girls, are without access to primary schooling and more than two thirds of the world's 960 million illiterate adults are women. The high rate of illiteracy prevailing in most developing countries, in particular in sub-Saharan Africa and some Arab States, remains a severe impediment to the advancement of women and to development.

71. Discrimination in girls' access to education persists in many areas, owing to customary attitudes, early marriages and pregnancies, inadequate and gender-biased teaching and educational materials, sexual harassment and lack of adequate and physically and otherwise accessible schooling facilities. Girls undertake heavy domestic work at a very early age. Girls and young women are expected to manage both educational and domestic responsibilities, often resulting in poor scholastic performance and early drop-out from the educational system. This has long-lasting consequences for all aspects of women's lives.

72. Creation of an educational and social environment, in which women and men, girls and boys, are treated equally and encouraged to achieve their full potential, respecting their freedom of thought, conscience, religion and belief, and where educational resources promote non-stereotyped images of women and men, would be effective in the elimination of the causes of discrimination against women and inequalities between women and men.

73. Women should be enabled to benefit from an ongoing acquisition of knowledge and skills beyond those acquired during youth. This concept of lifelong learning includes knowledge and skills gained in formal education and training, as well as learning that occurs in informal ways, including volunteer activity, unremunerated work and traditional knowledge.

74. Curricula and teaching materials remain gender-biased to a large degree, and are rarely sensitive to the specific needs of girls and women. This reinforces traditional female and male roles that deny women opportunities for full and equal partnership in society. Lack of gender awareness by educators at all levels strengthens existing inequities between males and females by reinforcing discriminatory tendencies and undermining girls' self-esteem. The

lack of sexual and reproductive health education has a profound impact on women and men.

75. Science curricula in particular are gender-biased. Science textbooks do not relate to women's and girls' daily experience and fail to give recognition to women scientists. Girls are often deprived of basic education in mathematics and science and technical training, which provide knowledge they could apply to improve their daily lives and enhance their employment opportunities. Advanced study in science and technology prepares women to take an active role in the technological and industrial development of their countries, thus necessitating a diverse approach to vocational and technical training. Technology is rapidly changing the world and has also affected the developing countries. It is essential that women not only benefit from technology, but also participate in the process from the design to the application, monitoring and evaluation stages.

76. Access for and retention of girls and women at all levels of education, including the higher level, and all academic areas is one of the factors of their continued progress in professional activities. Nevertheless, it can be noted that girls are still concentrated in a limited number of fields of study.

77. The mass media are a powerful means of education. As an educational tool the mass media can be an instrument for educators and governmental and non-governmental institutions for the advancement of women and for development. Computerized education and information systems are increasingly becoming an important element in learning and the dissemination of knowledge. Television especially has the greatest impact on young people and, as such, has the ability to shape values, attitudes and perceptions of women and girls in both positive and negative ways. It is therefore essential that educators teach critical judgement and analytical skills.

78. Resources allocated to education, particularly for girls and women, are in many countries insufficient and in some cases have been further diminished, including in the context of adjustment policies and programmes. Such insufficient resource allocations have a long-term adverse effect on human development, particularly on the development of women.

79. In addressing unequal access to and inadequate educational opportunities, Governments and other actors should promote an active and visible policy of mainstreaming a gender perspective into all policies and programmes, so that, before decisions are taken, an analysis is made of the effects on women and men, respectively.

Strategic objective B.1. Ensure equal access to education

Actions to be taken

80. By Governments:

- (a) Advance the goal of equal access to education by taking measures to eliminate discrimination in education at all levels on the basis of gender, race, language, religion, national origin, age or disability, or any other form of discrimination and, as appropriate, consider establishing procedures to address grievances;
- (b) By the year 2000, provide universal access to basic education and

ensure completion of primary education by at least 80 per cent of primary school-age children; close the gender gap in primary and secondary school education by the year 2005; provide universal primary education in all countries before the year 2015;

- (c) Eliminate gender disparities in access to all areas of tertiary education by ensuring that women have equal access to career development, training, scholarships and fellowships, and by adopting positive action when appropriate;
- (d) Create a gender-sensitive educational system in order to ensure equal educational and training opportunities and full and equal participation of women in educational administration and policy- and decision-making;
- (e) Provide - in collaboration with parents, non-governmental organizations, including youth organizations, communities and the private sector - young women with academic and technical training, career planning, leadership and social skills and work experience to prepare them to participate fully in society;
- (f) Increase enrolment and retention rates of girls by allocating appropriate budgetary resources; by enlisting the support of parents and the community, as well as through campaigns, flexible school schedules, incentives, scholarships and other means to minimize the costs of girls' education to their families and to facilitate parents' ability to choose education for the girl child; and by ensuring that the rights of women and girls to freedom of conscience and religion are respected in educational institutions through repealing any discriminatory laws or legislation based on religion, race or culture;
- (g) Promote an educational setting that eliminates all barriers that impeded the schooling of pregnant adolescents and young mothers, including, as appropriate, affordable and physically accessible child-care facilities and parental education to encourage those who are responsible for the care of their children and siblings during their school years, to return to or continue with and complete schooling;
- (h) Improve the quality of education and equal opportunities for women and men in terms of access in order to ensure that women of all ages can acquire the knowledge, capacities, aptitudes, skills and ethical values needed to develop and to participate fully under equal conditions in the process of social, economic and political development;
- (i) Make available non-discriminatory and gender-sensitive professional school counselling and career education programmes to encourage girls to pursue academic and technical curricula in order to widen their future career opportunities;
- (j) Encourage ratification of the International Covenant on Economic, Social and Cultural Rights 13/ where they have not already done so.

Strategic objective B.2. Eradicate illiteracy among women

Actions to be taken

81. By Governments, national, regional and international bodies, bilateral and multilateral donors and non-governmental organizations:

- (a) Reduce the female illiteracy rate to at least half its 1990 level, with emphasis on rural women, migrant, refugee and internally displaced women and women with disabilities;
- (b) Provide universal access to, and seek to ensure gender equality in the completion of, primary education for girls by the year 2000;
- (c) Eliminate the gender gap in basic and functional literacy, as recommended in the World Declaration on Education for All (Jomtien);
- (d) Narrow the disparities between developed and developing countries;
- (e) Encourage adult and family engagement in learning to promote total literacy for all people;
- (f) Promote, together with literacy, life skills and scientific and technological knowledge and work towards an expansion of the definition of literacy, taking into account current targets and benchmarks.

Strategic objective B.3. Improve women's access to vocational training, science and technology, and continuing education

Actions to be taken

82. By Governments, in cooperation with employers, workers and trade unions, international and non-governmental organizations, including women's and youth organizations, and educational institutions:

- (a) Develop and implement education, training and retraining policies for women, especially young women and women re-entering the labour market, to provide skills to meet the needs of a changing socio-economic context for improving their employment opportunities;
- (b) Provide recognition to non-formal educational opportunities for girls and women in the educational system;
- (c) Provide information to women and girls on the availability and benefits of vocational training, training programmes in science and technology and programmes of continuing education;
- (d) Design educational and training programmes for women who are unemployed in order to provide them with new knowledge and skills that will enhance and broaden their employment opportunities, including self-employment, and development of their entrepreneurial skills;
- (e) Diversify vocational and technical training and improve access for and retention of girls and women in education and vocational training in

such fields as science, mathematics, engineering, environmental sciences and technology, information technology and high technology, as well as management training;

- (f) Promote women's central role in food and agricultural research, extension and education programmes;
- (g) Encourage the adaptation of curricula and teaching materials, encourage a supportive training environment and take positive measures to promote training for the full range of occupational choices of non-traditional careers for women and men, including the development of multidisciplinary courses for science and mathematics teachers to sensitize them to the relevance of science and technology to women's lives;
- (h) Develop curricula and teaching materials and formulate and take positive measures to ensure women better access to and participation in technical and scientific areas, especially areas where they are not represented or are underrepresented;
- (i) Develop policies and programmes to encourage women to participate in all apprenticeship programmes;
- (j) Increase training in technical, managerial, agricultural extension and marketing areas for women in agriculture, fisheries, industry and business, arts and crafts, to increase income-generating opportunities, women's participation in economic decision-making, in particular through women's organizations at the grass-roots level, and their contribution to production, marketing, business, and science and technology;
- (k) Ensure access to quality education and training at all appropriate levels for adult women with little or no education, for women with disabilities and for documented migrant, refugee and displaced women to improve their work opportunities.

Strategic objective B.4. Develop non-discriminatory education and training

Actions to be taken

83. By Governments, educational authorities and other educational and academic institutions:

- (a) Elaborate recommendations and develop curricula, textbooks and teaching aids free of gender-based stereotypes for all levels of education, including teacher training, in association with all concerned - publishers, teachers, public authorities and parents' associations;
- (b) Develop training programmes and materials for teachers and educators that raise awareness about the status, role and contribution of women and men in the family, as defined in paragraph 29 above, and society; in this context, promote equality, cooperation, mutual respect and shared responsibilities between girls and boys from pre-school level onward and develop, in particular, educational modules to ensure that

boys have the skills necessary to take care of their own domestic needs and to share responsibility for their household and for the care of dependants;

- (c) Develop training programmes and materials for teachers and educators that raise awareness of their own role in the educational process, with a view to providing them with effective strategies for gender-sensitive teaching;
- (d) Take actions to ensure that female teachers and professors have the same opportunities as and equal status with male teachers and professors, in view of the importance of having female teachers at all levels and in order to attract girls to school and retain them in school;
- (e) Introduce and promote training in peaceful conflict resolution;
- (f) Take positive measures to increase the proportion of women gaining access to educational policy- and decision-making, particularly women teachers at all levels of education and in academic disciplines that are traditionally male-dominated, such as the scientific and technological fields;
- (g) Support and develop gender studies and research at all levels of education, especially at the postgraduate level of academic institutions, and apply them in the development of curricula, including university curricula, textbooks and teaching aids, and in teacher training;
- (h) Develop leadership training and opportunities for all women to encourage them to take leadership roles both as students and as adults in civil society;
- (i) Develop appropriate education and information programmes with due respect for multilingualism, particularly in conjunction with the mass media, that make the public, particularly parents, aware of the importance of non-discriminatory education for children and the equal sharing of family responsibilities by girls and boys;
- (j) Develop human rights education programmes that incorporate the gender dimension at all levels of education, in particular by encouraging higher education institutions, especially in their graduate and postgraduate juridical, social and political science curricula, to include the study of the human rights of women as they appear in United Nations conventions;
- (k) Remove legal, regulatory and social barriers, where appropriate, to sexual and reproductive health education within formal education programmes regarding women's health issues;
- (l) Encourage, with the guidance and support of their parents and in cooperation with educational staff and institutions, the elaboration of educational programmes for girls and boys and the creation of integrated services in order to raise awareness of their responsibilities and to help them to assume those responsibilities, taking into account the importance of such education and services to personal development and self-esteem, as well as the urgent need to

avoid unwanted pregnancy, the spread of sexually transmitted diseases, especially HIV/AIDS, and such phenomena as sexual violence and abuse;

- (m) Provide accessible recreational and sports facilities and establish and strengthen gender-sensitive programmes for girls and women of all ages in education and community institutions and support the advancement of women in all areas of athletics and physical activity, including coaching, training and administration, and as participants at the national, regional and international levels;
- (n) Recognize and support the right of indigenous women and girls to education and promote a multicultural approach to education that is responsive to the needs, aspirations and cultures of indigenous women, including by developing appropriate education programmes, curricula and teaching aids, to the extent possible in the languages of indigenous people, and by providing for the participation of indigenous women in these processes;
- (o) Acknowledge and respect the artistic, spiritual and cultural activities of indigenous women;
- (p) Ensure that gender equality and cultural, religious and other diversity are respected in educational institutions;
- (q) Promote education, training and relevant information programmes for rural and farming women through the use of affordable and appropriate technologies and the mass media - for example, radio programmes, cassettes and mobile units;
- (r) Provide non-formal education, especially for rural women, in order to realize their potential with regard to health, micro-enterprise, agriculture and legal rights;
- (s) Remove all barriers to access to formal education for pregnant adolescents and young mothers, and support the provision of child care and other support services where necessary.

Strategic objective B.5. Allocate sufficient resources for and monitor the implementation of educational reforms

Actions to be taken

84. By Governments:

- (a) Provide the required budgetary resources to the educational sector, with reallocation within the educational sector to ensure increased funds for basic education, as appropriate;
- (b) Establish a mechanism at appropriate levels to monitor the implementation of educational reforms and measures in relevant ministries, and establish technical assistance programmes, as appropriate, to address issues raised by the monitoring efforts.

85. By Governments and, as appropriate, private and public institutions, foundations, research institutes and non-governmental organizations:

- (a) When necessary, mobilize additional funds from private and public institutions, foundations, research institutes and non-governmental organizations to enable girls and women, as well as boys and men on an equal basis, to complete their education, with particular emphasis on under-served populations;
- (b) Provide funding for special programmes, such as programmes in mathematics, science and computer technology, to advance opportunities for all girls and women.

86. By multilateral development institutions, including the World Bank, regional development banks, bilateral donors and foundations:

- (a) Consider increasing funding for the education and training needs of girls and women as a priority in development assistance programmes;
- (b) Consider working with recipient Governments to ensure that funding for women's education is maintained or increased in structural adjustment and economic recovery programmes, including lending and stabilization programmes.

87. By international and intergovernmental organizations, especially the United Nations Educational, Scientific and Cultural Organization, at the global level:

- (a) Contribute to the evaluation of progress achieved, using educational indicators generated by national, regional and international bodies, and urge Governments, in implementing measures, to eliminate differences between women and men and boys and girls with regard to opportunities in education and training and the levels achieved in all fields, particularly in primary and literacy programmes;
- (b) Provide technical assistance upon request to developing countries to strengthen the capacity to monitor progress in closing the gap between women and men in education, training and research, and in levels of achievement in all fields, particularly basic education and the elimination of illiteracy;
- (c) Conduct an international campaign promoting the right of women and girls to education;
- (d) Allocate a substantial percentage of their resources to basic education for women and girls.

Strategic objective B.6. Promote life-long education and training for girls and women

Actions to be taken

88. By Governments, educational institutions and communities:

- (a) Ensure the availability of a broad range of educational and training programmes that lead to ongoing acquisition by women and girls of the knowledge and skills required for living in, contributing to and benefiting from their communities and nations;
- (b) Provide support for child care and other services to enable mothers to

continue their schooling;

- (c) Create flexible education, training and retraining programmes for life-long learning that facilitate transitions between women's activities at all stages of their lives.

C. Women and health*

89. Women have the right to the enjoyment of the highest attainable standard of physical and mental health. The enjoyment of this right is vital to their life and well-being and their ability to participate in all areas of public and private life. Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity. Women's health involves their emotional, social and physical well-being and is determined by the social, political and economic context of their lives, as well as by biology. However, health and well-being elude the majority of women. A major barrier for women to the achievement of the highest attainable standard of health is inequality, both between men and women and among women in different geographical regions, social classes and indigenous and ethnic groups. In national and international forums, women have emphasized that to attain optimal health throughout the life cycle, equality, including the sharing of family responsibilities, development and peace are necessary conditions.

90. Women have different and unequal access to and use of basic health resources, including primary health services for the prevention and treatment of childhood diseases, malnutrition, anaemia, diarrhoeal diseases, communicable diseases, malaria and other tropical diseases and tuberculosis, among others. Women also have different and unequal opportunities for the protection, promotion and maintenance of their health. In many developing countries, the lack of emergency obstetric services is also of particular concern. Health policies and programmes often perpetuate gender stereotypes and fail to consider socio-economic disparities and other differences among women and may not fully take account of the lack of autonomy of women regarding their health. Women's health is also affected by gender bias in the health system and by the provision of inadequate and inappropriate medical services to women.

91. In many countries, especially developing countries, in particular the least developed countries, a decrease in public health spending and, in some cases, structural adjustment, contribute to the deterioration of public health systems. In addition, privatization of health-care systems without appropriate guarantees of universal access to affordable health care further reduces health-care availability. This situation not only directly affects the health of girls and women, but also places disproportionate responsibilities on women, whose multiple roles, including their roles within the family and the community, are often not acknowledged; hence they do not receive the necessary social, psychological and economic support.

* The Holy See expressed a general reservation on this section. The reservation is to be interpreted in terms of the statement made by the representative of the Holy See at the 4th meeting of the Main Committee, on 14 September 1995 (see chap. V of the present report, para. 11).

92. Women's right to the enjoyment of the highest standard of health must be secured throughout the whole life cycle in equality with men. Women are affected by many of the same health conditions as men, but women experience them differently. The prevalence among women of poverty and economic dependence, their experience of violence, negative attitudes towards women and girls, racial and other forms of discrimination, the limited power many women have over their sexual and reproductive lives and lack of influence in decision-making are social realities which have an adverse impact on their health. Lack of food and inequitable distribution of food for girls and women in the household, inadequate access to safe water, sanitation facilities and fuel supplies, particularly in rural and poor urban areas, and deficient housing conditions, all overburden women and their families and have a negative effect on their health. Good health is essential to leading a productive and fulfilling life, and the right of all women to control all aspects of their health, in particular their own fertility, is basic to their empowerment.

93. Discrimination against girls, often resulting from son preference, in access to nutrition and health-care services endangers their current and future health and well-being. Conditions that force girls into early marriage, pregnancy and child-bearing and subject them to harmful practices, such as female genital mutilation, pose grave health risks. Adolescent girls need, but too often do not have, access to necessary health and nutrition services as they mature. Counselling and access to sexual and reproductive health information and services for adolescents are still inadequate or lacking completely, and a young woman's right to privacy, confidentiality, respect and informed consent is often not considered. Adolescent girls are both biologically and psychosocially more vulnerable than boys to sexual abuse, violence and prostitution, and to the consequences of unprotected and premature sexual relations. The trend towards early sexual experience, combined with a lack of information and services, increases the risk of unwanted and too early pregnancy, HIV infection and other sexually transmitted diseases, as well as unsafe abortions. Early child-bearing continues to be an impediment to improvements in the educational, economic and social status of women in all parts of the world. Overall, for young women early marriage and early motherhood can severely curtail educational and employment opportunities and are likely to have a long-term, adverse impact on the quality of their lives and the lives of their children. Young men are often not educated to respect women's self-determination and to share responsibility with women in matters of sexuality and reproduction.

94. Reproductive health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity, in all matters relating to the reproductive system and to its functions and processes. Reproductive health therefore implies that people are able to have a satisfying and safe sex life and that they have the capability to reproduce and the freedom to decide if, when and how often to do so. Implicit in this last condition are the right of men and women to be informed and to have access to safe, effective, affordable and acceptable methods of family planning of their choice, as well as other methods of their choice for regulation of fertility which are not against the law, and the right of access to appropriate health-care services that will enable women to go safely through pregnancy and childbirth and provide couples with the best chance of having a healthy infant. In line with the above definition of reproductive health, reproductive health care is defined as the constellation of methods, techniques and services that contribute to reproductive health and well-being by preventing and solving reproductive health problems. It also includes sexual health, the purpose of which is the enhancement of life and personal relations, and not merely counselling and care related to reproduction and sexually transmitted diseases.

95. Bearing in mind the above definition, reproductive rights embrace certain human rights that are already recognized in national laws, international human rights documents and other consensus documents. These rights rest on the recognition of the basic right of all couples and individuals to decide freely and responsibly the number, spacing and timing of their children and to have the information and means to do so, and the right to attain the highest standard of sexual and reproductive health. It also includes their right to make decisions concerning reproduction free of discrimination, coercion and violence, as expressed in human rights documents. In the exercise of this right, they should take into account the needs of their living and future children and their responsibilities towards the community. The promotion of the responsible exercise of these rights for all people should be the fundamental basis for government- and community-supported policies and programmes in the area of reproductive health, including family planning. As part of their commitment, full attention should be given to the promotion of mutually respectful and equitable gender relations and particularly to meeting the educational and service needs of adolescents to enable them to deal in a positive and responsible way with their sexuality. Reproductive health eludes many of the world's people because of such factors as: inadequate levels of knowledge about human sexuality and inappropriate or poor-quality reproductive health information and services; the prevalence of high-risk sexual behaviour; discriminatory social practices; negative attitudes towards women and girls; and the limited power many women and girls have over their sexual and reproductive lives. Adolescents are particularly vulnerable because of their lack of information and access to relevant services in most countries. Older women and men have distinct reproductive and sexual health issues which are often inadequately addressed.

96. The human rights of women include their right to have control over and decide freely and responsibly on matters related to their sexuality, including sexual and reproductive health, free of coercion, discrimination and violence. Equal relationships between women and men in matters of sexual relations and reproduction, including full respect for the integrity of the person, require mutual respect, consent and shared responsibility for sexual behaviour and its consequences.

97. Further, women are subject to particular health risks due to inadequate responsiveness and lack of services to meet health needs related to sexuality and reproduction. Complications related to pregnancy and childbirth are among the leading causes of mortality and morbidity of women of reproductive age in many parts of the developing world. Similar problems exist to a certain degree in some countries with economies in transition. Unsafe abortions threaten the lives of a large number of women, representing a grave public health problem as it is primarily the poorest and youngest who take the highest risk. Most of these deaths, health problems and injuries are preventable through improved access to adequate health-care services, including safe and effective family planning methods and emergency obstetric care, recognizing the right of women and men to be informed and to have access to safe, effective, affordable and acceptable methods of family planning of their choice, as well as other methods of their choice for regulation of fertility which are not against the law, and the right of access to appropriate health-care services that will enable women to go safely through pregnancy and childbirth and provide couples with the best chance of having a healthy infant. These problems and means should be addressed on the basis of the report of the International Conference on Population and Development, with particular reference to relevant paragraphs of the Programme of Action of the Conference. 14/ In most countries, the neglect of women's reproductive rights severely limits their opportunities in public and private

life, including opportunities for education and economic and political empowerment. The ability of women to control their own fertility forms an important basis for the enjoyment of other rights. Shared responsibility between women and men in matters related to sexual and reproductive behaviour is also essential to improving women's health.

98. HIV/AIDS and other sexually transmitted diseases, the transmission of which is sometimes a consequence of sexual violence, are having a devastating effect on women's health, particularly the health of adolescent girls and young women. They often do not have the power to insist on safe and responsible sex practices and have little access to information and services for prevention and treatment. Women, who represent half of all adults newly infected with HIV/AIDS and other sexually transmitted diseases, have emphasized that social vulnerability and the unequal power relationships between women and men are obstacles to safe sex, in their efforts to control the spread of sexually transmitted diseases. The consequences of HIV/AIDS reach beyond women's health to their role as mothers and caregivers and their contribution to the economic support of their families. The social, developmental and health consequences of HIV/AIDS and other sexually transmitted diseases need to be seen from a gender perspective.

99. Sexual and gender-based violence, including physical and psychological abuse, trafficking in women and girls, and other forms of abuse and sexual exploitation place girls and women at high risk of physical and mental trauma, disease and unwanted pregnancy. Such situations often deter women from using health and other services.

100. Mental disorders related to marginalization, powerlessness and poverty, along with overwork and stress and the growing incidence of domestic violence as well as substance abuse, are among other health issues of growing concern to women. Women throughout the world, especially young women, are increasing their use of tobacco with serious effects on their health and that of their children. Occupational health issues are also growing in importance, as a large number of women work in low-paid jobs in either the formal or the informal labour market under tedious and unhealthy conditions, and the number is rising. Cancers of the breast and cervix and other cancers of the reproductive system, as well as infertility affect growing numbers of women and may be preventable, or curable, if detected early.

101. With the increase in life expectancy and the growing number of older women, their health concerns require particular attention. The long-term health prospects of women are influenced by changes at menopause, which, in combination with life-long conditions and other factors, such as poor nutrition and lack of physical activity, may increase the risk of cardiovascular disease and osteoporosis. Other diseases of ageing and the interrelationships of ageing and disability among women also need particular attention.

102. Women, like men, particularly in rural areas and poor urban areas, are increasingly exposed to environmental health hazards owing to environmental catastrophes and degradation. Women have a different susceptibility to various environmental hazards, contaminants and substances and they suffer different consequences from exposure to them.

103. The quality of women's health care is often deficient in various ways, depending on local circumstances. Women are frequently not treated with respect, nor are they guaranteed privacy and confidentiality, nor do they always receive full information about the options and services available. Furthermore, in some countries, over-medicating of women's life events is common, leading to

unnecessary surgical intervention and inappropriate medication.

104. Statistical data on health are often not systematically collected, disaggregated and analysed by age, sex and socio-economic status and by established demographic criteria used to serve the interests and solve the problems of subgroups, with particular emphasis on the vulnerable and marginalized and other relevant variables. Recent and reliable data on the mortality and morbidity of women and conditions and diseases particularly affecting women are not available in many countries. Relatively little is known about how social and economic factors affect the health of girls and women of all ages, about the provision of health services to girls and women and the patterns of their use of such services, and about the value of disease prevention and health promotion programmes for women. Subjects of importance to women's health have not been adequately researched and women's health research often lacks funding. Medical research, on heart disease, for example, and epidemiological studies in many countries are often based solely on men; they are not gender specific. Clinical trials involving women to establish basic information about dosage, side-effects and effectiveness of drugs, including contraceptives, are noticeably absent and do not always conform to ethical standards for research and testing. Many drug therapy protocols and other medical treatments and interventions administered to women are based on research on men without any investigation and adjustment for gender differences.

105. In addressing inequalities in health status and unequal access to and inadequate health-care services between women and men, Governments and other actors should promote an active and visible policy of mainstreaming a gender perspective in all policies and programmes, so that, before decisions are taken, an analysis is made of the effects for women and men, respectively.

Strategic objective C.1. Increase women's access throughout the life cycle to appropriate, affordable and quality health care, information and related services

Actions to be taken

106. By Governments, in collaboration with non-governmental organizations and employers' and workers' organizations and with the support of international institutions:

- (a) Support and implement the commitments made in the Programme of Action of the International Conference on Population and Development, as established in the report of that Conference and the Copenhagen Declaration on Social Development and Programme of Action of the World Summit for Social Development 15/ and the obligations of States parties under the Convention on the Elimination of All Forms of Discrimination against Women and other relevant international agreements, to meet the health needs of girls and women of all ages;
- (b) Reaffirm the right to the enjoyment of the highest attainable standards of physical and mental health, protect and promote the attainment of this right for women and girls and incorporate it in national legislation, for example; review existing legislation, including health legislation, as well as policies, where necessary, to reflect a commitment to women's health and to ensure that they meet the changing roles and responsibilities of women wherever they reside;

- (c) Design and implement, in cooperation with women and community-based organizations, gender-sensitive health programmes, including decentralized health services, that address the needs of women throughout their lives and take into account their multiple roles and responsibilities, the demands on their time, the special needs of rural women and women with disabilities and the diversity of women's needs arising from age and socio-economic and cultural differences, among others; include women, especially local and indigenous women, in the identification and planning of health-care priorities and programmes; remove all barriers to women's health services and provide a broad range of health-care services;
- (d) Allow women access to social security systems in equality with men throughout the whole life cycle;
- (e) Provide more accessible, available and affordable primary health-care services of high quality, including sexual and reproductive health care, which includes family planning information and services, and giving particular attention to maternal and emergency obstetric care, as agreed to in the Programme of Action of the International Conference on Population and Development;
- (f) Redesign health information, services and training for health workers so that they are gender-sensitive and reflect the user's perspectives with regard to interpersonal and communications skills and the user's right to privacy and confidentiality; these services, information and training should be based on a holistic approach;
- (g) Ensure that all health services and workers conform to human rights and to ethical, professional and gender-sensitive standards in the delivery of women's health services aimed at ensuring responsible, voluntary and informed consent; encourage the development, implementation and dissemination of codes of ethics guided by existing international codes of medical ethics as well as ethical principles that govern other health professionals;
- (h) Take all appropriate measures to eliminate harmful, medically unnecessary or coercive medical interventions, as well as inappropriate medication and over-medication of women, and ensure that all women are fully informed of their options, including likely benefits and potential side-effects, by properly trained personnel;
- (i) Strengthen and reorient health services, particularly primary health care, in order to ensure universal access to quality health services for women and girls; reduce ill health and maternal morbidity and achieve world wide the agreed-upon goal of reducing maternal mortality by at least 50 per cent of the 1990 levels by the year 2000 and a further one half by the year 2015; ensure that the necessary services are available at each level of the health system and make reproductive health care accessible, through the primary health-care system, to all individuals of appropriate ages as soon as possible and no later than the year 2015;
- (j) Recognize and deal with the health impact of unsafe abortion as a major public health concern, as agreed in paragraph 8.25 of the Programme of Action of the International Conference on Population and Development; 14/

- (k) In the light of paragraph 8.25 of the Programme of Action of the International Conference on Population and Development, which states: "In no case should abortion be promoted as a method of family planning. All Governments and relevant intergovernmental and non-governmental organizations are urged to strengthen their commitment to women's health, to deal with the health impact of unsafe abortion 16/ as a major public health concern and to reduce the recourse to abortion through expanded and improved family-planning services. Prevention of unwanted pregnancies must always be given the highest priority and every attempt should be made to eliminate the need for abortion. Women who have unwanted pregnancies should have ready access to reliable information and compassionate counselling. Any measures or changes related to abortion within the health system can only be determined at the national or local level according to the national legislative process. In circumstances where abortion is not against the law, such abortion should be safe. In all cases, women should have access to quality services for the management of complications arising from abortion. Post-abortion counselling, education and family-planning services should be offered promptly, which will also help to avoid repeat abortions", consider reviewing laws containing punitive measures against women who have undergone illegal abortions;
- (l) Give particular attention to the needs of girls, especially the promotion of healthy behaviour, including physical activities; take specific measures for closing the gender gaps in morbidity and mortality where girls are disadvantaged, while achieving internationally approved goals for the reduction of infant and child mortality - specifically, by the year 2000, the reduction of mortality rates of infants and children under five years of age by one third of the 1990 level, or 50 to 70 per 1,000 live births, whichever is less; by the year 2015 an infant mortality rate below 35 per 1,000 live births and an under-five mortality rate below 45 per 1,000;
- (m) Ensure that girls have continuing access to necessary health and nutrition information and services as they mature, to facilitate a healthful transition from childhood to adulthood;
- (n) Develop information, programmes and services to assist women to understand and adapt to changes associated with ageing and to address and treat the health needs of older women, paying particular attention to those who are physically or psychologically dependent;
- (o) Ensure that girls and women of all ages with any form of disability receive supportive services;
- (p) Formulate special policies, design programmes and enact the legislation necessary to alleviate and eliminate environmental and occupational health hazards associated with work in the home, in the workplace and elsewhere with attention to pregnant and lactating women;
- (q) Integrate mental health services into primary health-care systems or other appropriate levels, develop supportive programmes and train primary health workers to recognize and care for girls and women of all ages who have experienced any form of violence especially domestic violence, sexual abuse or other abuse resulting from armed and

non-armed conflict;

- (r) Promote public information on the benefits of breast-feeding; examine ways and means of implementing fully the WHO/UNICEF International Code of Marketing of Breast-milk Substitutes, and enable mothers to breast-feed their infants by providing legal, economic, practical and emotional support;
- (s) Establish mechanisms to support and involve non-governmental organizations, particularly women's organizations, professional groups and other bodies working to improve the health of girls and women, in government policy-making, programme design, as appropriate, and implementation within the health sector and related sectors at all levels;
- (t) Support non-governmental organizations working on women's health and help develop networks aimed at improving coordination and collaboration between all sectors that affect health;
- (u) Rationalize drug procurement and ensure a reliable, continuous supply of high-quality pharmaceutical, contraceptive and other supplies and equipment, using the WHO Model List of Essential Drugs as a guide, and ensure the safety of drugs and devices through national regulatory drug approval processes;
- (v) Provide improved access to appropriate treatment and rehabilitation services for women substance abusers and their families;
- (w) Promote and ensure household and national food security, as appropriate, and implement programmes aimed at improving the nutritional status of all girls and women by implementing the commitments made in the Plan of Action on Nutrition of the International Conference on Nutrition, 17/ including a reduction world wide of severe and moderate malnutrition among children under the age of five by one half of 1990 levels by the year 2000, giving special attention to the gender gap in nutrition, and a reduction in iron deficiency anaemia in girls and women by one third of the 1990 levels by the year 2000;
- (x) Ensure the availability of and universal access to safe drinking water and sanitation and put in place effective public distribution systems as soon as possible;
- (y) Ensure full and equal access to health-care infrastructure and services for indigenous women.

Strategic objective C.2. Strengthen preventive programmes
that promote women's health

Actions to be taken

107. By Governments, in cooperation with non-governmental organizations, the mass media, the private sector and relevant international organizations, including United Nations bodies, as appropriate:

- (a) Give priority to both formal and informal educational programmes that support and enable women to develop self-esteem, acquire knowledge, make decisions on and take responsibility for their own health, achieve mutual respect in matters concerning sexuality and fertility and educate men regarding the importance of women's health and well-being, placing special focus on programmes for both men and women that emphasize the elimination of harmful attitudes and practices, including female genital mutilation, son preference (which results in female infanticide and prenatal sex selection), early marriage, including child marriage, violence against women, sexual exploitation, sexual abuse, which at times is conducive to infection with HIV/AIDS and other sexually transmitted diseases, drug abuse, discrimination against girls and women in food allocation and other harmful attitudes and practices related to the life, health and well-being of women, and recognizing that some of these practices can be violations of human rights and ethical medical principles;
- (b) Pursue social, human development, education and employment policies to eliminate poverty among women in order to reduce their susceptibility to ill health and to improve their health;
- (c) Encourage men to share equally in child care and household work and to provide their share of financial support for their families, even if they do not live with them;
- (d) Reinforce laws, reform institutions and promote norms and practices that eliminate discrimination against women and encourage both women and men to take responsibility for their sexual and reproductive behaviour; ensure full respect for the integrity of the person, take action to ensure the conditions necessary for women to exercise their reproductive rights and eliminate coercive laws and practices;
- (e) Prepare and disseminate accessible information, through public health campaigns, the media, reliable counselling and the education system, designed to ensure that women and men, particularly young people, can acquire knowledge about their health, especially information on sexuality and reproduction, taking into account the rights of the child to access to information, privacy, confidentiality, respect and informed consent, as well as the responsibilities, rights and duties of parents and legal guardians to provide, in a manner consistent with the evolving capacities of the child, appropriate direction and guidance in the exercise by the child of the rights recognized in the Convention on the Rights of the Child, and in conformity with the Convention on the Elimination of All Forms of Discrimination against Women; ensure that in all actions concerning children, the best interests of the child are a primary consideration;
- (f) Create and support programmes in the educational system, in the

workplace and in the community to make opportunities to participate in sport, physical activity and recreation available to girls and women of all ages on the same basis as they are made available to men and boys;

- (g) Recognize the specific needs of adolescents and implement specific appropriate programmes, such as education and information on sexual and reproductive health issues and on sexually transmitted diseases, including HIV/AIDS, taking into account the rights of the child and the responsibilities, rights and duties of parents as stated in paragraph 107 (e) above;
- (h) Develop policies that reduce the disproportionate and increasing burden on women who have multiple roles within the family and the community by providing them with adequate support and programmes from health and social services;
- (i) Adopt regulations to ensure that the working conditions, including remuneration and promotion of women at all levels of the health system, are non-discriminatory and meet fair and professional standards to enable them to work effectively;
- (j) Ensure that health and nutritional information and training form an integral part of all adult literacy programmes and school curricula from the primary level;
- (k) Develop and undertake media campaigns and information and educational programmes that inform women and girls of the health and related risks of substance abuse and addiction and pursue strategies and programmes that discourage substance abuse and addiction and promote rehabilitation and recovery;
- (l) Devise and implement comprehensive and coherent programmes for the prevention, diagnosis and treatment of osteoporosis, a condition that predominantly affects women;
- (m) Establish and/or strengthen programmes and services, including media campaigns, that address the prevention, early detection and treatment of breast, cervical and other cancers of the reproductive system;
- (n) Reduce environmental hazards that pose a growing threat to health, especially in poor regions and communities; apply a precautionary approach, as agreed to in the Rio Declaration on Environment and Development, 18/ and include reporting on women's health risks related to the environment in monitoring the implementation of Agenda 21; 19/
- (o) Create awareness among women, health professionals, policy makers and the general public about the serious but preventable health hazards stemming from tobacco consumption and the need for regulatory and education measures to reduce smoking as important health promotion and disease prevention activities;
- (p) Ensure that medical school curricula and other health-care training include gender-sensitive, comprehensive and mandatory courses on women's health;

- (q) Adopt specific preventive measures to protect women, youth and children from any abuse - sexual abuse, exploitation, trafficking and violence, for example - including the formulation and enforcement of laws, and provide legal protection and medical and other assistance.

Strategic objective C.3. Undertake gender-sensitive initiatives that address sexually transmitted diseases, HIV/AIDS, and sexual and reproductive health issues

Actions to be taken

108. By Governments, international bodies including relevant United Nations organizations, bilateral and multilateral donors and non-governmental organizations:

- (a) Ensure the involvement of women, especially those infected with HIV/AIDS or other sexually transmitted diseases or affected by the HIV/AIDS pandemic, in all decision-making relating to the development, implementation, monitoring and evaluation of policies and programmes on HIV/AIDS and other sexually transmitted diseases;
- (b) Review and amend laws and combat practices, as appropriate, that may contribute to women's susceptibility to HIV infection and other sexually transmitted diseases, including enacting legislation against those socio-cultural practices that contribute to it, and implement legislation, policies and practices to protect women, adolescents and young girls from discrimination related to HIV/AIDS;
- (c) Encourage all sectors of society, including the public sector, as well as international organizations, to develop compassionate and supportive, non-discriminatory HIV/AIDS-related policies and practices that protect the rights of infected individuals;
- (d) Recognize the extent of the HIV/AIDS pandemic in their countries, taking particularly into account its impact on women, with a view to ensuring that infected women do not suffer stigmatization and discrimination, including during travel;
- (e) Develop gender-sensitive multisectoral programmes and strategies to end social subordination of women and girls and to ensure their social and economic empowerment and equality; facilitate promotion of programmes to educate and enable men to assume their responsibilities to prevent HIV/AIDS and other sexually transmitted diseases;
- (f) Facilitate the development of community strategies that will protect women of all ages from HIV and other sexually transmitted diseases; provide care and support to infected girls, women and their families and mobilize all parts of the community in response to the HIV/AIDS pandemic to exert pressure on all responsible authorities to respond in a timely, effective, sustainable and gender-sensitive manner;
- (g) Support and strengthen national capacity to create and improve gender-sensitive policies and programmes on HIV/AIDS and other sexually transmitted diseases, including the provision of resources and facilities to women who find themselves the principal caregivers or

economic support for those infected with HIV/AIDS or affected by the pandemic, and the survivors, particularly children and older persons;

- (h) Provide workshops and specialized education and training to parents, decision makers and opinion leaders at all levels of the community, including religious and traditional authorities, on prevention of HIV/AIDS and other sexually transmitted diseases and on their repercussions on both women and men of all ages;
- (i) Give all women and health workers all relevant information and education about sexually transmitted diseases including HIV/AIDS and pregnancy and the implications for the baby, including breast-feeding;
- (j) Assist women and their formal and informal organizations to establish and expand effective peer education and outreach programmes and to participate in the design, implementation and monitoring of these programmes;
- (k) Give full attention to the promotion of mutually respectful and equitable gender relations and, in particular, to meeting the educational and service needs of adolescents to enable them to deal in a positive and responsible way with their sexuality;
- (l) Design specific programmes for men of all ages and male adolescents, recognizing the parental roles referred to in paragraph 107 (e) above, aimed at providing complete and accurate information on safe and responsible sexual and reproductive behaviour, including voluntary, appropriate and effective male methods for the prevention of HIV/AIDS and other sexually transmitted diseases through, inter alia, abstinence and condom use;
- (m) Ensure the provision, through the primary health-care system, of universal access of couples and individuals to appropriate and affordable preventive services with respect to sexually transmitted diseases, including HIV/AIDS, and expand the provision of counselling and voluntary and confidential diagnostic and treatment services for women; ensure that high-quality condoms as well as drugs for the treatment of sexually transmitted diseases are, where possible, supplied and distributed to health services;
- (n) Support programmes which acknowledge that the higher risk among women of contracting HIV is linked to high-risk behaviour, including intravenous substance use and substance-influenced unprotected and irresponsible sexual behaviour, and take appropriate preventive measures;
- (o) Support and expedite action-oriented research on affordable methods, controlled by women, to prevent HIV and other sexually transmitted diseases, on strategies empowering women to protect themselves from sexually transmitted diseases, including HIV/AIDS, and on methods of care, support and treatment of women, ensuring their involvement in all aspects of such research;
- (p) Support and initiate research which addresses women's needs and situations, including research on HIV infection and other sexually transmitted diseases in women, on women-controlled methods of protection, such as non-spermicidal microbicides, and on male and

female risk-taking attitudes and practices.

Strategic objective C.4. Promote research and disseminate information on women's health

Actions to be taken

109. By Governments, the United Nations system, health professions, research institutions, non-governmental organizations, donors, pharmaceutical industries and the mass media, as appropriate:

- (a) Train researchers and introduce systems that allow for the use of data collected, analysed and disaggregated by, among other factors, sex and age, other established demographic criteria and socio-economic variables, in policy-making, as appropriate, planning, monitoring and evaluation;
- (b) Promote gender-sensitive and women-centred health research, treatment and technology and link traditional and indigenous knowledge with modern medicine, making information available to women to enable them to make informed and responsible decisions;
- (c) Increase the number of women in leadership positions in the health professions, including researchers and scientists, to achieve equality at the earliest possible date;
- (d) Increase financial and other support from all sources for preventive, appropriate biomedical, behavioural, epidemiological and health service research on women's health issues and for research on the social, economic and political causes of women's health problems, and their consequences, including the impact of gender and age inequalities, especially with respect to chronic and non-communicable diseases, particularly cardiovascular diseases and conditions, cancers, reproductive tract infections and injuries, HIV/AIDS and other sexually transmitted diseases, domestic violence, occupational health, disabilities, environmentally related health problems, tropical diseases and health aspects of ageing;
- (e) Inform women about the factors which increase the risks of developing cancers and infections of the reproductive tract, so that they can make informed decisions about their health;
- (f) Support and fund social, economic, political and cultural research on how gender-based inequalities affect women's health, including etiology, epidemiology, provision and utilization of services and eventual outcome of treatment;
- (g) Support health service systems and operations research to strengthen access and improve the quality of service delivery, to ensure appropriate support for women as health-care providers and to examine patterns with respect to the provision of health services to women and use of such services by women;
- (h) Provide financial and institutional support for research on safe, effective, affordable and acceptable methods and technologies for the reproductive and sexual health of women and men, including more safe,

effective, affordable and acceptable methods for the regulation of fertility, including natural family planning for both sexes, methods to protect against HIV/AIDS and other sexually transmitted diseases and simple and inexpensive methods of diagnosing such diseases, among others; this research needs to be guided at all stages by users and from the perspective of gender, particularly the perspective of women, and should be carried out in strict conformity with internationally accepted legal, ethical, medical and scientific standards for biomedical research;

- (i) Since unsafe abortion 16/ is a major threat to the health and life of women, research to understand and better address the determinants and consequences of induced abortion, including its effects on subsequent fertility, reproductive and mental health and contraceptive practice, should be promoted, as well as research on treatment of complications of abortions and post-abortion care;
- (j) Acknowledge and encourage beneficial traditional health care, especially that practised by indigenous women, with a view to preserving and incorporating the value of traditional health care in the provision of health services, and support research directed towards achieving this aim;
- (k) Develop mechanisms to evaluate and disseminate available data and research findings to researchers, policy makers, health professionals and women's groups, among others;
- (l) Monitor human genome and related genetic research from the perspective of women's health and disseminate information and results of studies conducted in accordance with accepted ethical standards.

Strategic objective C.5. Increase resources and monitor follow-up for women's health

Actions to be taken

110. By Governments at all levels and, where appropriate, in cooperation with non-governmental organizations, especially women's and youth organizations:

- (a) Increase budgetary allocations for primary health care and social services, with adequate support for secondary and tertiary levels, and give special attention to the reproductive and sexual health of girls and women and give priority to health programmes in rural and poor urban areas;
- (b) Develop innovative approaches to funding health services through promoting community participation and local financing; increase, where necessary, budgetary allocations for community health centres and community-based programmes and services that address women's specific health needs;
- (c) Develop local health services, promoting the incorporation of gender-sensitive community-based participation and self-care and specially designed preventive health programmes;
- (d) Develop goals and time-frames, where appropriate, for improving

women's health and for planning, implementing, monitoring and evaluating programmes, based on gender-impact assessments using qualitative and quantitative data disaggregated by sex, age, other established demographic criteria and socio-economic variables;

- (e) Establish, as appropriate, ministerial and inter-ministerial mechanisms for monitoring the implementation of women's health policy and programme reforms and establish, as appropriate, high-level focal points in national planning authorities responsible for monitoring to ensure that women's health concerns are mainstreamed in all relevant government agencies and programmes.

111. By Governments, the United Nations and its specialized agencies, international financial institutions, bilateral donors and the private sector, as appropriate:

- (a) Formulate policies favourable to investment in women's health and, where appropriate, increase allocations for such investment;
- (b) Provide appropriate material, financial and logistical assistance to youth non-governmental organizations in order to strengthen them to address youth concerns in the area of health, including sexual and reproductive health;
- (c) Give higher priority to women's health and develop mechanisms for coordinating and implementing the health objectives of the Platform for Action and relevant international agreements to ensure progress.

D. Violence against women

112. Violence against women is an obstacle to the achievement of the objectives of equality, development and peace. Violence against women both violates and impairs or nullifies the enjoyment by women of their human rights and fundamental freedoms. The long-standing failure to protect and promote those rights and freedoms in the case of violence against women is a matter of concern to all States and should be addressed. Knowledge about its causes and consequences, as well as its incidence and measures to combat it, have been greatly expanded since the Nairobi Conference. In all societies, to a greater or lesser degree, women and girls are subjected to physical, sexual and psychological abuse that cuts across lines of income, class and culture. The low social and economic status of women can be both a cause and a consequence of violence against women.

113. The term "violence against women" means any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life. Accordingly, violence against women encompasses but is not limited to the following:

- (a) Physical, sexual and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation;

- (b) Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution;
- (c) Physical, sexual and psychological violence perpetrated or condoned by the State, wherever it occurs.

114. Other acts of violence against women include violation of the human rights of women in situations of armed conflict, in particular murder, systematic rape, sexual slavery and forced pregnancy.

115. Acts of violence against women also include forced sterilization and forced abortion, coercive/forced use of contraceptives, female infanticide and prenatal sex selection.

116. Some groups of women, such as women belonging to minority groups, indigenous women, refugee women, women migrants, including women migrant workers, women in poverty living in rural or remote communities, destitute women, women in institutions or in detention, female children, women with disabilities, elderly women, displaced women, repatriated women, women living in poverty and women in situations of armed conflict, foreign occupation, wars of aggression, civil wars, terrorism, including hostage-taking, are also particularly vulnerable to violence.

117. Acts or threats of violence, whether occurring within the home or in the community, or perpetrated or condoned by the State, instil fear and insecurity in women's lives and are obstacles to the achievement of equality and for development and peace. The fear of violence, including harassment, is a permanent constraint on the mobility of women and limits their access to resources and basic activities. High social, health and economic costs to the individual and society are associated with violence against women. Violence against women is one of the crucial social mechanisms by which women are forced into a subordinate position compared with men. In many cases, violence against women and girls occurs in the family or within the home, where violence is often tolerated. The neglect, physical and sexual abuse, and rape of girl children and women by family members and other members of the household, as well as incidences of spousal and non-spousal abuse, often go unreported and are thus difficult to detect. Even when such violence is reported, there is often a failure to protect victims or punish perpetrators.

118. Violence against women is a manifestation of the historically unequal power relations between men and women, which have led to domination over and discrimination against women by men and to the prevention of women's full advancement. Violence against women throughout the life cycle derives essentially from cultural patterns, in particular the harmful effects of certain traditional or customary practices and all acts of extremism linked to race, sex, language or religion that perpetuate the lower status accorded to women in the family, the workplace, the community and society. Violence against women is exacerbated by social pressures, notably the shame of denouncing certain acts that have been perpetrated against women; women's lack of access to legal information, aid or protection; the lack of laws that effectively prohibit violence against women; failure to reform existing laws; inadequate efforts on the part of public authorities to promote awareness of and enforce existing laws; and the absence of educational and other means to address the causes and consequences of violence. Images in the media of violence against women, in particular those that depict rape or sexual slavery as well as the use of women

and girls as sex objects, including pornography, are factors contributing to the continued prevalence of such violence, adversely influencing the community at large, in particular children and young people.

119. Developing a holistic and multidisciplinary approach to the challenging task of promoting families, communities and States that are free of violence against women is necessary and achievable. Equality, partnership between women and men and respect for human dignity must permeate all stages of the socialization process. Educational systems should promote self-respect, mutual respect, and cooperation between women and men.

120. The absence of adequate gender-disaggregated data and statistics on the incidence of violence makes the elaboration of programmes and monitoring of changes difficult. Lack of or inadequate documentation and research on domestic violence, sexual harassment and violence against women and girls in private and in public, including the workplace, impede efforts to design specific intervention strategies. Experience in a number of countries shows that women and men can be mobilized to overcome violence in all its forms and that effective public measures can be taken to address both the causes and the consequences of violence. Men's groups mobilizing against gender violence are necessary allies for change.

121. Women may be vulnerable to violence perpetrated by persons in positions of authority in both conflict and non-conflict situations. Training of all officials in humanitarian and human rights law and the punishment of perpetrators of violent acts against women would help to ensure that such violence does not take place at the hands of public officials in whom women should be able to place trust, including police and prison officials and security forces.

122. The effective suppression of trafficking in women and girls for the sex trade is a matter of pressing international concern. Implementation of the 1949 Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others, 20/ as well as other relevant instruments, needs to be reviewed and strengthened. The use of women in international prostitution and trafficking networks has become a major focus of international organized crime. The Special Rapporteur of the Commission on Human Rights on violence against women, who has explored these acts as an additional cause of the violation of the human rights and fundamental freedoms of women and girls, is invited to address, within her mandate and as a matter of urgency, the issue of international trafficking for the purposes of the sex trade, as well as the issues of forced prostitution, rape, sexual abuse and sex tourism. Women and girls who are victims of this international trade are at an increased risk of further violence, as well as unwanted pregnancy and sexually transmitted infection, including infection with HIV/AIDS.

123. In addressing violence against women, Governments and other actors should promote an active and visible policy of mainstreaming a gender perspective in all policies and programmes so that before decisions are taken an analysis may be made of their effects on women and men, respectively.

Strategic objective D.1. Take integrated measures to prevent and eliminate violence against women

Actions to be taken

124. By Governments:

- (a) Condemn violence against women and refrain from invoking any custom, tradition or religious consideration to avoid their obligations with respect to its elimination as set out in the Declaration on the Elimination of Violence against Women;
- (b) Refrain from engaging in violence against women and exercise due diligence to prevent, investigate and, in accordance with national legislation, punish acts of violence against women, whether those acts are perpetrated by the State or by private persons;
- (c) Enact and/or reinforce penal, civil, labour and administrative sanctions in domestic legislation to punish and redress the wrongs done to women and girls who are subjected to any form of violence, whether in the home, the workplace, the community or society;
- (d) Adopt and/or implement and periodically review and analyse legislation to ensure its effectiveness in eliminating violence against women, emphasizing the prevention of violence and the prosecution of offenders; take measures to ensure the protection of women subjected to violence, access to just and effective remedies, including compensation and indemnification and healing of victims, and rehabilitation of perpetrators;
- (e) Work actively to ratify and/or implement international human rights norms and instruments as they relate to violence against women, including those contained in the Universal Declaration of Human Rights, 21/ the International Covenant on Civil and Political Rights, 13/ the International Covenant on Economic, Social and Cultural Rights, 13/ and the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment; 22/
- (f) Implement the Convention on the Elimination of All Forms of Discrimination against Women, taking into account general recommendation 19, adopted by the Committee on the Elimination of Discrimination against Women at its eleventh session; 23/
- (g) Promote an active and visible policy of mainstreaming a gender perspective in all policies and programmes related to violence against women; actively encourage, support and implement measures and programmes aimed at increasing the knowledge and understanding of the causes, consequences and mechanisms of violence against women among those responsible for implementing these policies, such as law enforcement officers, police personnel and judicial, medical and social workers, as well as those who deal with minority, migration and refugee issues, and develop strategies to ensure that the revictimization of women victims of violence does not occur because of gender-insensitive laws or judicial or enforcement practices;
- (h) Provide women who are subjected to violence with access to the mechanisms of justice and, as provided for by national legislation, to

just and effective remedies for the harm they have suffered and inform women of their rights in seeking redress through such mechanisms;

- (i) Enact and enforce legislation against the perpetrators of practices and acts of violence against women, such as female genital mutilation, female infanticide, prenatal sex selection and dowry-related violence, and give vigorous support to the efforts of non-governmental and community organizations to eliminate such practices;
- (j) Formulate and implement, at all appropriate levels, plans of action to eliminate violence against women;
- (k) Adopt all appropriate measures, especially in the field of education, to modify the social and cultural patterns of conduct of men and women, and to eliminate prejudices, customary practices and all other practices based on the idea of the inferiority or superiority of either of the sexes and on stereotyped roles for men and women;
- (l) Create or strengthen institutional mechanisms so that women and girls can report acts of violence against them in a safe and confidential environment, free from the fear of penalties or retaliation, and file charges;
- (m) Ensure that women with disabilities have access to information and services in the field of violence against women;
- (n) Create, improve or develop as appropriate, and fund the training programmes for judicial, legal, medical, social, educational and police and immigrant personnel, in order to avoid the abuse of power leading to violence against women and sensitize such personnel to the nature of gender-based acts and threats of violence so that fair treatment of female victims can be assured;
- (o) Adopt laws, where necessary, and reinforce existing laws that punish police, security forces or any other agents of the State who engage in acts of violence against women in the course of the performance of their duties; review existing legislation and take effective measures against the perpetrators of such violence;
- (p) Allocate adequate resources within the government budget and mobilize community resources for activities related to the elimination of violence against women, including resources for the implementation of plans of action at all appropriate levels;
- (q) Include in reports submitted in accordance with the provisions of relevant United Nations human rights instruments, information pertaining to violence against women and measures taken to implement the Declaration on the Elimination of Violence against Women;
- (r) Cooperate with and assist the Special Rapporteur of the Commission on Human Rights on violence against women in the performance of her mandate and furnish all information requested; cooperate also with other competent mechanisms, such as the Special Rapporteur of the Commission on Human Rights on torture and the Special Rapporteur of the Commission on Human Rights on summary, extrajudiciary and arbitrary executions, in relation to violence against women;

- (s) Recommend that the Commission on Human Rights renew the mandate of the Special Rapporteur on violence against women when her term ends in 1997 and, if warranted, to update and strengthen it.

125. By Governments, including local governments, community organizations, non-governmental organizations, educational institutions, the public and private sectors, particularly enterprises, and the mass media, as appropriate:

- (a) Provide well-funded shelters and relief support for girls and women subjected to violence, as well as medical, psychological and other counselling services and free or low-cost legal aid, where it is needed, as well as appropriate assistance to enable them to find a means of subsistence;
- (b) Establish linguistically and culturally accessible services for migrant women and girls, including women migrant workers, who are victims of gender-based violence;
- (c) Recognize the vulnerability to violence and other forms of abuse of women migrants, including women migrant workers, whose legal status in the host country depends on employers who may exploit their situation;
- (d) Support initiatives of women's organizations and non-governmental organizations all over the world to raise awareness on the issue of violence against women and to contribute to its elimination;
- (e) Organize, support and fund community-based education and training campaigns to raise awareness about violence against women as a violation of women's enjoyment of their human rights and mobilize local communities to use appropriate gender-sensitive traditional and innovative methods of conflict resolution;
- (f) Recognize, support and promote the fundamental role of intermediate institutions, such as primary health-care centres, family-planning centres, existing school health services, mother and baby protection services, centres for migrant families and so forth in the field of information and education related to abuse;
- (g) Organize and fund information campaigns and educational and training programmes in order to sensitize girls and boys and women and men to the personal and social detrimental effects of violence in the family, community and society; teach them how to communicate without violence and promote training for victims and potential victims so that they can protect themselves and others against such violence;
- (h) Disseminate information on the assistance available to women and families who are victims of violence;
- (i) Provide, fund and encourage counselling and rehabilitation programmes for the perpetrators of violence and promote research to further efforts concerning such counselling and rehabilitation so as to prevent the recurrence of such violence;
- (j) Raise awareness of the responsibility of the media in promoting non-stereotyped images of women and men, as well as in eliminating patterns of media presentation that generate violence, and encourage those responsible for media content to establish professional

guidelines and codes of conduct; also raise awareness of the important role of the media in informing and educating people about the causes and effects of violence against women and in stimulating public debate on the topic.

126. By Governments, employers, trade unions, community and youth organizations and non-governmental organizations, as appropriate:

- (a) Develop programmes and procedures to eliminate sexual harassment and other forms of violence against women in all educational institutions, workplaces and elsewhere;
- (b) Develop programmes and procedures to educate and raise awareness of acts of violence against women that constitute a crime and a violation of the human rights of women;
- (c) Develop counselling, healing and support programmes for girls, adolescents and young women who have been or are involved in abusive relationships, particularly those who live in homes or institutions where abuse occurs;
- (d) Take special measures to eliminate violence against women, particularly those in vulnerable situations, such as young women, refugee, displaced and internally displaced women, women with disabilities and women migrant workers, including enforcing any existing legislation and developing, as appropriate, new legislation for women migrant workers in both sending and receiving countries.

127. By the Secretary-General of the United Nations:

Provide the Special Rapporteur of the Commission on Human Rights on violence against women with all necessary assistance, in particular the staff and resources required to perform all mandated functions, especially in carrying out and following up on missions undertaken either separately or jointly with other special rapporteurs and working groups, and adequate assistance for periodic consultations with the Committee on the Elimination of Discrimination against Women and all treaty bodies.

128. By Governments, international organizations and non-governmental organizations:

Encourage the dissemination and implementation of the UNHCR Guidelines on the Protection of Refugee Women and the UNHCR Guidelines on the Prevention of and Response to Sexual Violence against Refugees.

Strategic objective D.2. Study the causes and consequences of violence against women and the effectiveness of preventive measures

Actions to be taken

129. By Governments, regional organizations, the United Nations, other international organizations, research institutions, women's and youth organizations and non-governmental organizations, as appropriate:

- (a) Promote research, collect data and compile statistics, especially concerning domestic violence relating to the prevalence of different forms of violence against women, and encourage research into the causes, nature, seriousness and consequences of violence against women and the effectiveness of measures implemented to prevent and redress violence against women;
- (b) Disseminate findings of research and studies widely;
- (c) Support and initiate research on the impact of violence, such as rape, on women and girl children, and make the resulting information and statistics available to the public;
- (d) Encourage the media to examine the impact of gender role stereotypes, including those perpetuated by commercial advertisements which foster gender-based violence and inequalities, and how they are transmitted during the life cycle, and take measures to eliminate these negative images with a view to promoting a violence-free society.

Strategic objective D.3. Eliminate trafficking in women and assist victims of violence due to prostitution and trafficking

Actions to be taken

130. By Governments of countries of origin, transit and destination, regional and international organizations, as appropriate:

- (a) Consider the ratification and enforcement of international conventions on trafficking in persons and on slavery;
- (b) Take appropriate measures to address the root factors, including external factors, that encourage trafficking in women and girls for prostitution and other forms of commercialized sex, forced marriages and forced labour in order to eliminate trafficking in women, including by strengthening existing legislation with a view to providing better protection of the rights of women and girls and to punishing the perpetrators, through both criminal and civil measures;
- (c) Step up cooperation and concerted action by all relevant law enforcement authorities and institutions with a view to dismantling national, regional and international networks in trafficking;
- (d) Allocate resources to provide comprehensive programmes designed to heal and rehabilitate into society victims of trafficking, including through job training, legal assistance and confidential health care, and take measures to cooperate with non-governmental organizations to provide for the social, medical and psychological care of the victims of trafficking;
- (e) Develop educational and training programmes and policies and consider enacting legislation aimed at preventing sex tourism and trafficking, giving special emphasis to the protection of young women and children.

E. Women and armed conflict

131. An environment that maintains world peace and promotes and protects human rights, democracy and the peaceful settlement of disputes, in accordance with the principles of non-threat or use of force against territorial integrity or political independence and of respect for sovereignty as set forth in the Charter of the United Nations, is an important factor for the advancement of women. Peace is inextricably linked with equality between women and men and development. Armed and other types of conflicts and terrorism and hostage-taking still persist in many parts of the world. Aggression, foreign occupation, ethnic and other types of conflicts are an ongoing reality affecting women and men in nearly every region. Gross and systematic violations and situations that constitute serious obstacles to the full enjoyment of human rights continue to occur in different parts of the world. Such violations and obstacles include, as well as torture and cruel, inhuman and degrading treatment or punishment, summary and arbitrary executions, disappearances, arbitrary detentions, all forms of racism and racial discrimination, foreign occupation and alien domination, xenophobia, poverty, hunger and other denials of economic, social and cultural rights, religious intolerance, terrorism, discrimination against women and lack of the rule of law. International humanitarian law, prohibiting attacks on civilian populations, as such, is at times systematically ignored and human rights are often violated in connection with situations of armed conflict, affecting the civilian population, especially women, children, the elderly and the disabled. Violations of the human rights of women in situations of armed conflict are violations of the fundamental principles of international human rights and humanitarian law. Massive violations of human rights, especially in the form of genocide, ethnic cleansing as a strategy of war and its consequences, and rape, including systematic rape of women in war situations, creating a mass exodus of refugees and displaced persons, are abhorrent practices that are strongly condemned and must be stopped immediately, while perpetrators of such crimes must be punished. Some of these situations of armed conflict have their origin in the conquest or colonialization of a country by another State and the perpetuation of that colonization through state and military repression.

132. The Geneva Convention relative to the Protection of Civilian Persons in Time of War, of 1949, and the Additional Protocols of 1977 24/ provide that women shall especially be protected against any attack on their honour, in particular against humiliating and degrading treatment, rape, enforced prostitution or any form of indecent assault. The Vienna Declaration and Programme of Action, adopted by the World Conference on Human Rights, states that "violations of the human rights of women in situations of armed conflict are violations of the fundamental principles of international human rights and humanitarian law". 25/ All violations of this kind, including in particular murder, rape, including systematic rape, sexual slavery and forced pregnancy require a particularly effective response. Gross and systematic violations and situations that constitute serious obstacles to the full enjoyment of human rights continue to occur in different parts of the world. Such violations and obstacles include, as well as torture and cruel, inhuman and degrading treatment or summary and arbitrary detention, all forms of racism, racial discrimination, xenophobia, denial of economic, social and cultural rights and religious intolerance.

133. Violations of human rights in situations of armed conflict and military occupation are violations of the fundamental principles of international human rights and humanitarian law as embodied in international human rights instruments and in the Geneva Conventions of 1949 and the Additional Protocols

thereto. Gross human rights violations and policies of ethnic cleansing in war-torn and occupied areas continue to be carried out. These practices have created, inter alia, a mass flow of refugees and other displaced persons in need of international protection and internally displaced persons, the majority of whom are women, adolescent girls and children. Civilian victims, mostly women and children, often outnumber casualties among combatants. In addition, women often become caregivers for injured combatants and find themselves, as a result of conflict, unexpectedly cast as sole manager of household, sole parent, and caretaker of elderly relatives.

134. In a world of continuing instability and violence, the implementation of cooperative approaches to peace and security is urgently needed. The equal access and full participation of women in power structures and their full involvement in all efforts for the prevention and resolution of conflicts are essential for the maintenance and promotion of peace and security. Although women have begun to play an important role in conflict resolution, peace-keeping and defence and foreign affairs mechanisms, they are still underrepresented in decision-making positions. If women are to play an equal part in securing and maintaining peace, they must be empowered politically and economically and represented adequately at all levels of decision-making.

135. While entire communities suffer the consequences of armed conflict and terrorism, women and girls are particularly affected because of their status in society and their sex. Parties to conflict often rape women with impunity, sometimes using systematic rape as a tactic of war and terrorism. The impact of violence against women and violation of the human rights of women in such situations is experienced by women of all ages, who suffer displacement, loss of home and property, loss or involuntary disappearance of close relatives, poverty and family separation and disintegration, and who are victims of acts of murder, terrorism, torture, involuntary disappearance, sexual slavery, rape, sexual abuse and forced pregnancy in situations of armed conflict, especially as a result of policies of ethnic cleansing and other new and emerging forms of violence. This is compounded by the life-long social, economic and psychologically traumatic consequences of armed conflict and foreign occupation and alien domination.

136. Women and children constitute some 80 per cent of the world's millions of refugees and other displaced persons, including internally displaced persons. They are threatened by deprivation of property, goods and services and deprivation of their right to return to their homes of origin as well as by violence and insecurity. Particular attention should be paid to sexual violence against uprooted women and girls employed as a method of persecution in systematic campaigns of terror and intimidation and forcing members of a particular ethnic, cultural or religious group to flee their homes. Women may also be forced to flee as a result of a well-founded fear of persecution for reasons enumerated in the 1951 Convention relating to the Status of Refugees and the 1967 Protocol, including persecution through sexual violence or other gender-related persecution, and they continue to be vulnerable to violence and exploitation while in flight, in countries of asylum and resettlement and during and after repatriation. Women often experience difficulty in some countries of asylum in being recognized as refugees when the claim is based on such persecution.

137. Refugee, displaced and migrant women in most cases display strength, endurance and resourcefulness and can contribute positively to countries of resettlement or to their country of origin on their return. They need to be appropriately involved in decisions that affect them.

138. Many women's non-governmental organizations have called for reductions in military expenditures world wide, as well as in international trade and trafficking in and the proliferation of weapons. Those affected most negatively by conflict and excessive military spending are people living in poverty, who are deprived because of the lack of investment in basic services. Women living in poverty, particularly rural women, also suffer because of the use of arms that are particularly injurious or have indiscriminate effects. There are more than 100 million anti-personnel land-mines scattered in 64 countries globally. The negative impact on development of excessive military expenditures, the arms trade, and investment for arms production and acquisition must be addressed. At the same time, maintenance of national security and peace is an important factor for economic growth and development and the empowerment of women.

139. During times of armed conflict and the collapse of communities, the role of women is crucial. They often work to preserve social order in the midst of armed and other conflicts. Women make an important but often unrecognized contribution as peace educators both in their families and in their societies.

140. Education to foster a culture of peace that upholds justice and tolerance for all nations and peoples is essential to attaining lasting peace and should be begun at an early age. It should include elements of conflict resolution, mediation, reduction of prejudice and respect for diversity.

141. In addressing armed or other conflicts, an active and visible policy of mainstreaming a gender perspective into all policies and programmes should be promoted so that before decisions are taken an analysis is made of the effects on women and men, respectively.

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

142. By Governments and international and regional intergovernmental institutions:

- (a) Take action to promote equal participation of women and equal opportunities for women to participate in all forums and peace activities at all levels, particularly at the decision-making level, including in the United Nations Secretariat with due regard to equitable geographical distribution in accordance with Article 101 of the Charter of the United Nations;
- (b) Integrate a gender perspective in the resolution of armed or other conflicts and foreign occupation and aim for gender balance when nominating or promoting candidates for judicial and other positions in all relevant international bodies, such as the United Nations International Tribunals for the former Yugoslavia and for Rwanda and the International Court of Justice, as well as in other bodies related to the peaceful settlement of disputes;
- (c) Ensure that these bodies are able to address gender issues properly by providing appropriate training to prosecutors, judges and other

officials in handling cases involving rape, forced pregnancy in situations of armed conflict, indecent assault and other forms of violence against women in armed conflicts, including terrorism, and integrate a gender perspective into their work.

Strategic objective E.2. Reduce excessive military expenditures and control the availability of armaments

Actions to be taken

143. By Governments:

- (a) Increase and hasten, as appropriate, subject to national security considerations, the conversion of military resources and related industries to development and peaceful purposes;
- (b) Undertake to explore new ways of generating new public and private financial resources, inter alia, through the appropriate reduction of excessive military expenditures, including global military expenditures, trade in arms and investment for arms production and acquisition, taking into consideration national security requirements, so as to permit the possible allocation of additional funds for social and economic development, in particular for the advancement of women;
- (c) Take action to investigate and punish members of the police, security and armed forces and others who perpetrate acts of violence against women, violations of international humanitarian law and violations of the human rights of women in situations of armed conflict;
- (d) While acknowledging legitimate national defence needs, recognize and address the dangers to society of armed conflict and the negative effect of excessive military expenditures, trade in arms, especially those arms that are particularly injurious or have indiscriminate effects, and excessive investment for arms production and acquisition; similarly, recognize the need to combat illicit arms trafficking, violence, crime, the production and use of and trafficking in illicit drugs, and trafficking in women and children;
- (e) Recognizing that women and children are particularly affected by the indiscriminate use of anti-personnel land-mines:
 - (i) Undertake to work actively towards ratification, if they have not already done so, of the 1981 Convention on Prohibitions or Restrictions on the Use of Certain Conventional Weapons Which May Be Deemed to Be Excessively Injurious or to Have Indiscriminate Effects, particularly the Protocol on Prohibitions or Restrictions on the Use of Mines, Booby Traps and Other Devices (Protocol II), 26/ with a view to universal ratification by the year 2000;
 - (ii) Undertake to strongly consider strengthening the Convention to promote a reduction in the casualties and intense suffering caused to the civilian population by the indiscriminate use of land-mines;

- (iii) Undertake to promote assistance in mine clearance, notably by facilitating, in respect of the means of mine-clearing, the exchange of information, the transfer of technology and the promotion of scientific research;
 - (iv) Within the United Nations context, undertake to support efforts to coordinate a common response programme of assistance in de-mining without unnecessary discrimination;
 - (v) Adopt at the earliest possible date, if they have not already done so, a moratorium on the export of anti-personnel land-mines, including to non-governmental entities, noting with satisfaction that many States have already declared moratoriums on the export, transfer or sale of such mines;
 - (vi) Undertake to encourage further international efforts to seek solutions to the problems caused by antipersonnel land-mines, with a view to their eventual elimination, recognizing that States can move most effectively towards this goal as viable and humane alternatives are developed;
- (f) Recognizing the leading role that women have played in the peace movement:
- (i) Work actively towards general and complete disarmament under strict and effective international control;
 - (ii) Support negotiations on the conclusion, without delay, of a universal and multilaterally and effectively verifiable comprehensive nuclear-test-ban treaty that contributes to nuclear disarmament and the prevention of the proliferation of nuclear weapons in all its aspects;
 - (iii) Pending the entry into force of a comprehensive nuclear-test-ban treaty, exercise the utmost restraint in respect of nuclear testing.

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

144. By Governments:

- (a) Consider the ratification of or accession to international instruments containing provisions relative to the protection of women and children in armed conflicts, including the Geneva Convention relative to the Protection of Civilian Persons in Time of War, of 1949, the Protocols Additional to the Geneva Conventions of 1949 relating to the Protection of Victims of International Armed Conflicts (Protocol I) and to the Protection of Victims of Non-International Armed Conflicts (Protocol II); 24/
- (b) Respect fully the norms of international humanitarian law in armed

conflicts and take all measures required for the protection of women and children, in particular against rape, forced prostitution and any other form of indecent assault;

- (c) Strengthen the role of women and ensure equal representation of women at all decision-making levels in national and international institutions which may make or influence policy with regard to matters related to peace-keeping, preventive diplomacy and related activities and in all stages of peace mediation and negotiations, taking note of the specific recommendations of the Secretary-General in his strategic plan of action for the improvement of the status of women in the Secretariat (1995-2000) (A/49/587, sect. IV).

145. By Governments and international and regional organizations:

- (a) Reaffirm the right of self-determination of all peoples, in particular of peoples under colonial or other forms of alien domination or foreign occupation, and the importance of the effective realization of this right, as enunciated, inter alia, in the Vienna Declaration and Programme of Action, 2/ adopted by the World Conference on Human Rights;
- (b) Encourage diplomacy, negotiation and peaceful settlement of disputes in accordance with the Charter of the United Nations, in particular Article 2, paragraphs 3 and 4 thereof;
- (c) Urge the identification and condemnation of the systematic practice of rape and other forms of inhuman and degrading treatment of women as a deliberate instrument of war and ethnic cleansing and take steps to ensure that full assistance is provided to the victims of such abuse for their physical and mental rehabilitation;
- (d) Reaffirm that rape in the conduct of armed conflict constitutes a war crime and under certain circumstances it constitutes a crime against humanity and an act of genocide as defined in the Convention on the Prevention and Punishment of the Crime of Genocide; 27/ take all measures required for the protection of women and children from such acts and strengthen mechanisms to investigate and punish all those responsible and bring the perpetrators to justice;
- (e) Uphold and reinforce standards set out in international humanitarian law and international human rights instruments to prevent all acts of violence against women in situations of armed and other conflicts; undertake a full investigation of all acts of violence against women committed during war, including rape, in particular systematic rape, forced prostitution and other forms of indecent assault and sexual slavery; prosecute all criminals responsible for war crimes against women and provide full redress to women victims;
- (f) Call upon the international community to condemn and act against all forms and manifestations of terrorism;
- (g) Take into account gender-sensitive concerns in developing training programmes for all relevant personnel on international humanitarian law and human rights awareness and recommend such training for those involved in United Nations peace-keeping and humanitarian aid, with a view to preventing violence against women, in particular;

- (h) Discourage the adoption of and refrain from any unilateral measure not in accordance with international law and the Charter of the United Nations, that impedes the full achievement of economic and social development by the population of the affected countries, in particular women and children, that hinders their well-being and that creates obstacles to the full enjoyment of their human rights, including the right of everyone to a standard of living adequate for their health and well-being and their right to food, medical care and the necessary social services. This Conference reaffirms that food and medicine must not be used as a tool for political pressure;
- (i) Take measures in accordance with international law with a view to alleviating the negative impact of economic sanctions on women and children.

Strategic objective E.4. Promote women's contribution to fostering a culture of peace

Actions to be taken

146. By Governments, international and regional intergovernmental institutions and non-governmental organizations:

- (a) Promote peaceful conflict resolution and peace, reconciliation and tolerance through education, training, community actions and youth exchange programmes, in particular for young women;
- (b) Encourage the further development of peace research, involving the participation of women, to examine the impact of armed conflict on women and children and the nature and contribution of women's participation in national, regional and international peace movements; engage in research and identify innovative mechanisms for containing violence and for conflict resolution for public dissemination and for use by women and men;
- (c) Develop and disseminate research on the physical, psychological, economic and social effects of armed conflicts on women, particularly young women and girls, with a view to developing policies and programmes to address the consequences of conflicts;
- (d) Consider establishing educational programmes for girls and boys to foster a culture of peace, focusing on conflict resolution by non-violent means and the promotion of tolerance.

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

147. By Governments, intergovernmental and non-governmental organizations and other institutions involved in providing protection, assistance and training to refugee women, other displaced women in need of international protection and

internally displaced women, including the Office of the United Nations High Commissioner for Refugees and the World Food Programme, as appropriate:

- (a) Take steps to ensure that women are fully involved in the planning, design, implementation, monitoring and evaluation of all short-term and long-term projects and programmes providing assistance to refugee women, other displaced women in need of international protection and internally displaced women, including the management of refugee camps and resources; ensure that refugee and displaced women and girls have direct access to the services provided;
- (b) Offer adequate protection and assistance to women and children displaced within their country and find solutions to the root causes of their displacement with a view to preventing it and, when appropriate, facilitate their return or resettlement;
- (c) Take steps to protect the safety and physical integrity of refugee women, other displaced women in need of international protection and internally displaced women during their displacement and upon their return to their communities of origin, including programmes of rehabilitation; take effective measures to protect from violence women who are refugees or displaced; hold an impartial and thorough investigation of any such violations and bring those responsible to justice;
- (d) While fully respecting and strictly observing the principle of non-refoulement of refugees, take all the necessary steps to ensure the right of refugee and displaced women to return voluntarily to their place of origin in safety and with dignity, and their right to protection after their return;
- (e) Take measures, at the national level with international cooperation, as appropriate, in accordance with the Charter of the United Nations, to find lasting solutions to questions related to internally displaced women, including their right to voluntary and safe return to their home of origin;
- (f) Ensure that the international community and its international organizations provide financial and other resources for emergency relief and other longer-term assistance that takes into account the specific needs, resources and potentials of refugee women, other displaced women in need of international protection and internally displaced women; in the provision of protection and assistance, take all appropriate measures to eliminate discrimination against women and girls in order to ensure equal access to appropriate and adequate food, water and shelter, education, and social and health services, including reproductive health care and maternity care and services to combat tropical diseases;
- (g) Facilitate the availability of educational materials in the appropriate language - in emergency situations also - in order to minimize disruption of schooling among refugee and displaced children;
- (h) Apply international norms to ensure equal access and equal treatment of women and men in refugee determination procedures and the granting of asylum, including full respect and strict observation of the principle of non-refoulement through, inter alia, bringing national

immigration regulations into conformity with relevant international instruments, and consider recognizing as refugees those women whose claim to refugee status is based upon the well-founded fear of persecution for reasons enumerated in the 1951 Convention 28/ and the 1967 Protocol 29/ relating to the Status of Refugees, including persecution through sexual violence or other gender-related persecution, and provide access to specially trained officers, including female officers, to interview women regarding sensitive or painful experiences, such as sexual assault;

- (i) Support and promote efforts by States towards the development of criteria and guidelines on responses to persecution specifically aimed at women, by sharing information on States' initiatives to develop such criteria and guidelines and by monitoring to ensure their fair and consistent application;
- (j) Promote the self-reliant capacities of refugee women, other displaced women in need of international protection and internally displaced women and provide programmes for women, particularly young women, in leadership and decision-making within refugee and returnee communities;
- (k) Ensure that the human rights of refugee and displaced women are protected and that refugee and displaced women are made aware of these rights; ensure that the vital importance of family reunification is recognized;
- (l) Provide, as appropriate, women who have been determined refugees with access to vocational/professional training programmes, including language training, small-scale enterprise development training and planning and counselling on all forms of violence against women, which should include rehabilitation programmes for victims of torture and trauma; Governments and other donors should contribute adequately to assistance programmes for refugee women, other displaced women in need of international protection and internally displaced women, taking into account in particular the effects on the host countries of the increasing requirements of large refugee populations and the need to widen the donor base and to achieve greater burden-sharing;
- (m) Raise public awareness of the contribution made by refugee women to their countries of resettlement, promote understanding of their human rights and of their needs and abilities and encourage mutual understanding and acceptance through educational programmes promoting cross-cultural and interracial harmony;
- (n) Provide basic and support services to women who are displaced from their place of origin as a result of terrorism, violence, drug trafficking or other reasons linked to violence situations;
- (o) Develop awareness of the human rights of women and provide, as appropriate, human rights education and training to military and police personnel operating in areas of armed conflict and areas where there are refugees.

148. By Governments:

- (a) Disseminate and implement the UNHCR Guidelines on the Protection of

Refugee Women and the UNHCR Guidelines on Evaluation and Care of Victims of Trauma and Violence, or provide similar guidance, in close cooperation with refugee women and in all sectors of refugee programmes;

- (b) Protect women and children who migrate as family members from abuse or denial of their human rights by sponsors and consider extending their stay, should the family relationship dissolve, within the limits of national legislation.

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

Actions to be taken

149. By Governments and intergovernmental and non-governmental organizations:

- (a) Support and promote the implementation of the right of self-determination of all peoples as enunciated, inter alia, in the Vienna Declaration and Programme of Action by providing special programmes in leadership and in training for decision-making;
- (b) Raise public awareness, as appropriate, through the mass media, education at all levels and special programmes to create a better understanding of the situation of women of the colonies and non-self-governing territories.

F. Women and the economy

150. There are considerable differences in women's and men's access to and opportunities to exert power over economic structures in their societies. In most parts of the world, women are virtually absent from or are poorly represented in economic decision-making, including the formulation of financial, monetary, commercial and other economic policies, as well as tax systems and rules governing pay. Since it is often within the framework of such policies that individual men and women make their decisions, inter alia, on how to divide their time between remunerated and unremunerated work, the actual development of these economic structures and policies has a direct impact on women's and men's access to economic resources, their economic power and consequently the extent of equality between them at the individual and family levels as well as in society as a whole.

151. In many regions, women's participation in remunerated work in the formal and non-formal labour market has increased significantly and has changed during the past decade. While women continue to work in agriculture and fisheries, they have also become increasingly involved in micro, small and medium-sized enterprises and, in some cases, have become more dominant in the expanding informal sector. Due to, inter alia, difficult economic situations and a lack of bargaining power resulting from gender inequality, many women have been forced to accept low pay and poor working conditions and thus have often become preferred workers. On the other hand, women have entered the workforce increasingly by choice when they have become aware of and demanded their rights. Some have succeeded in entering and advancing in the workplace and improving their pay and working conditions. However, women have been particularly

affected by the economic situation and restructuring processes, which have changed the nature of employment and, in some cases, have led to a loss of jobs, even for professional and skilled women. In addition, many women have entered the informal sector owing to the lack of other opportunities. Women's participation and gender concerns are still largely absent from and should be integrated in the policy formulation process of the multilateral institutions that define the terms and, in cooperation with Governments, set the goals of structural adjustment programmes, loans and grants.

152. Discrimination in education and training, hiring and remuneration, promotion and horizontal mobility practices, as well as inflexible working conditions, lack of access to productive resources and inadequate sharing of family responsibilities, combined with a lack of or insufficient services such as child care, continue to restrict employment, economic, professional and other opportunities and mobility for women and make their involvement stressful. Moreover, attitudinal obstacles inhibit women's participation in developing economic policy and in some regions restrict the access of women and girls to education and training for economic management.

153. Women's share in the labour force continues to rise and almost everywhere women are working more outside the household, although there has not been a parallel lightening of responsibility for unremunerated work in the household and community. Women's income is becoming increasingly necessary to households of all types. In some regions, there has been a growth in women's entrepreneurship and other self-reliant activities, particularly in the informal sector. In many countries, women are the majority of workers in non-standard work, such as temporary, casual, multiple part-time, contract and home-based employment.

154. Women migrant workers, including domestic workers, contribute to the economy of the sending country through their remittances and also to the economy of the receiving country through their participation in the labour force. However, in many receiving countries, migrant women experience higher levels of unemployment compared with both non-migrant workers and male migrant workers.

155. Insufficient attention to gender analysis has meant that women's contributions and concerns remain too often ignored in economic structures, such as financial markets and institutions, labour markets, economics as an academic discipline, economic and social infrastructure, taxation and social security systems, as well as in families and households. As a result, many policies and programmes may continue to contribute to inequalities between women and men. Where progress has been made in integrating gender perspectives, programme and policy effectiveness has also been enhanced.

156. Although many women have advanced in economic structures, for the majority of women, particularly those who face additional barriers, continuing obstacles have hindered their ability to achieve economic autonomy and to ensure sustainable livelihoods for themselves and their dependants. Women are active in a variety of economic areas, which they often combine, ranging from wage labour and subsistence farming and fishing to the informal sector. However, legal and customary barriers to ownership of or access to land, natural resources, capital, credit, technology and other means of production, as well as wage differentials, contribute to impeding the economic progress of women. Women contribute to development not only through remunerated work but also through a great deal of unremunerated work. On the one hand, women participate in the production of goods and services for the market and household consumption, in agriculture, food production or family enterprises. Though

included in the United Nations System of National Accounts and therefore in international standards for labour statistics, this unremunerated work - particularly that related to agriculture - is often undervalued and under-recorded. On the other hand, women still also perform the great majority of unremunerated domestic work and community work, such as caring for children and older persons, preparing food for the family, protecting the environment and providing voluntary assistance to vulnerable and disadvantaged individuals and groups. This work is often not measured in quantitative terms and is not valued in national accounts. Women's contribution to development is seriously underestimated, and thus its social recognition is limited. The full visibility of the type, extent and distribution of this unremunerated work will also contribute to a better sharing of responsibilities.

157. Although some new employment opportunities have been created for women as a result of the globalization of the economy, there are also trends that have exacerbated inequalities between women and men. At the same time, globalization, including economic integration, can create pressures on the employment situation of women to adjust to new circumstances and to find new sources of employment as patterns of trade change. More analysis needs to be done of the impact of globalization on women's economic status.

158. These trends have been characterized by low wages, little or no labour standards protection, poor working conditions, particularly with regard to women's occupational health and safety, low skill levels, and a lack of job security and social security, in both the formal and informal sectors. Women's unemployment is a serious and increasing problem in many countries and sectors. Young workers in the informal and rural sectors and migrant female workers remain the least protected by labour and immigration laws. Women, particularly those who are heads of households with young children, are limited in their employment opportunities for reasons that include inflexible working conditions and inadequate sharing, by men and by society, of family responsibilities.

159. In countries that are undergoing fundamental political, economic and social transformation, the skills of women, if better utilized, could constitute a major contribution to the economic life of their respective countries. Their input should continue to be developed and supported and their potential further realized.

160. Lack of employment in the private sector and reductions in public services and public service jobs have affected women disproportionately. In some countries, women take on more unpaid work, such as the care of children and those who are ill or elderly, compensating for lost household income, particularly when public services are not available. In many cases, employment creation strategies have not paid sufficient attention to occupations and sectors where women predominate; nor have they adequately promoted the access of women to those occupations and sectors that are traditionally male.

161. For those women in paid work, many experience obstacles that prevent them from achieving their potential. While some are increasingly found in lower levels of management, attitudinal discrimination often prevents them from being promoted further. The experience of sexual harassment is an affront to a worker's dignity and prevents women from making a contribution commensurate with their abilities. The lack of a family-friendly work environment, including a lack of appropriate and affordable child care, and inflexible working hours further prevent women from achieving their full potential.

162. In the private sector, including transnational and national enterprises,

women are largely absent from management and policy levels, denoting discriminatory hiring and promotion policies and practices. The unfavourable work environment as well as the limited number of employment opportunities available have led many women to seek alternatives. Women have increasingly become self-employed and owners and managers of micro, small and medium-scale enterprises. The expansion of the informal sector, in many countries, and of self-organized and independent enterprises is in large part due to women, whose collaborative, self-help and traditional practices and initiatives in production and trade represent a vital economic resource. When they gain access to and control over capital, credit and other resources, technology and training, women can increase production, marketing and income for sustainable development.

163. Taking into account the fact that continuing inequalities and noticeable progress coexist, rethinking employment policies is necessary in order to integrate the gender perspective and to draw attention to a wider range of opportunities as well as to address any negative gender implications of current patterns of work and employment. To realize fully equality between women and men in their contribution to the economy, active efforts are required for equal recognition and appreciation of the influence that the work, experience, knowledge and values of both women and men have in society.

164. In addressing the economic potential and independence of women, Governments and other actors should promote an active and visible policy of mainstreaming a gender perspective in all policies and programmes so that before decisions are taken, an analysis is made of the effects on women and men, respectively.

Strategic objective F.1. Promote women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources

Actions to be taken

165. By Governments:

- (a) Enact and enforce legislation to guarantee the rights of women and men to equal pay for equal work or work of equal value;
- (b) Adopt and implement laws against discrimination based on sex in the labour market, especially considering older women workers, hiring and promotion, the extension of employment benefits and social security, and working conditions;
- (c) Eliminate discriminatory practices by employers and take appropriate measures in consideration of women's reproductive role and functions, such as the denial of employment and dismissal due to pregnancy or breast-feeding, or requiring proof of contraceptive use, and take effective measures to ensure that pregnant women, women on maternity leave or women re-entering the labour market after childbearing are not discriminated against;
- (d) Devise mechanisms and take positive action to enable women to gain access to full and equal participation in the formulation of policies and definition of structures through such bodies as ministries of finance and trade, national economic commissions, economic research

institutes and other key agencies, as well as through their participation in appropriate international bodies;

- (e) Undertake legislation and administrative reforms to give women equal rights with men to economic resources, including access to ownership and control over land and other forms of property, credit, inheritance, natural resources and appropriate new technology;
- (f) Conduct reviews of national income and inheritance tax and social security systems to eliminate any existing bias against women;
- (g) Seek to develop a more comprehensive knowledge of work and employment through, inter alia, efforts to measure and better understand the type, extent and distribution of unremunerated work, particularly work in caring for dependants and unremunerated work done for family farms or businesses, and encourage the sharing and dissemination of information on studies and experience in this field, including the development of methods for assessing its value in quantitative terms, for possible reflection in accounts that may be produced separately from, but consistent with, core national accounts;
- (h) Review and amend laws governing the operation of financial institutions to ensure that they provide services to women and men on an equal basis;
- (i) Facilitate, at appropriate levels, more open and transparent budget processes;
- (j) Revise and implement national policies that support the traditional savings, credit and lending mechanisms for women;
- (k) Seek to ensure that national policies related to international and regional trade agreements do not have an adverse impact on women's new and traditional economic activities;
- (l) Ensure that all corporations, including transnational corporations, comply with national laws and codes, social security regulations, applicable international agreements, instruments and conventions, including those related to the environment, and other relevant laws;
- (m) Adjust employment policies to facilitate the restructuring of work patterns in order to promote the sharing of family responsibilities;
- (n) Establish mechanisms and other forums to enable women entrepreneurs and women workers to contribute to the formulation of policies and programmes being developed by economic ministries and financial institutions;
- (o) Enact and enforce equal opportunity laws, take positive action and ensure compliance by the public and private sectors through various means;
- (p) Use gender-impact analyses in the development of macro and micro-economic and social policies in order to monitor such impact and restructure policies in cases where harmful impact occurs;
- (q) Promote gender-sensitive policies and measures to empower women as

equal partners with men in technical, managerial and entrepreneurial fields;

- (r) Reform laws or enact national policies that support the establishment of labour laws to ensure the protection of all women workers, including safe work practices, the right to organize and access to justice.

Strategic objective F.2. Facilitate women's equal access to resources, employment, markets and trade

Actions to be taken

166. By Governments:

- (a) Promote and support women's self-employment and the development of small enterprises, and strengthen women's access to credit and capital on appropriate terms equal to those of men through the scaling-up of institutions dedicated to promoting women's entrepreneurship, including, as appropriate, non-traditional and mutual credit schemes, as well as innovative linkages with financial institutions;
- (b) Strengthen the incentive role of the State as employer to develop a policy of equal opportunities for women and men;
- (c) Enhance, at the national and local levels, rural women's income-generating potential by facilitating their equal access to and control over productive resources, land, credit, capital, property rights, development programmes and cooperative structures;
- (d) Promote and strengthen micro-enterprises, new small businesses, cooperative enterprises, expanded markets and other employment opportunities and, where appropriate, facilitate the transition from the informal to the formal sector, especially in rural areas;
- (e) Create and modify programmes and policies that recognize and strengthen women's vital role in food security and provide paid and unpaid women producers, especially those involved in food production, such as farming, fishing and aquaculture, as well as urban enterprises, with equal access to appropriate technologies, transportation, extension services, marketing and credit facilities at the local and community levels;
- (f) Establish appropriate mechanisms and encourage intersectoral institutions that enable women's cooperatives to optimize access to necessary services;
- (g) Increase the proportion of women extension workers and other government personnel who provide technical assistance or administer economic programmes;
- (h) Review, reformulate, if necessary, and implement policies, including business, commercial and contract law and government regulations, to ensure that they do not discriminate against micro, small and medium-scale enterprises owned by women in rural and urban areas;

- (i) Analyse, advise on, coordinate and implement policies that integrate the needs and interests of employed, self-employed and entrepreneurial women into sectoral and inter-ministerial policies, programmes and budgets;
- (j) Ensure equal access for women to effective job training, retraining, counselling and placement services that are not limited to traditional employment areas;
- (k) Remove policy and regulatory obstacles faced by women in social and development programmes that discourage private and individual initiative;
- (l) Safeguard and promote respect for basic workers' rights, including the prohibition of forced labour and child labour, freedom of association and the right to organize and bargain collectively, equal remuneration for men and women for work of equal value and non-discrimination in employment, fully implementing the conventions of the International Labour Organization in the case of States Parties to those conventions and, taking into account the principles embodied in the case of those countries that are not parties to those conventions in order to achieve truly sustained economic growth and sustainable development.

167. By Governments, central banks and national development banks, and private banking institutions, as appropriate:

- (a) Increase the participation of women, including women entrepreneurs, in advisory boards and other forums to enable women entrepreneurs from all sectors and their organizations to contribute to the formulation and review of policies and programmes being developed by economic ministries and banking institutions;
- (b) Mobilize the banking sector to increase lending and refinancing through incentives and the development of intermediaries that serve the needs of women entrepreneurs and producers in both rural and urban areas, and include women in their leadership, planning and decision-making;
- (c) Structure services to reach rural and urban women involved in micro, small and medium-scale enterprises, with special attention to young women, low-income women, those belonging to ethnic and racial minorities, and indigenous women who lack access to capital and assets; and expand women's access to financial markets by identifying and encouraging financial supervisory and regulatory reforms that support financial institutions' direct and indirect efforts to better meet the credit and other financial needs of the micro, small and medium-scale enterprises of women;
- (d) Ensure that women's priorities are included in public investment programmes for economic infrastructure, such as water and sanitation, electrification and energy conservation, transport and road construction; promote greater involvement of women beneficiaries at the project planning and implementation stages to ensure access to jobs and contracts.

168. By Governments and non-governmental organizations:

- (a) Pay special attention to women's needs when disseminating market, trade and resource information and provide appropriate training in these fields;
- (b) Encourage community economic development strategies that build on partnerships among Governments, and encourage members of civil society to create jobs and address the social circumstances of individuals, families and communities.

169. By multilateral funders and regional development banks, as well as bilateral and private funding agencies, at the international, regional and subregional levels:

- (a) Review, where necessary reformulate, and implement policies, programmes and projects, to ensure that a higher proportion of resources reach women in rural and remote areas;
- (b) Develop flexible funding arrangements to finance intermediary institutions that target women's economic activities, and promote self-sufficiency and increased capacity in and profitability of women's economic enterprises;
- (c) Develop strategies to consolidate and strengthen their assistance to the micro, small and medium-scale enterprise sector, in order to enhance the opportunities for women to participate fully and equally and work together to coordinate and enhance the effectiveness of this sector, drawing upon expertise and financial resources from within their own organizations as well as from bilateral agencies, Governments and non-governmental organizations.

170. By international, multilateral and bilateral development cooperation organizations:

Support, through the provision of capital and/or resources, financial institutions that serve low-income, small and micro-scale women entrepreneurs and producers in both the formal and informal sectors.

171. By Governments and/or multilateral financial institutions:

Review rules and procedures of formal national and international financial institutions that obstruct replication of the Grameen Bank prototype, which provides credit facilities to rural women.

172. By international organizations:

Provide adequate support for programmes and projects designed to promote sustainable and productive entrepreneurial activities among women, in particular the disadvantaged.

Strategic objective F.3. Provide business services, training and access to markets, information and technology, particularly to low-income women

Actions to be taken

173. By Governments in cooperation with non-governmental organizations and the private sector:

- (a) Provide public infrastructure to ensure equal market access for women and men entrepreneurs;
- (b) Develop programmes that provide training and retraining, particularly in new technologies, and affordable services to women in business management, product development, financing, production and quality control, marketing and the legal aspects of business;
- (c) Provide outreach programmes to inform low-income and poor women, particularly in rural and remote areas, of opportunities for market and technology access, and provide assistance in taking advantage of such opportunities;
- (d) Create non-discriminatory support services, including investment funds for women's businesses, and target women, particularly low-income women, in trade promotion programmes;
- (e) Disseminate information about successful women entrepreneurs in both traditional and non-traditional economic activities and the skills necessary to achieve success, and facilitate networking and the exchange of information;
- (f) Take measures to ensure equal access of women to ongoing training in the workplace, including unemployed women, single parents, women re-entering the labour market after an extended temporary exit from employment owing to family responsibilities and other causes, and women displaced by new forms of production or by retrenchment, and increase incentives to enterprises to expand the number of vocational and training centres that provide training for women in non-traditional areas;
- (g) Provide affordable support services, such as high-quality, flexible and affordable child-care services, that take into account the needs of working men and women.

174. By local, national, regional and international business organizations and non-governmental organizations concerned with women's issues:

Advocate, at all levels, for the promotion and support of women's businesses and enterprises, including those in the informal sector, and the equal access of women to productive resources.

Strategic objective F.4. Strengthen women's economic capacity and commercial networks

Actions to be taken

175. By Governments:

- (a) Adopt policies that support business organizations, non-governmental organizations, cooperatives, revolving loan funds, credit unions, grass-roots organizations, women's self-help groups and other groups in order to provide services to women entrepreneurs in rural and urban areas;
- (b) Integrate a gender perspective into all economic restructuring and structural adjustment policies and design programmes for women who are affected by economic restructuring, including structural adjustment programmes, and for women who work in the informal sector;
- (c) Adopt policies that create an enabling environment for women's self-help groups, workers' organizations and cooperatives through non-conventional forms of support and by recognizing the right to freedom of association and the right to organize;
- (d) Support programmes that enhance the self-reliance of special groups of women, such as young women, women with disabilities, elderly women and women belonging to racial and ethnic minorities;
- (e) Promote gender equality through the promotion of women's studies and through the use of the results of studies and gender research in all fields, including the economic, scientific and technological fields;
- (f) Support the economic activities of indigenous women, taking into account their traditional knowledge, so as to improve their situation and development;
- (g) Adopt policies to extend or maintain the protection of labour laws and social security provisions for those who do paid work in the home;
- (h) Recognize and encourage the contribution of research by women scientists and technologists;
- (i) Ensure that policies and regulations do not discriminate against micro, small and medium-scale enterprises run by women.

176. By financial intermediaries, national training institutes, credit unions, non-governmental organizations, women's associations, professional organizations and the private sector, as appropriate:

- (a) Provide, at the national, regional and international levels, training

in a variety of business-related and financial management and technical skills to enable women, especially young women, to participate in economic policy-making at those levels;

- (b) Provide business services, including marketing and trade information, product design and innovation, technology transfer and quality, to women's business enterprises, including those in export sectors of the economy;
- (c) Promote technical and commercial links and establish joint ventures among women entrepreneurs at the national, regional and international levels to support community-based initiatives;
- (d) Strengthen the participation of women, including marginalized women, in production and marketing cooperatives by providing marketing and financial support, especially in rural and remote areas;
- (e) Promote and strengthen women's micro-enterprises, new small businesses, cooperative enterprises, expanded markets and other employment opportunities and, where appropriate, facilitate the transition from the informal to the formal sector, in rural and urban areas;
- (f) Invest capital and develop investment portfolios to finance women's business enterprises;
- (g) Give adequate attention to providing technical assistance, advisory services, training and retraining for women connected with the entry to the market economy;
- (h) Support credit networks and innovative ventures, including traditional savings schemes;
- (i) Provide networking arrangements for entrepreneurial women, including opportunities for the mentoring of inexperienced women by the more experienced;
- (j) Encourage community organizations and public authorities to establish loan pools for women entrepreneurs, drawing on successful small-scale cooperative models.

177. By the private sector, including transnational and national corporations:

- (a) Adopt policies and establish mechanisms to grant contracts on a non-discriminatory basis;
- (b) Recruit women for leadership, decision-making and management and provide training programmes, all on an equal basis with men;
- (c) Observe national labour, environment, consumer, health and safety laws, particularly those that affect women.

Strategic objective F.5. Eliminate occupational segregation and all forms of employment discrimination

Actions to be taken

178. By Governments, employers, employees, trade unions and women's organizations:

- (a) Implement and enforce laws and regulations and encourage voluntary codes of conduct that ensure that international labour standards, such as International Labour Organization Convention No. 100 on equal pay and workers' rights, apply equally to female and male workers;
- (b) Enact and enforce laws and introduce implementing measures, including means of redress and access to justice in cases of non-compliance, to prohibit direct and indirect discrimination on grounds of sex, including by reference to marital or family status, in relation to access to employment, conditions of employment, including training, promotion, health and safety, as well as termination of employment and social security of workers, including legal protection against sexual and racial harassment;
- (c) Enact and enforce laws and develop workplace policies against gender discrimination in the labour market, especially considering older women workers, in hiring and promotion, and in the extension of employment benefits and social security, as well as regarding discriminatory working conditions and sexual harassment; mechanisms should be developed for the regular review and monitoring of such laws;
- (d) Eliminate discriminatory practices by employers on the basis of women's reproductive roles and functions, including refusal of employment and dismissal of women due to pregnancy and breast-feeding responsibilities;
- (e) Develop and promote employment programmes and services for women entering and/or re-entering the labour market, especially poor urban, rural and young women, the self-employed and those negatively affected by structural adjustment;
- (f) Implement and monitor positive public- and private-sector employment, equity and positive action programmes to address systemic discrimination against women in the labour force, in particular women with disabilities and women belonging to other disadvantaged groups, with respect to hiring, retention and promotion, and vocational training of women in all sectors;
- (g) Eliminate occupational segregation, especially by promoting the equal participation of women in highly skilled jobs and senior management positions, and through other measures, such as counselling and placement, that stimulate their on-the-job career development and upward mobility in the labour market, and by stimulating the diversification of occupational choices by both women and men; encourage women to take up non-traditional jobs, especially in science and technology, and encourage men to seek employment in the social sector;

- (h) Recognize collective bargaining as a right and as an important mechanism for eliminating wage inequality for women and to improve working conditions;
- (i) Promote the election of women trade union officials and ensure that trade union officials elected to represent women are given job protection and physical security in connection with the discharge of their functions;
- (j) Ensure access to and develop special programmes to enable women with disabilities to obtain and retain employment, and ensure access to education and training at all proper levels, in accordance with the Standard Rules on the Equalization of Opportunities for Persons with Disabilities; 30/ adjust working conditions, to the extent possible, in order to suit the needs of women with disabilities, who should be assured legal protection against unfounded job loss on account of their disabilities;
- (k) Increase efforts to close the gap between women's and men's pay, take steps to implement the principle of equal remuneration for equal work of equal value by strengthening legislation, including compliance with international labour laws and standards, and encourage job evaluation schemes with gender-neutral criteria;
- (l) Establish and/or strengthen mechanisms to adjudicate matters relating to wage discrimination;
- (m) Set specific target dates for eliminating all forms of child labour that are contrary to accepted international standards and ensure the full enforcement of relevant existing laws and, where appropriate, enact the legislation necessary to implement the Convention on the Rights of the Child and International Labour Organization standards, ensuring the protection of working children, in particular, street children, through the provision of appropriate health, education and other social services;
- (n) Ensure that strategies to eliminate child labour also address the excessive demands made on some girls for unpaid work in their household and other households, where applicable;
- (o) Review, analyse and, where appropriate, reformulate the wage structures in female-dominated professions, such as teaching, nursing and child care, with a view to raising their low status and earnings;
- (p) Facilitate the productive employment of documented migrant women (including women who have been determined refugees according to the 1951 Convention relating to the Status of Refugees) through greater recognition of foreign education and credentials and by adopting an integrated approach to labour market training that incorporates language training.

Strategic objective F.6. Promote harmonization of work and family responsibilities for women and men

Actions to be taken

179. By Governments:

- (a) Adopt policies to ensure the appropriate protection of labour laws and social security benefits for part-time, temporary, seasonal and home-based workers; promote career development based on work conditions that harmonize work and family responsibilities;
- (b) Ensure that full and part-time work can be freely chosen by women and men on an equal basis, and consider appropriate protection for atypical workers in terms of access to employment, working conditions and social security;
- (c) Ensure, through legislation, incentives and/or encouragement, opportunities for women and men to take job-protected parental leave and to have parental benefits; promote the equal sharing of responsibilities for the family by men and women, including through appropriate legislation, incentives and/or encouragement, and also promote the facilitation of breast-feeding for working mothers;
- (d) Develop policies, inter alia, in education to change attitudes that reinforce the division of labour based on gender in order to promote the concept of shared family responsibility for work in the home, particularly in relation to children and elder care;
- (e) Improve the development of, and access to, technologies that facilitate occupational as well as domestic work, encourage self-support, generate income, transform gender-prescribed roles within the productive process and enable women to move out of low-paying jobs;
- (f) Examine a range of policies and programmes, including social security legislation and taxation systems, in accordance with national priorities and policies, to determine how to promote gender equality and flexibility in the way people divide their time between and derive benefits from education and training, paid employment, family responsibilities, volunteer activity and other socially useful forms of work, rest and leisure.

180. By Governments, the private sector and non-governmental organizations, trade unions and the United Nations, as appropriate:

- (a) Adopt appropriate measures involving relevant governmental bodies and employers' and employees' associations so that women and men are able to take temporary leave from employment, have transferable employment and retirement benefits and make arrangements to modify work hours without sacrificing their prospects for development and advancement at work and in their careers;
- (b) Design and provide educational programmes through innovative media campaigns and school and community education programmes to raise awareness on gender equality and non-stereotyped gender roles of women and men within the family; provide support services and facilities,

such as on-site child care at workplaces and flexible working arrangements;

- (c) Enact and enforce laws against sexual and other forms of harassment in all workplaces.

G. Women in power and decision-making

181. The Universal Declaration of Human Rights states that everyone has the right to take part in the Government of his/her country. The empowerment and autonomy of women and the improvement of women's social, economic and political status is essential for the achievement of both transparent and accountable government and administration and sustainable development in all areas of life. The power relations that prevent women from leading fulfilling lives operate at many levels of society, from the most personal to the highly public. Achieving the goal of equal participation of women and men in decision-making will provide a balance that more accurately reflects the composition of society and is needed in order to strengthen democracy and promote its proper functioning. Equality in political decision-making performs a leverage function without which it is highly unlikely that a real integration of the equality dimension in government policy-making is feasible. In this respect, women's equal participation in political life plays a pivotal role in the general process of the advancement of women. Women's equal participation in decision-making is not only a demand for simple justice or democracy but can also be seen as a necessary condition for women's interests to be taken into account. Without the active participation of women and the incorporation of women's perspective at all levels of decision-making, the goals of equality, development and peace cannot be achieved.

182. Despite the widespread movement towards democratization in most countries, women are largely underrepresented at most levels of government, especially in ministerial and other executive bodies, and have made little progress in attaining political power in legislative bodies or in achieving the target endorsed by the Economic and Social Council of having 30 per cent women in positions at decision-making levels by 1995. Globally, only 10 per cent of the members of legislative bodies and a lower percentage of ministerial positions are now held by women. Indeed, some countries, including those that are undergoing fundamental political, economic and social changes, have seen a significant decrease in the number of women represented in legislative bodies. Although women make up at least half of the electorate in almost all countries and have attained the right to vote and hold office in almost all States Members of the United Nations, women continue to be seriously underrepresented as candidates for public office. The traditional working patterns of many political parties and government structures continue to be barriers to women's participation in public life. Women may be discouraged from seeking political office by discriminatory attitudes and practices, family and child-care responsibilities, and the high cost of seeking and holding public office. Women in politics and decision-making positions in Governments and legislative bodies contribute to redefining political priorities, placing new items on the political agenda that reflect and address women's gender-specific concerns, values and experiences, and providing new perspectives on mainstream political issues.

183. Women have demonstrated considerable leadership in community and informal organizations, as well as in public office. However, socialization and negative stereotyping of women and men, including stereotyping through the media, reinforces the tendency for political decision-making to remain the domain of

men. Likewise, the underrepresentation of women in decision-making positions in the areas of art, culture, sports, the media, education, religion and the law have prevented women from having a significant impact on many key institutions.

184. Owing to their limited access to the traditional avenues to power, such as the decision-making bodies of political parties, employer organizations and trade unions, women have gained access to power through alternative structures, particularly in the non-governmental organization sector. Through non-governmental organizations and grass-roots organizations, women have been able to articulate their interests and concerns and have placed women's issues on the national, regional and international agendas.

185. Inequality in the public arena can often start with discriminatory attitudes and practices and unequal power relations between women and men within the family, as defined in paragraph 29 above. The unequal division of labour and responsibilities within households based on unequal power relations also limits women's potential to find the time and develop the skills required for participation in decision-making in wider public forums. A more equal sharing of those responsibilities between women and men not only provides a better quality of life for women and their daughters but also enhances their opportunities to shape and design public policy, practice and expenditure so that their interests may be recognized and addressed. Non-formal networks and patterns of decision-making at the local community level that reflect a dominant male ethos restrict women's ability to participate equally in political, economic and social life.

186. The low proportion of women among economic and political decision makers at the local, national, regional and international levels reflects structural and attitudinal barriers that need to be addressed through positive measures. Governments, transnational and national corporations, the mass media, banks, academic and scientific institutions, and regional and international organizations, including those in the United Nations system, do not make full use of women's talents as top-level managers, policy makers, diplomats and negotiators.

187. The equitable distribution of power and decision-making at all levels is dependent on Governments and other actors undertaking statistical gender analysis and mainstreaming a gender perspective in policy development and the implementation of programmes. Equality in decision-making is essential to the empowerment of women. In some countries, affirmative action has led to 33.3 per cent or larger representation in local and national Governments.

188. National, regional and international statistical institutions still have insufficient knowledge of how to present the issues related to the equal treatment of women and men in the economic and social spheres. In particular, there is insufficient use of existing databases and methodologies in the important sphere of decision-making.

189. In addressing the inequality between men and women in the sharing of power and decision-making at all levels, Governments and other actors should promote an active and visible policy of mainstreaming a gender perspective in all policies and programmes so that before decisions are taken, an analysis is made of the effects on women and men, respectively.

Strategic objective G.1. Take measures to ensure women's equal access to and full participation in power structures and decision-making

Actions to be taken

190. By Governments:

- (a) Commit themselves to establishing the goal of gender balance in governmental bodies and committees, as well as in public administrative entities, and in the judiciary, including, *inter alia*, setting specific targets and implementing measures to substantially increase the number of women with a view to achieving equal representation of women and men, if necessary through positive action, in all governmental and public administration positions;
- (b) Take measures, including, where appropriate, in electoral systems that encourage political parties to integrate women in elective and non-elective public positions in the same proportion and at the same levels as men;
- (c) Protect and promote the equal rights of women and men to engage in political activities and to freedom of association, including membership in political parties and trade unions;
- (d) Review the differential impact of electoral systems on the political representation of women in elected bodies and consider, where appropriate, the adjustment or reform of those systems;
- (e) Monitor and evaluate progress in the representation of women through the regular collection, analysis and dissemination of quantitative and qualitative data on women and men at all levels in various decision-making positions in the public and private sectors, and disseminate data on the number of women and men employed at various levels in Governments on a yearly basis; ensure that women and men have equal access to the full range of public appointments and set up mechanisms within governmental structures for monitoring progress in this field;
- (f) Support non-governmental organizations and research institutes that conduct studies on women's participation in and impact on decision-making and the decision-making environment;
- (g) Encourage greater involvement of indigenous women in decision-making at all levels;
- (h) Encourage and, where appropriate, ensure that government-funded organizations adopt non-discriminatory policies and practices in order to increase the number and raise the position of women in their organizations;
- (i) Recognize that shared work and parental responsibilities between women and men promote women's increased participation in public life, and take appropriate measures to achieve this, including measures to reconcile family and professional life;
- (j) Aim at gender balance in the lists of national candidates nominated for election or appointment to United Nations bodies, specialized

agencies and other autonomous organizations of the United Nations system, particularly for posts at the senior level.

191. By political parties:

- (a) Consider examining party structures and procedures to remove all barriers that directly or indirectly discriminate against the participation of women;
- (b) Consider developing initiatives that allow women to participate fully in all internal policy-making structures and appointive and electoral nominating processes;
- (c) Consider incorporating gender issues in their political agenda, taking measures to ensure that women can participate in the leadership of political parties on an equal basis with men.

192. By Governments, national bodies, the private sector, political parties, trade unions, employers' organizations, research and academic institutions, subregional and regional bodies and non-governmental and international organizations:

- (a) Take positive action to build a critical mass of women leaders, executives and managers in strategic decision-making positions;
- (b) Create or strengthen, as appropriate, mechanisms to monitor women's access to senior levels of decision-making;
- (c) Review the criteria for recruitment and appointment to advisory and decision-making bodies and promotion to senior positions to ensure that such criteria are relevant and do not discriminate against women;
- (d) Encourage efforts by non-governmental organizations, trade unions and the private sector to achieve equality between women and men in their ranks, including equal participation in their decision-making bodies and in negotiations in all areas and at all levels;
- (e) Develop communications strategies to promote public debate on the new roles of men and women in society, and in the family as defined in paragraph 29 above;
- (f) Restructure recruitment and career-development programmes to ensure that all women, especially young women, have equal access to managerial, entrepreneurial, technical and leadership training, including on-the-job training;
- (g) Develop career advancement programmes for women of all ages that include career planning, tracking, mentoring, coaching, training and retraining;
- (h) Encourage and support the participation of women's non-governmental organizations in United Nations conferences and their preparatory processes;
- (i) Aim at and support gender balance in the composition of delegations to the United Nations and other international forums.

193. By the United Nations:

- (a) Implement existing and adopt new employment policies and measures in order to achieve overall gender equality, particularly at the Professional level and above, by the year 2000, with due regard to the importance of recruiting staff on as wide a geographical basis as possible, in conformity with Article 101, paragraph 3, of the Charter of the United Nations;
- (b) Develop mechanisms to nominate women candidates for appointment to senior posts in the United Nations, the specialized agencies and other organizations and bodies of the United Nations system;
- (c) Continue to collect and disseminate quantitative and qualitative data on women and men in decision-making and analyse their differential impact on decision-making and monitor progress towards achieving the Secretary-General's target of having women hold 50 per cent of managerial and decision-making positions by the year 2000.

194. By women's organizations, non-governmental organizations, trade unions, social partners, producers, and industrial and professional organizations:

- (a) Build and strengthen solidarity among women through information, education and sensitization activities;
- (b) Advocate at all levels to enable women to influence political, economic and social decisions, processes and systems, and work towards seeking accountability from elected representatives on their commitment to gender concerns;
- (c) Establish, consistent with data protection legislation, databases on women and their qualification for use in appointing women to senior decision-making and advisory positions, for dissemination to Governments, regional and international organizations and private enterprise, political parties and other relevant bodies.

Strategic objective G.2. Increase women's capacity to participate in decision-making and leadership

Actions to be taken

195. By Governments, national bodies, the private sector, political parties, trade unions, employers' organizations, subregional and regional bodies, non-governmental and international organizations and educational institutions:

- (a) Provide leadership and self-esteem training to assist women and girls, particularly those with special needs, women with disabilities and women belonging to racial and ethnic minorities to strengthen their self-esteem and to encourage them to take decision-making positions;
- (b) Have transparent criteria for decision-making positions and ensure that the selecting bodies have a gender-balanced composition;
- (c) Create a system of mentoring for inexperienced women and, in particular, offer training, including training in leadership and decision-making, public speaking and self-assertion, as well as in

political campaigning;

- (d) Provide gender-sensitive training for women and men to promote non-discriminatory working relationships and respect for diversity in work and management styles;
- (e) Develop mechanisms and training to encourage women to participate in the electoral process, political activities and other leadership areas.

H. Institutional mechanisms for the advancement of women

196. National machineries for the advancement of women have been established in almost every Member State to, inter alia, design, promote the implementation of, execute, monitor, evaluate, advocate and mobilize support for policies that promote the advancement of women. National machineries are diverse in form and uneven in their effectiveness, and in some cases have declined. Often marginalized in national government structures, these mechanisms are frequently hampered by unclear mandates, lack of adequate staff, training, data and sufficient resources, and insufficient support from national political leadership.

197. At the regional and international levels, mechanisms and institutions to promote the advancement of women as an integral part of mainstream political, economic, social and cultural development, and of initiatives on development and human rights, encounter similar problems emanating from a lack of commitment at the highest levels.

198. Successive international conferences have underscored the need to take gender factors into account in policy and programme planning. However, in many instances this has not been done.

199. Regional bodies concerned with the advancement of women have been strengthened, together with international machinery, such as the Commission on the Status of Women and the Committee on the Elimination of Discrimination against Women. However, the limited resources available continue to impede full implementation of their mandates.

200. Methodologies for conducting gender-based analysis in policies and programmes and for dealing with the differential effects of policies on women and men have been developed in many organizations and are available for application but are often not being applied or are not being applied consistently.

201. A national machinery for the advancement of women is the central policy-coordinating unit inside government. Its main task is to support government-wide mainstreaming of a gender-equality perspective in all policy areas. The necessary conditions for an effective functioning of such national machineries include:

- (a) Location at the highest possible level in the Government, falling under the responsibility of a Cabinet minister;
- (b) Institutional mechanisms or processes that facilitate, as appropriate, decentralized planning, implementation and monitoring with a view to involving non-governmental organizations and community organizations

from the grass-roots upwards;

- (c) Sufficient resources in terms of budget and professional capacity;
- (d) Opportunity to influence development of all government policies.

202. In addressing the issue of mechanisms for promoting the advancement of women, Governments and other actors should promote an active and visible policy of mainstreaming a gender perspective in all policies and programmes so that, before decisions are taken, an analysis is made of the effects on women and men, respectively.

Strategic objective H.1. Create or strengthen national machineries and other governmental bodies

Actions to be taken

203. By Governments:

- (a) Ensure that responsibility for the advancement of women is vested in the highest possible level of government; in many cases, this could be at the level of a Cabinet minister;
- (b) Based on a strong political commitment, create a national machinery, where it does not exist, and strengthen, as appropriate, existing national machineries, for the advancement of women at the highest possible level of government; it should have clearly defined mandates and authority; critical elements would be adequate resources and the ability and competence to influence policy and formulate and review legislation; among other things, it should perform policy analysis, undertake advocacy, communication, coordination and monitoring of implementation;
- (c) Provide staff training in designing and analysing data from a gender perspective;
- (d) Establish procedures to allow the machinery to gather information on government-wide policy issues at an early stage and continuously use it in the policy development and review process within the Government;
- (e) Report, on a regular basis, to legislative bodies on the progress of efforts, as appropriate, to mainstream gender concerns, taking into account the implementation of the Platform for Action;
- (f) Encourage and promote the active involvement of the broad and diverse range of institutional actors in the public, private and voluntary sectors to work for equality between women and men.

Strategic objective H.2. Integrate gender perspectives in legislation, public policies, programmes and projects

Actions to be taken

204. By Governments:

- (a) Seek to ensure that before policy decisions are taken, an analysis of their impact on women and men, respectively, is carried out;
- (b) Regularly review national policies, programmes and projects, as well as their implementation, evaluating the impact of employment and income policies in order to guarantee that women are direct beneficiaries of development and that their full contribution to development, both remunerated and unremunerated, is considered in economic policy and planning;
- (c) Promote national strategies and aims on equality between women and men in order to eliminate obstacles to the exercise of women's rights and eradicate all forms of discrimination against women;
- (d) Work with members of legislative bodies, as appropriate, to promote a gender perspective in all legislation and policies;
- (e) Give all ministries the mandate to review policies and programmes from a gender perspective and in the light of the Platform for Action; locate the responsibility for the implementation of that mandate at the highest possible level; establish and/or strengthen an inter-ministerial coordination structure to carry out this mandate, to monitor progress and to network with relevant machineries.

205. By national machinery:

- (a) Facilitate the formulation and implementation of government policies on equality between women and men, develop appropriate strategies and methodologies, and promote coordination and cooperation within the central Government in order to ensure mainstreaming of a gender perspective in all policy-making processes;
- (b) Promote and establish cooperative relationships with relevant branches of government, centres for women's studies and research, academic and educational institutions, the private sector, the media, non-governmental organizations, especially women's organizations, and all other actors of civil society;
- (c) Undertake activities focusing on legal reform with regard, inter alia, to the family, conditions of employment, social security, income tax, equal opportunity in education, positive measures to promote the advancement of women, and the perception of attitudes and a culture favourable to equality, as well as promote a gender perspective in legal policy and programming reforms;
- (d) Promote the increased participation of women as both active agents and beneficiaries of the development process, which would result in an improvement in the quality of life for all;

- (e) Establish direct links with national, regional and international bodies dealing with the advancement of women;
- (f) Provide training and advisory assistance to government agencies in order to integrate a gender perspective in their policies and programmes.

Strategic objective H.3. Generate and disseminate gender-disaggregated data and information for planning and evaluation

Actions to be taken

206. By national, regional and international statistical services and relevant governmental and United Nations agencies, in cooperation with research and documentation organizations, in their respective areas of responsibility:

- (a) Ensure that statistics related to individuals are collected, compiled, analysed and presented by sex and age and reflect problems, issues and questions related to women and men in society;
- (b) Collect, compile, analyse and present on a regular basis data disaggregated by age, sex, socio-economic and other relevant indicators, including number of dependants, for utilization in policy and programme planning and implementation;
- (c) Involve centres for women's studies and research organizations in developing and testing appropriate indicators and research methodologies to strengthen gender analysis, as well as in monitoring and evaluating the implementation of the goals of the Platform for Action;
- (d) Designate or appoint staff to strengthen gender-statistics programmes and ensure coordination, monitoring and linkage to all fields of statistical work, and prepare output that integrates statistics from the various subject areas;
- (e) Improve data collection on the full contribution of women and men to the economy, including their participation in the informal sector(s);
- (f) Develop a more comprehensive knowledge of all forms of work and employment by:
 - (i) Improving data collection on the unremunerated work which is already included in the United Nations System of National Accounts, such as in agriculture, particularly subsistence agriculture, and other types of non-market production activities;
 - (ii) Improving measurements that at present underestimate women's unemployment and underemployment in the labour market;
 - (iii) Developing methods, in the appropriate forums, for assessing the value, in quantitative terms, of unremunerated work that is outside national accounts, such as caring for dependants and preparing food, for possible reflection in satellite or other official accounts that may be produced separately from but are

consistent with core national accounts, with a view to recognizing the economic contribution of women and making visible the unequal distribution of remunerated and unremunerated work between women and men;

- (g) Develop an international classification of activities for time-use statistics that is sensitive to the differences between women and men in remunerated and unremunerated work, and collect data disaggregated by sex. At the national level, subject to national constraints:
 - (i) Conduct regular time-use studies to measure, in quantitative terms, unremunerated work, including recording those activities that are performed simultaneously with remunerated or other unremunerated activities;
 - (ii) Measure, in quantitative terms, unremunerated work that is outside national accounts and work to improve methods to assess its value, and accurately reflect its value in satellite or other official accounts that are separate from but consistent with core national accounts;
- (h) Improve concepts and methods of data collection on the measurement of poverty among women and men, including their access to resources;
- (i) Strengthen vital statistical systems and incorporate gender analysis into publications and research; give priority to gender differences in research design and in data collection and analysis in order to improve data on morbidity; and improve data collection on access to health services, including access to comprehensive sexual and reproductive health services, maternal care and family planning, with special priority for adolescent mothers and for elder care;
- (j) Develop improved gender-disaggregated and age-specific data on the victims and perpetrators of all forms of violence against women, such as domestic violence, sexual harassment, rape, incest and sexual abuse, and trafficking in women and girls, as well as on violence by agents of the State;
- (k) Improve concepts and methods of data collection on the participation of women and men with disabilities, including their access to resources.

207. By Governments:

- (a) Ensure the regular production of a statistical publication on gender that presents and interprets topical data on women and men in a form suitable for a wide range of non-technical users;
- (b) Ensure that producers and users of statistics in each country regularly review the adequacy of the official statistical system and its coverage of gender issues, and prepare a plan for needed improvements, where necessary;
- (c) Develop and encourage the development of quantitative and qualitative studies by research organizations, trade unions, employers, the private sector and non-governmental organizations on the sharing of power and influence in society, including the number of women and men

in senior decision-making positions in both the public and private sectors;

- (d) Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects.

208. By the United Nations:

- (a) Promote the development of methods to find better ways to collect, collate and analyse data that may relate to the human rights of women, including violence against women, for use by all relevant United Nations bodies;
- (b) Promote the further development of statistical methods to improve data that relate to women in economic, social, cultural and political development;
- (c) Prepare a new issue of The World's Women at regular five-year intervals and distribute it widely;
- (d) Assist countries, upon request, in the development of gender policies and programmes;
- (e) Ensure that the relevant reports, data and publications of the Statistical Division of the United Nations Secretariat and the International Research and Training Institute for the Advancement of Women on progress at the national and international levels are transmitted to the Commission on the Status of Women in a regular and coordinated fashion.

209. By multilateral development institutions and bilateral donors:

Encourage and support the development of national capacity in developing countries and in countries with economies in transition by providing resources and technical assistance so that countries can fully measure the work done by women and men, including both remunerated and unremunerated work, and, where appropriate, use satellite or other official accounts for unremunerated work.

I. Human rights of women

210. Human rights and fundamental freedoms are the birthright of all human beings; their protection and promotion is the first responsibility of Governments.

211. The World Conference on Human Rights reaffirmed the solemn commitment of all States to fulfil their obligation to promote universal respect for, and observance and protection of, all human rights and fundamental freedoms for all, in accordance with the Charter of the United Nations, other instruments relating to human rights, and international law. The universal nature of these rights and freedoms is beyond question.

212. The promotion and protection of all human rights and fundamental freedoms must be considered as a priority objective of the United Nations, in accordance with its purposes and principles, in particular with the purpose of international cooperation. In the framework of these purposes and principles,

the promotion and protection of all human rights is a legitimate concern of the international community. The international community must treat human rights globally, in a fair and equal manner, on the same footing, and with the same emphasis. The Platform for Action reaffirms the importance of ensuring the universality, objectivity and non-selectivity of the consideration of human rights issues.

213. The Platform for Action reaffirms that all human rights - civil, cultural, economic, political and social, including the right to development - are universal, indivisible, interdependent and interrelated, as expressed in the Vienna Declaration and Programme of Action adopted by the World Conference on Human Rights. The Conference reaffirmed that the human rights of women and the girl child are an inalienable, integral and indivisible part of universal human rights. The full and equal enjoyment of all human rights and fundamental freedoms by women and girls is a priority for Governments and the United Nations and is essential for the advancement of women.

214. Equal rights of men and women are explicitly mentioned in the Preamble to the Charter of the United Nations. All the major international human rights instruments include sex as one of the grounds upon which States may not discriminate.

215. Governments must not only refrain from violating the human rights of all women, but must work actively to promote and protect these rights. Recognition of the importance of the human rights of women is reflected in the fact that three quarters of the States Members of the United Nations have become parties to the Convention on the Elimination of All Forms of Discrimination against Women.

216. The World Conference on Human Rights reaffirmed clearly that the human rights of women throughout the life cycle are an inalienable, integral and indivisible part of universal human rights. The International Conference on Population and Development reaffirmed women's reproductive rights and the right to development. Both the Declaration of the Rights of the Child 31/ and the Convention on the Rights of the Child 11/ guarantee children's rights and uphold the principle of non-discrimination on the grounds of gender.

217. The gap between the existence of rights and their effective enjoyment derives from a lack of commitment by Governments to promoting and protecting those rights and the failure of Governments to inform women and men alike about them. The lack of appropriate recourse mechanisms at the national and international levels, and inadequate resources at both levels, compound the problem. In most countries, steps have been taken to reflect the rights guaranteed by the Convention on the Elimination of All Forms of Discrimination against Women in national law. A number of countries have established mechanisms to strengthen women's ability to exercise their rights.

218. In order to protect the human rights of women, it is necessary to avoid, as far as possible, resorting to reservations and to ensure that no reservation is incompatible with the object and purpose of the Convention or is otherwise incompatible with international treaty law. Unless the human rights of women, as defined by international human rights instruments, are fully recognized and effectively protected, applied, implemented and enforced in national law as well as in national practice in family, civil, penal, labour and commercial codes and administrative rules and regulations, they will exist in name only.

219. In those countries that have not yet become parties to the Convention on

the Elimination of All Forms of Discrimination against Women and other international human rights instruments, or where reservations that are incompatible with the object or purpose of the Convention have been entered, or where national laws have not yet been revised to implement international norms and standards, women's de jure equality is not yet secured. Women's full enjoyment of equal rights is undermined by the discrepancies between some national legislation and international law and international instruments on human rights. Overly complex administrative procedures, lack of awareness within the judicial process and inadequate monitoring of the violation of the human rights of all women, coupled with the underrepresentation of women in justice systems, insufficient information on existing rights and persistent attitudes and practices perpetuate women's de facto inequality. De facto inequality is also perpetuated by the lack of enforcement of, inter alia, family, civil, penal, labour and commercial laws or codes, or administrative rules and regulations intended to ensure women's full enjoyment of human rights and fundamental freedoms.

220. Every person should be entitled to participate in, contribute to and enjoy cultural, economic, political and social development. In many cases women and girls suffer discrimination in the allocation of economic and social resources. This directly violates their economic, social and cultural rights.

221. The human rights of all women and the girl child must form an integral part of United Nations human rights activities. Intensified efforts are needed to integrate the equal status and the human rights of all women and girls into the mainstream of United Nations system-wide activities and to address these issues regularly and systematically throughout relevant bodies and mechanisms. This requires, inter alia, improved cooperation and coordination between the Commission on the Status of Women, the United Nations High Commissioner for Human Rights, the Commission on Human Rights, including its special and thematic rapporteurs, independent experts, working groups and its Subcommission on Prevention of Discrimination and Protection of Minorities, the Commission on Sustainable Development, the Commission for Social Development, the Commission on Crime Prevention and Criminal Justice, and the Committee on the Elimination of Discrimination against Women and other human rights treaty bodies, and all relevant entities of the United Nations system, including the specialized agencies. Cooperation is also needed to strengthen, rationalize and streamline the United Nations human rights system and to promote its effectiveness and efficiency, taking into account the need to avoid unnecessary duplication and overlapping of mandates and tasks.

222. If the goal of full realization of human rights for all is to be achieved, international human rights instruments must be applied in such a way as to take more clearly into consideration the systematic and systemic nature of discrimination against women that gender analysis has clearly indicated.

223. Bearing in mind the Programme of Action of the International Conference on Population and Development 14/ and the Vienna Declaration and Programme of Action 2/ adopted by the World Conference on Human Rights, the Fourth World Conference on Women reaffirms that reproductive rights rest on the recognition of the basic right of all couples and individuals to decide freely and responsibly the number, spacing and timing of their children and to have the information and means to do so, and the right to attain the highest standard of sexual and reproductive health. It also includes their right to make decisions concerning reproduction free of discrimination, coercion and violence, as expressed in human rights documents.

224. Violence against women both violates and impairs or nullifies the enjoyment by women of human rights and fundamental freedoms. Taking into account the Declaration on the Elimination of Violence against Women and the work of Special Rapporteurs, gender-based violence, such as battering and other domestic violence, sexual abuse, sexual slavery and exploitation, and international trafficking in women and children, forced prostitution and sexual harassment, as well as violence against women, resulting from cultural prejudice, racism and racial discrimination, xenophobia, pornography, ethnic cleansing, armed conflict, foreign occupation, religious and anti-religious extremism and terrorism are incompatible with the dignity and the worth of the human person and must be combated and eliminated. Any harmful aspect of certain traditional, customary or modern practices that violates the rights of women should be prohibited and eliminated. Governments should take urgent action to combat and eliminate all forms of violence against women in private and public life, whether perpetrated or tolerated by the State or private persons.

225. Many women face additional barriers to the enjoyment of their human rights because of such factors as their race, language, ethnicity, culture, religion, disability or socio-economic class or because they are indigenous people, migrants, including women migrant workers, displaced women or refugees. They may also be disadvantaged and marginalized by a general lack of knowledge and recognition of their human rights as well as by the obstacles they meet in gaining access to information and recourse mechanisms in cases of violation of their rights.

226. The factors that cause the flight of refugee women, other displaced women in need of international protection and internally displaced women may be different from those affecting men. These women continue to be vulnerable to abuses of their human rights during and after their flight.

227. While women are increasingly using the legal system to exercise their rights, in many countries lack of awareness of the existence of these rights is an obstacle that prevents women from fully enjoying their human rights and attaining equality. Experience in many countries has shown that women can be empowered and motivated to assert their rights, regardless of their level of education or socio-economic status. Legal literacy programmes and media strategies have been effective in helping women to understand the link between their rights and other aspects of their lives and in demonstrating that cost-effective initiatives can be undertaken to help women obtain those rights. Provision of human rights education is essential for promoting an understanding of the human rights of women, including knowledge of recourse mechanisms to redress violations of their rights. It is necessary for all individuals, especially women in vulnerable circumstances, to have full knowledge of their rights and access to legal recourse against violations of their rights.

228. Women engaged in the defence of human rights must be protected. Governments have a duty to guarantee the full enjoyment of all rights set out in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights by women working peacefully in a personal or organizational capacity for the promotion and protection of human rights. Non-governmental organizations, women's organizations and feminist groups have played a catalytic role in the promotion of the human rights of women through grass-roots activities, networking and advocacy and need encouragement, support and access to information from Governments in order to carry out these activities.

229. In addressing the enjoyment of human rights, Governments and other actors

should promote an active and visible policy of mainstreaming a gender perspective in all policies and programmes so that, before decisions are taken, an analysis is made of the effects on women and men, respectively.

Strategic objective I.1. Promote and protect the human rights of women, through the full implementation of all human rights instruments, especially the Convention on the Elimination of All Forms of Discrimination against Women

Actions to be taken

230. By Governments:

- (a) Work actively towards ratification of or accession to and implement international and regional human rights treaties;
- (b) Ratify and accede to and ensure implementation of the Convention on the Elimination of All Forms of Discrimination against Women so that universal ratification of the Convention can be achieved by the year 2000;
- (c) Limit the extent of any reservations to the Convention on the Elimination of All Forms of Discrimination against Women; formulate any such reservations as precisely and as narrowly as possible; ensure that no reservations are incompatible with the object and purpose of the Convention or otherwise incompatible with international treaty law and regularly review them with a view to withdrawing them; and withdraw reservations that are contrary to the object and purpose of the Convention on the Elimination of All Forms of Discrimination against Women or which are otherwise incompatible with international treaty law;
- (d) Consider drawing up national action plans identifying steps to improve the promotion and protection of human rights, including the human rights of women, as recommended by the World Conference on Human Rights;
- (e) Create or strengthen independent national institutions for the protection and promotion of these rights, including the human rights of women, as recommended by the World Conference on Human Rights;
- (f) Develop a comprehensive human rights education programme to raise awareness among women of their human rights and raise awareness among others of the human rights of women;
- (g) If they are States parties, implement the Convention by reviewing all national laws, policies, practices and procedures to ensure that they meet the obligations set out in the Convention; all States should undertake a review of all national laws, policies, practices and procedures to ensure that they meet international human rights obligations in this matter;
- (h) Include gender aspects in reporting under all other human rights conventions and instruments, including ILO conventions, to ensure analysis and review of the human rights of women;

- (i) Report on schedule to the Committee on the Elimination of Discrimination against Women regarding the implementation of the Convention, following fully the guidelines established by the Committee and involving non-governmental organizations, where appropriate, or taking into account their contributions in the preparation of the report;
- (j) Enable the Committee on the Elimination of Discrimination against Women fully to discharge its mandate by allowing for adequate meeting time through broad ratification of the revision adopted by the States parties to the Convention on the Elimination of All Forms of Discrimination against Women on 22 May 1995 relative to article 20, paragraph 1, 32/ and by promoting efficient working methods;
- (k) Support the process initiated by the Commission on the Status of Women with a view to elaborating a draft optional protocol to the Convention on the Elimination of All Forms of Discrimination against Women that could enter into force as soon as possible on a right of petition procedure, taking into consideration the Secretary-General's report on the optional protocol, including those views related to its feasibility;
- (l) Take urgent measures to achieve universal ratification of or accession to the Convention on the Rights of the Child before the end of 1995 and full implementation of the Convention in order to ensure equal rights for girls and boys; those that have not already done so are urged to become parties in order to realize universal implementation of the Convention on the Rights of the Child by the year 2000;
- (m) Address the acute problems of children, inter alia, by supporting efforts in the context of the United Nations system aimed at adopting efficient international measures for the prevention and eradication of female infanticide, harmful child labour, the sale of children and their organs, child prostitution, child pornography and other forms of sexual abuse and consider contributing to the drafting of an optional protocol to the Convention on the Rights of the Child;
- (n) Strengthen the implementation of all relevant human rights instruments in order to combat and eliminate, including through international cooperation, organized and other forms of trafficking in women and children, including trafficking for the purposes of sexual exploitation, pornography, prostitution and sex tourism, and provide legal and social services to the victims; this should include provisions for international cooperation to prosecute and punish those responsible for organized exploitation of women and children;
- (o) Taking into account the need to ensure full respect for the human rights of indigenous women, consider a declaration on the rights of indigenous people for adoption by the General Assembly within the International Decade of the World's Indigenous People and encourage the participation of indigenous women in the working group elaborating the draft declaration, in accordance with the provisions for the participation of organizations of indigenous people.

231. By relevant organs, bodies and agencies of the United Nations system, all human rights bodies of the United Nations system, as well as the United Nations High Commissioner for Human Rights and the United Nations High Commissioner for

Refugees, while promoting greater efficiency and effectiveness through better coordination of the various bodies, mechanisms and procedures, taking into account the need to avoid unnecessary duplication and overlapping of their mandates and tasks:

- (a) Give full, equal and sustained attention to the human rights of women in the exercise of their respective mandates to promote universal respect for and protection of all human rights - civil, cultural, economic, political and social rights, including the right to development;
- (b) Ensure the implementation of the recommendations of the World Conference on Human Rights for the full integration and mainstreaming of the human rights of women;
- (c) Develop a comprehensive policy programme for mainstreaming the human rights of women throughout the United Nations system, including activities with regard to advisory services, technical assistance, reporting methodology, gender-impact assessments, coordination, public information and human rights education, and play an active role in the implementation of the programme;
- (d) Ensure the integration and full participation of women as both agents and beneficiaries in the development process and reiterate the objectives established for global action for women towards sustainable and equitable development set forth in the Rio Declaration on Environment and Development; 18/
- (e) Include information on gender-based human rights violations in their activities and integrate the findings into all of their programmes and activities;
- (f) Ensure that there is collaboration and coordination of the work of all human rights bodies and mechanisms to ensure that the human rights of women are respected;
- (g) Strengthen cooperation and coordination between the Commission on the Status of Women, the Commission on Human Rights, the Commission for Social Development, the Commission on Sustainable Development, the Commission on Crime Prevention and Criminal Justice, the United Nations human rights treaty monitoring bodies, including the Committee on the Elimination of Discrimination against Women, and the United Nations Development Fund for Women, the International Research and Training Institute for the Advancement of Women, the United Nations Development Programme, the United Nations Children's Fund and other organizations of the United Nations system, acting within their mandates, in the promotion of the human rights of women, and improve cooperation between the Division for the Advancement of Women and the Centre for Human Rights;
- (h) Establish effective cooperation between the United Nations High Commissioner for Human Rights and the United Nations High Commissioner for Refugees and other relevant bodies, within their respective mandates, taking into account the close link between massive violations of human rights, especially in the form of genocide, ethnic cleansing, systematic rape of women in war situations and refugee flows and other displacements, and the fact that refugee, displaced

and returnee women may be subject to particular human rights abuse;

- (i) Encourage incorporation of a gender perspective in national programmes of action and in human rights and national institutions, within the context of human rights advisory services programmes;
- (j) Provide training in the human rights of women for all United Nations personnel and officials, especially those in human rights and humanitarian relief activities, and promote their understanding of the human rights of women so that they recognize and deal with violations of the human rights of women and can fully take into account the gender aspect of their work;
- (k) In reviewing the implementation of the plan of action for the United Nations Decade for Human Rights Education (1995-2004), take into account the results of the Fourth World Conference on Women.

Strategic objective I.2. Ensure equality and non-discrimination under the law and in practice

Actions to be taken

232. By Governments:

- (a) Give priority to promoting and protecting the full and equal enjoyment by women and men of all human rights and fundamental freedoms without distinction of any kind as to race, colour, sex, language, religion, political or other opinions, national or social origins, property, birth or other status;
- (b) Provide constitutional guarantees and/or enact appropriate legislation to prohibit discrimination on the basis of sex for all women and girls of all ages and assure women of all ages equal rights and their full enjoyment;
- (c) Embody the principle of the equality of men and women in their legislation and ensure, through law and other appropriate means, the practical realization of this principle;
- (d) Review national laws, including customary laws and legal practices in the areas of family, civil, penal, labour and commercial law in order to ensure the implementation of the principles and procedures of all relevant international human rights instruments by means of national legislation, revoke any remaining laws that discriminate on the basis of sex and remove gender bias in the administration of justice;
- (e) Strengthen and encourage the development of programmes to protect the human rights of women in the national institutions on human rights that carry out programmes, such as human rights commissions or ombudspersons, according them appropriate status, resources and access to the Government to assist individuals, in particular women, and ensure that these institutions pay adequate attention to problems involving the violation of the human rights of women;
- (f) Take action to ensure that the human rights of women, including the rights referred to in paragraphs 94 to 96 above, are fully respected

and protected;

- (g) Take urgent action to combat and eliminate violence against women, which is a human rights violation, resulting from harmful traditional or customary practices, cultural prejudices and extremism;
- (h) Prohibit female genital mutilation wherever it exists and give vigorous support to efforts among non-governmental and community organizations and religious institutions to eliminate such practices;
- (i) Provide gender-sensitive human rights education and training to public officials, including, inter alia, police and military personnel, corrections officers, health and medical personnel, and social workers, including people who deal with migration and refugee issues, and teachers at all levels of the educational system, and make available such education and training also to the judiciary and members of parliament in order to enable them to better exercise their public responsibilities;
- (j) Promote the equal right of women to be members of trade unions and other professional and social organizations;
- (k) Establish effective mechanisms for investigating violations of the human rights of women perpetrated by any public official and take the necessary punitive legal measures in accordance with national laws;
- (l) Review and amend criminal laws and procedures, as necessary, to eliminate any discrimination against women in order to ensure that criminal law and procedures guarantee women effective protection against, and prosecution of, crimes directed at or disproportionately affecting women, regardless of the relationship between the perpetrator and the victim, and ensure that women defendants, victims and/or witnesses are not revictimized or discriminated against in the investigation and prosecution of crimes;
- (m) Ensure that women have the same right as men to be judges, advocates or other officers of the court, as well as police officers and prison and detention officers, among other things;
- (n) Strengthen existing or establish readily available and free or affordable alternative administrative mechanisms and legal aid programmes to assist disadvantaged women seeking redress for violations of their rights;
- (o) Ensure that all women and non-governmental organizations and their members in the field of protection and promotion of all human rights - civil, cultural, economic, political and social rights, including the right to development - enjoy fully all human rights and freedoms in accordance with the Universal Declaration of Human Rights and all other human rights instruments and the protection of national laws;
- (p) Strengthen and encourage the implementation of the recommendations contained in the Standard Rules on the Equalization of Opportunities for Persons with Disabilities, 30/ paying special attention to ensure non-discrimination and equal enjoyment of all human rights and fundamental freedoms by women and girls with disabilities, including their access to information and services in the field of violence

against women, as well as their active participation in and economic contribution to all aspects of society;

- (q) Encourage the development of gender-sensitive human rights programmes.

Strategic objective I.3. Achieve legal literacy

Actions to be taken

233. By Governments and non-governmental organizations, the United Nations and other international organizations, as appropriate:

- (a) Translate, whenever possible, into local and indigenous languages and into alternative formats appropriate for persons with disabilities and persons at lower levels of literacy, publicize and disseminate laws and information relating to the equal status and human rights of all women, including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the Convention on the Elimination of All Forms of Discrimination against Women, the International Convention on the Elimination of All Forms of Racial Discrimination, 33/ the Convention on the Rights of the Child, the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, the Declaration on the Right to Development 34/ and the Declaration on the Elimination of Violence against Women, as well as the outcomes of relevant United Nations conferences and summits and national reports to the Committee on the Elimination of Discrimination against Women;
- (b) Publicize and disseminate such information in easily understandable formats and alternative formats appropriate for persons with disabilities, and persons at low levels of literacy;
- (c) Disseminate information on national legislation and its impact on women, including easily accessible guidelines on how to use a justice system to exercise one's rights;
- (d) Include information about international and regional instruments and standards in their public information and human rights education activities and in adult education and training programmes, particularly for groups such as the military, the police and other law enforcement personnel, the judiciary, and legal and health professionals to ensure that human rights are effectively protected;
- (e) Make widely available and fully publicize information on the existence of national, regional and international mechanisms for seeking redress when the human rights of women are violated;
- (f) Encourage, coordinate and cooperate with local and regional women's groups, relevant non-governmental organizations, educators and the media, to implement programmes in human rights education to make women aware of their human rights;
- (g) Promote education on the human and legal rights of women in school curricula at all levels of education and undertake public campaigns, including in the most widely used languages of the country, on the

equality of women and men in public and private life, including their rights within the family and relevant human rights instruments under national and international law;

- (h) Promote education in all countries in human rights and international humanitarian law for members of the national security and armed forces, including those assigned to United Nations peace-keeping operations, on a routine and continuing basis, reminding them and sensitizing them to the fact that they should respect the rights of women at all times, both on and off duty, giving special attention to the rules on the protection of women and children and to the protection of human rights in situations of armed conflict;
- (i) Take appropriate measures to ensure that refugee and displaced women, migrant women and women migrant workers are made aware of their human rights and of the recourse mechanisms available to them.

J. Women and the media

234. During the past decade, advances in information technology have facilitated a global communications network that transcends national boundaries and has an impact on public policy, private attitudes and behaviour, especially of children and young adults. Everywhere the potential exists for the media to make a far greater contribution to the advancement of women.

235. More women are involved in careers in the communications sector, but few have attained positions at the decision-making level or serve on governing boards and bodies that influence media policy. The lack of gender sensitivity in the media is evidenced by the failure to eliminate the gender-based stereotyping that can be found in public and private local, national and international media organizations.

236. The continued projection of negative and degrading images of women in media communications - electronic, print, visual and audio - must be changed. Print and electronic media in most countries do not provide a balanced picture of women's diverse lives and contributions to society in a changing world. In addition, violent and degrading or pornographic media products are also negatively affecting women and their participation in society. Programming that reinforces women's traditional roles can be equally limiting. The world-wide trend towards consumerism has created a climate in which advertisements and commercial messages often portray women primarily as consumers and target girls and women of all ages inappropriately.

237. Women should be empowered by enhancing their skills, knowledge and access to information technology. This will strengthen their ability to combat negative portrayals of women internationally and to challenge instances of abuse of the power of an increasingly important industry. Self-regulatory mechanisms for the media need to be created and strengthened and approaches developed to eliminate gender-biased programming. Most women, especially in developing countries, are not able to access effectively the expanding electronic information highways and therefore cannot establish networks that will provide them with alternative sources of information. Women therefore need to be involved in decision-making regarding the development of the new technologies in order to participate fully in their growth and impact.

238. In addressing the issue of the mobilization of the media, Governments and

other actors should promote an active and visible policy of mainstreaming a gender perspective in policies and programmes.

Strategic objective J.1. Increase the participation and access of women to expression and decision-making in and through the media and new technologies of communication

Actions to be taken

239. By Governments:

- (a) Support women's education, training and employment to promote and ensure women's equal access to all areas and levels of the media;
- (b) Support research into all aspects of women and the media so as to define areas needing attention and action and review existing media policies with a view to integrating a gender perspective;
- (c) Promote women's full and equal participation in the media, including management, programming, education, training and research;
- (d) Aim at gender balance in the appointment of women and men to all advisory, management, regulatory or monitoring bodies, including those connected to the private and State or public media;
- (e) Encourage, to the extent consistent with freedom of expression, these bodies to increase the number of programmes for and by women to see to it that women's needs and concerns are properly addressed;
- (f) Encourage and recognize women's media networks, including electronic networks and other new technologies of communication, as a means for the dissemination of information and the exchange of views, including at the international level, and support women's groups active in all media work and systems of communications to that end;
- (g) Encourage and provide the means or incentives for the creative use of programmes in the national media for the dissemination of information on various cultural forms of indigenous people and the development of social and educational issues in this regard within the framework of national law;
- (h) Guarantee the freedom of the media and its subsequent protection within the framework of national law and encourage, consistent with freedom of expression, the positive involvement of the media in development and social issues.

240. By national and international media systems:

Develop, consistent with freedom of expression, regulatory mechanisms, including voluntary ones, that promote balanced and diverse portrayals of women by the media and international communication systems and that promote increased participation by women and men in production and decision-making.

241. By Governments, as appropriate, or national machinery for the advancement

of women:

- (a) Encourage the development of educational and training programmes for women in order to produce information for the mass media, including funding of experimental efforts, and the use of the new technologies of communication, cybernetics space and satellite, whether public or private;
- (b) Encourage the use of communication systems, including new technologies, as a means of strengthening women's participation in democratic processes;
- (c) Facilitate the compilation of a directory of women media experts;
- (d) Encourage the participation of women in the development of professional guidelines and codes of conduct or other appropriate self-regulatory mechanisms to promote balanced and non-stereotyped portrayals of women by the media.

242. By non-governmental organizations and media professional associations:

- (a) Encourage the establishment of media watch groups that can monitor the media and consult with the media to ensure that women's needs and concerns are properly reflected;
- (b) Train women to make greater use of information technology for communication and the media, including at the international level;
- (c) Create networks among and develop information programmes for non-governmental organizations, women's organizations and professional media organizations in order to recognize the specific needs of women in the media, and facilitate the increased participation of women in communication, in particular at the international level, in support of South-South and North-South dialogue among and between these organizations, inter alia, to promote the human rights of women and equality between women and men;
- (d) Encourage the media industry and education and media training institutions to develop, in appropriate languages, traditional, indigenous and other ethnic forms of media, such as story-telling, drama, poetry and song, reflecting their cultures, and utilize these forms of communication to disseminate information on development and social issues.

Strategic objective J.2. Promote a balanced and non-stereotyped portrayal of women in the media

Actions to be taken

243. By Governments and international organizations, to the extent consistent with freedom of expression:

- (a) Promote research and implementation of a strategy of information, education and communication aimed at promoting a balanced portrayal of women and girls and their multiple roles;

- (b) Encourage the media and advertising agencies to develop specific programmes to raise awareness of the Platform for Action;
- (c) Encourage gender-sensitive training for media professionals, including media owners and managers, to encourage the creation and use of non-stereotyped, balanced and diverse images of women in the media;
- (d) Encourage the media to refrain from presenting women as inferior beings and exploiting them as sexual objects and commodities, rather than presenting them as creative human beings, key actors and contributors to and beneficiaries of the process of development;
- (e) Promote the concept that the sexist stereotypes displayed in the media are gender discriminatory, degrading in nature and offensive;
- (f) Take effective measures or institute such measures, including appropriate legislation against pornography and the projection of violence against women and children in the media.

244. By the mass media and advertising organizations:

- (a) Develop, consistent with freedom of expression, professional guidelines and codes of conduct and other forms of self-regulation to promote the presentation of non-stereotyped images of women;
- (b) Establish, consistent with freedom of expression, professional guidelines and codes of conduct that address violent, degrading or pornographic materials concerning women in the media, including advertising;
- (c) Develop a gender perspective on all issues of concern to communities, consumers and civil society;
- (d) Increase women's participation in decision-making at all levels of the media.

245. By the media, non-governmental organizations and the private sector, in collaboration, as appropriate, with national machinery for the advancement of women:

- (a) Promote the equal sharing of family responsibilities through media campaigns that emphasize gender equality and non-stereotyped gender roles of women and men within the family and that disseminate information aimed at eliminating spousal and child abuse and all forms of violence against women, including domestic violence;
- (b) Produce and/or disseminate media materials on women leaders, inter alia, as leaders who bring to their positions of leadership many different life experiences, including but not limited to their experiences in balancing work and family responsibilities, as mothers, as professionals, as managers and as entrepreneurs, to provide role models, particularly to young women;
- (c) Promote extensive campaigns, making use of public and private educational programmes, to disseminate information about and increase awareness of the human rights of women;

- (d) Support the development of and finance, as appropriate, alternative media and the use of all means of communication to disseminate information to and about women and their concerns;
- (e) Develop approaches and train experts to apply gender analysis with regard to media programmes.

K. Women and the environment

246. Human beings are at the centre of concern for sustainable development. They are entitled to a healthy and productive life in harmony with nature. Women have an essential role to play in the development of sustainable and ecologically sound consumption and production patterns and approaches to natural resource management, as was recognized at the United Nations Conference on Environment and Development and the International Conference on Population and Development and reflected throughout Agenda 21. Awareness of resource depletion, the degradation of natural systems and the dangers of polluting substances has increased markedly in the past decade. These worsening conditions are destroying fragile ecosystems and displacing communities, especially women, from productive activities and are an increasing threat to a safe and healthy environment. Poverty and environmental degradation are closely interrelated. While poverty results in certain kinds of environmental stress, the major cause of the continued deterioration of the global environment is the unsustainable pattern of consumption and production, particularly in industrialized countries, which is a matter of grave concern, aggravating poverty and imbalances. Rising sealevels as a result of global warming cause a grave and immediate threat to people living in island countries and coastal areas. The use of ozone-depleting substances, such as products with chlorofluorocarbons, halons and methyl bromides (from which plastics and foams are made), are severely affecting the atmosphere, thus allowing excessive levels of harmful ultraviolet rays to reach the Earth's surface. This has severe effects on people's health such as higher rates of skin cancer, eye damage and weakened immune systems. It also has severe effects on the environment, including harm to crops and ocean life.

247. All States and all people shall cooperate in the essential task of eradicating poverty as an indispensable requirement for sustainable development, in order to decrease the disparities in standards of living and better meet the needs of the majority of the people of the world. Hurricanes, typhoons and other natural disasters and, in addition, the destruction of resources, violence, displacements and other effects associated with war, armed and other conflicts, the use and testing of nuclear weaponry, and foreign occupation can also contribute to environmental degradation. The deterioration of natural resources displaces communities, especially women, from income-generating activities while greatly adding to unremunerated work. In both urban and rural areas, environmental degradation results in negative effects on the health, well-being and quality of life of the population at large, especially girls and women of all ages. Particular attention and recognition should be given to the role and special situation of women living in rural areas and those working in the agricultural sector, where access to training, land, natural and productive resources, credit, development programmes and cooperative structures can help them increase their participation in sustainable development. Environmental risks in the home and workplace may have a disproportionate impact on women's health because of women's different susceptibilities to the toxic effects of various chemicals. These risks to women's health are particularly high in urban areas, as well as in low-income areas where there is a high concentration of

polluting industrial facilities.

248. Through their management and use of natural resources, women provide sustenance to their families and communities. As consumers and producers, caretakers of their families and educators, women play an important role in promoting sustainable development through their concern for the quality and sustainability of life for present and future generations. Governments have expressed their commitment to creating a new development paradigm that integrates environmental sustainability with gender equality and justice within and between generations as contained in chapter 24 of Agenda 21. 19/

249. Women remain largely absent at all levels of policy formulation and decision-making in natural resource and environmental management, conservation, protection and rehabilitation, and their experience and skills in advocacy for and monitoring of proper natural resource management too often remain marginalized in policy-making and decision-making bodies, as well as in educational institutions and environment-related agencies at the managerial level. Women are rarely trained as professional natural resource managers with policy-making capacities, such as land-use planners, agriculturalists, foresters, marine scientists and environmental lawyers. Even in cases where women are trained as professional natural resource managers, they are often underrepresented in formal institutions with policy-making capacities at the national, regional and international levels. Often women are not equal participants in the management of financial and corporate institutions whose decision-making most significantly affects environmental quality. Furthermore, there are institutional weaknesses in coordination between women's non-governmental organizations and national institutions dealing with environmental issues, despite the recent rapid growth and visibility of women's non-governmental organizations working on these issues at all levels.

250. Women have often played leadership roles or taken the lead in promoting an environmental ethic, reducing resource use, and reusing and recycling resources to minimize waste and excessive consumption. Women can have a particularly powerful role in influencing sustainable consumption decisions. In addition, women's contributions to environmental management, including through grass-roots and youth campaigns to protect the environment, have often taken place at the local level, where decentralized action on environmental issues is most needed and decisive. Women, especially indigenous women, have particular knowledge of ecological linkages and fragile ecosystem management. Women in many communities provide the main labour force for subsistence production, including production of seafood; hence, their role is crucial to the provision of food and nutrition, the enhancement of the subsistence and informal sectors and the preservation of the environment. In certain regions, women are generally the most stable members of the community, as men often pursue work in distant locations, leaving women to safeguard the natural environment and ensure adequate and sustainable resource allocation within the household and the community.

251. The strategic actions needed for sound environmental management require a holistic, multidisciplinary and intersectoral approach. Women's participation and leadership are essential to every aspect of that approach. The recent United Nations global conferences on development, as well as regional preparatory conferences for the Fourth World Conference on Women, have all acknowledged that sustainable development policies that do not involve women and men alike will not succeed in the long run. They have called for the effective participation of women in the generation of knowledge and environmental education in decision-making and management at all levels. Women's experiences and contributions to an ecologically sound environment must therefore be central

to the agenda for the twenty-first century. Sustainable development will be an elusive goal unless women's contribution to environmental management is recognized and supported.

252. In addressing the lack of adequate recognition and support for women's contribution to conservation and management of natural resources and safeguarding the environment, Governments and other actors should promote an active and visible policy of mainstreaming a gender perspective in all policies and programmes, including, as appropriate, an analysis of the effects on women and men, respectively, before decisions are taken.

Strategic objective K.1. Involve women actively in environmental decision-making at all levels

Actions to be taken

253. By Governments, at all levels, including municipal authorities, as appropriate:

- (a) Ensure opportunities for women, including indigenous women, to participate in environmental decision-making at all levels, including as managers, designers and planners, and as implementers and evaluators of environmental projects;
- (b) Facilitate and increase women's access to information and education, including in the areas of science, technology and economics, thus enhancing their knowledge, skills and opportunities for participation in environmental decisions;
- (c) Encourage, subject to national legislation and consistent with the Convention on Biological Diversity, 35/ the effective protection and use of the knowledge, innovations and practices of women of indigenous and local communities, including practices relating to traditional medicines, biodiversity and indigenous technologies, and endeavour to ensure that these are respected, maintained, promoted and preserved in an ecologically sustainable manner, and promote their wider application with the approval and involvement of the holders of such knowledge; in addition, safeguard the existing intellectual property rights of these women as protected under national and international law; work actively, where necessary, to find additional ways and means for the effective protection and use of such knowledge, innovations and practices, subject to national legislation and consistent with the Convention on Biological Diversity and relevant international law, and encourage fair and equitable sharing of benefits arising from the utilization of such knowledge, innovation and practices;
- (d) Take appropriate measures to reduce risks to women from identified environmental hazards at home, at work and in other environments, including appropriate application of clean technologies, taking into account the precautionary approach agreed to in the Rio Declaration on Environment and Development; 18/
- (e) Take measures to integrate a gender perspective in the design and implementation of, among other things, environmentally sound and sustainable resource management mechanisms, production techniques and infrastructure development in rural and urban areas;

- (f) Take measures to empower women as producers and consumers so that they can take effective environmental actions, along with men, in their homes, communities and workplaces;
- (g) Promote the participation of local communities, particularly women, in identification of public service needs, spatial planning and the provision and design of urban infrastructure.

254. By Governments and international organizations and private sector institutions, as appropriate:

- (a) Take gender impact into consideration in the work of the Commission on Sustainable Development and other appropriate United Nations bodies and in the activities of international financial institutions;
- (b) Promote the involvement of women and the incorporation of a gender perspective in the design, approval and execution of projects funded under the Global Environment Facility and other appropriate United Nations organizations;
- (c) Encourage the design of projects in the areas of concern to the Global Environment Facility that would benefit women and projects managed by women;
- (d) Establish strategies and mechanisms to increase the proportion of women, particularly at grass-roots levels, involved as decision makers, planners, managers, scientists and technical advisers and as beneficiaries in the design, development and implementation of policies and programmes for natural resource management and environmental protection and conservation;
- (e) Encourage social, economic, political and scientific institutions to address environmental degradation and the resulting impact on women.

255. By non-governmental organizations and the private sector:

- (a) Assume advocacy of environmental and natural resource management issues of concern to women and provide information to contribute to resource mobilization for environmental protection and conservation;
- (b) Facilitate the access of women agriculturists, fishers and pastoralists to knowledge, skills, marketing services and environmentally sound technologies to support and strengthen their crucial roles and their expertise in resource management and the conservation of biological diversity.

Strategic objective K.2. Integrate gender concerns and perspectives in policies and programmes for sustainable development

Actions to be taken

256. By Governments:

- (a) Integrate women, including indigenous women, their perspectives and knowledge, on an equal basis with men, in decision-making regarding sustainable resource management and the development of policies and programmes for sustainable development, including in particular those designed to address and prevent environmental degradation of the land;
- (b) Evaluate policies and programmes in terms of environmental impact and women's equal access to and use of natural resources;
- (c) Ensure adequate research to assess how and to what extent women are particularly susceptible or exposed to environmental degradation and hazards, including, as necessary, research and data collection on specific groups of women, particularly women with low income, indigenous women and women belonging to minorities;
- (d) Integrate rural women's traditional knowledge and practices of sustainable resource use and management in the development of environmental management and extension programmes;
- (e) Integrate the results of gender-sensitive research into mainstream policies with a view to developing sustainable human settlements;
- (f) Promote knowledge of and sponsor research on the role of women, particularly rural and indigenous women, in food gathering and production, soil conservation, irrigation, watershed management, sanitation, coastal zone and marine resource management, integrated pest management, land-use planning, forest conservation and community forestry, fisheries, natural disaster prevention, and new and renewable sources of energy, focusing particularly on indigenous women's knowledge and experience;
- (g) Develop a strategy for change to eliminate all obstacles to women's full and equal participation in sustainable development and equal access to and control over resources;
- (h) Promote the education of girls and women of all ages in science, technology, economics and other disciplines relating to the natural environment so that they can make informed choices and offer informed input in determining local economic, scientific and environmental priorities for the management and appropriate use of natural and local resources and ecosystems;
- (i) Develop programmes to involve female professionals and scientists, as well as technical, administrative and clerical workers, in environmental management, develop training programmes for girls and women in these fields, expand opportunities for the hiring and promotion of women in these fields and implement special measures to advance women's expertise and participation in these activities;

- (j) Identify and promote environmentally sound technologies that have been designed, developed and improved in consultation with women and that are appropriate to both women and men;
- (k) Support the development of women's equal access to housing infrastructure, safe water, and sustainable and affordable energy technologies, such as wind, solar, biomass and other renewable sources, through participatory needs assessments, energy planning and policy formulation at the local and national levels;
- (l) Ensure that clean water is available and accessible to all by the year 2000 and that environmental protection and conservation plans are designed and implemented to restore polluted water systems and rebuild damaged watersheds.

257. By international organizations, non-governmental organizations and private sector institutions:

- (a) Involve women in the communication industries in raising awareness regarding environmental issues, especially on the environmental and health impacts of products, technologies and industry processes;
- (b) Encourage consumers to use their purchasing power to promote the production of environmentally safe products and encourage investment in environmentally sound and productive agricultural, fisheries, commercial and industrial activities and technologies;
- (c) Support women's consumer initiatives by promoting the marketing of organic food and recycling facilities, product information and product labelling, including labelling of toxic chemical and pesticide containers with language and symbols that are understood by consumers, regardless of age and level of literacy.

Strategic objective K.3. Strengthen or establish mechanisms at the national, regional and international levels to assess the impact of development and environmental policies on women

Actions to be taken

258. By Governments, regional and international organizations and non-governmental organizations, as appropriate:

- (a) Provide technical assistance to women, particularly in developing countries, in the sectors of agriculture, fisheries, small enterprises, trade and industry to ensure the continuing promotion of human resource development and the development of environmentally sound technologies and of women's entrepreneurship;
- (b) Develop gender-sensitive databases, information and monitoring systems and participatory action-oriented research, methodologies and policy analyses, with the collaboration of academic institutions and local women researchers, on the following:
 - (i) Knowledge and experience on the part of women concerning the management and conservation of natural resources for

incorporation in the databases and information systems for sustainable development;

- (ii) The impact on women of environmental and natural resource degradation, deriving from, inter alia, unsustainable production and consumption patterns, drought, poor quality water, global warming, desertification, sealevel rise, hazardous waste, natural disasters, toxic chemicals and pesticide residues, radioactive waste, armed conflicts and its consequences;
 - (iii) Analysis of the structural links between gender relations, environment and development, with special emphasis on particular sectors, such as agriculture, industry, fisheries, forestry, environmental health, biological diversity, climate, water resources and sanitation;
 - (iv) Measures to develop and include environmental, economic, cultural, social and gender-sensitive analyses as an essential step in the development and monitoring of programmes and policies;
 - (v) Programmes to create rural and urban training, research and resource centres that will disseminate environmentally sound technologies to women;
- (c) Ensure the full compliance with relevant international obligations, including where relevant, the Basel Convention and other conventions relating to the transboundary movements of hazardous wastes (which include toxic wastes) and the Code of Practice of the International Atomic Energy Agency relating to the movement of radioactive waste; enact and enforce regulations for environmentally sound management related to safe storage and movements; consider taking action towards the prohibition of those movements that are unsafe and insecure; ensure the strict control and management of hazardous wastes and radioactive waste, in accordance with relevant international and regional obligations and eliminate the exportation of such wastes to countries that, individually or through international agreements, prohibit their importation;
- (d) Promote coordination within and among institutions to implement the Platform for Action and chapter 24 of Agenda 21 by, inter alia, requesting the Commission on Sustainable Development, through the Economic and Social Council, to seek input from the Commission on the Status of Women when reviewing the implementation of Agenda 21 with regard to women and the environment.

L. The girl child

259. The Convention on the Rights of the Child recognizes that "States Parties shall respect and ensure the rights set forth in the present Convention to each child within their jurisdiction without discrimination of any kind, irrespective of the child's or his or her parent's or legal guardian's race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or status" (art. 2, para. 1). 11/ However, in many countries available indicators show that the girl child is discriminated against from the earliest stages of life, through her childhood and into

adulthood. In some areas of the world, men outnumber women by 5 in every 100. The reasons for the discrepancy include, among other things, harmful attitudes and practices, such as female genital mutilation, son preference - which results in female infanticide and prenatal sex selection - early marriage, including child marriage, violence against women, sexual exploitation, sexual abuse, discrimination against girls in food allocation and other practices related to health and well-being. As a result, fewer girls than boys survive into adulthood.

260. Girls are often treated as inferior and are socialized to put themselves last, thus undermining their self-esteem. Discrimination and neglect in childhood can initiate a lifelong downward spiral of deprivation and exclusion from the social mainstream. Initiatives should be taken to prepare girls to participate actively, effectively and equally with boys at all levels of social, economic, political and cultural leadership.

261. Gender-biased educational processes, including curricula, educational materials and practices, teachers' attitudes and classroom interaction, reinforce existing gender inequalities.

262. Girls and adolescents may receive a variety of conflicting and confusing messages on their gender roles from their parents, teachers, peers and the media. Women and men need to work together with children and youth to break down persistent gender stereotypes, taking into account the rights of the child and the responsibilities, rights and duties of parents as stated in paragraph 267 below.

263. Although the number of educated children has grown in the past 20 years in some countries, boys have proportionately fared much better than girls. In 1990, 130 million children had no access to primary school; of these, 81 million were girls. This can be attributed to such factors as customary attitudes, child labour, early marriages, lack of funds and lack of adequate schooling facilities, teenage pregnancies and gender inequalities in society at large as well as in the family as defined in paragraph 29 above. In some countries the shortage of women teachers can inhibit the enrolment of girls. In many cases, girls start to undertake heavy domestic chores at a very early age and are expected to manage both educational and domestic responsibilities, often resulting in poor scholastic performance and an early drop-out from schooling.

264. The percentage of girls enrolled in secondary school remains significantly low in many countries. Girls are often not encouraged or given the opportunity to pursue scientific and technological training and education, which limits the knowledge they require for their daily lives and their employment opportunities.

265. Girls are less encouraged than boys to participate in and learn about the social, economic and political functioning of society, with the result that they are not offered the same opportunities as boys to take part in decision-making processes.

266. Existing discrimination against the girl child in her access to nutrition and physical and mental health services endangers her current and future health. An estimated 450 million adult women in developing countries are stunted as a result of childhood protein-energy malnutrition.

267. The International Conference on Population and Development recognized, in paragraph 7.3 of the Programme of Action, 14/ that "full attention should be given to the promotion of mutually respectful and equitable gender relations and

particularly to meeting the educational and service needs of adolescents to enable them to deal in a positive and responsible way with their sexuality", taking into account the rights of the child to access to information, privacy, confidentiality, respect and informed consent, as well as the responsibilities, rights and duties of parents and legal guardians to provide, in a manner consistent with the evolving capacities of the child, appropriate direction and guidance in the exercise by the child of the rights recognized in the Convention on the Rights of the Child, and in conformity with the Convention on the Elimination of All Forms of Discrimination against Women. In all actions concerning children, the best interests of the child shall be a primary consideration. Support should be given to integral sexual education for young people with parental support and guidance that stresses the responsibility of males for their own sexuality and fertility and that help them exercise their responsibilities.

268. More than 15 million girls aged 15 to 19 give birth each year. Motherhood at a very young age entails complications during pregnancy and delivery and a risk of maternal death that is much greater than average. The children of young mothers have higher levels of morbidity and mortality. Early child-bearing continues to be an impediment to improvements in the educational, economic and social status of women in all parts of the world. Overall, early marriage and early motherhood can severely curtail educational and employment opportunities and are likely to have a long-term adverse impact on their and their children's quality of life.

269. Sexual violence and sexually transmitted diseases, including HIV/AIDS, have a devastating effect on children's health, and girls are more vulnerable than boys to the consequences of unprotected and premature sexual relations. Girls often face pressures to engage in sexual activity. Due to such factors as their youth, social pressures, lack of protective laws, or failure to enforce laws, girls are more vulnerable to all kinds of violence, particularly sexual violence, including rape, sexual abuse, sexual exploitation, trafficking, possibly the sale of their organs and tissues, and forced labour.

270. The girl child with disabilities faces additional barriers and needs to be ensured non-discrimination and equal enjoyment of all human rights and fundamental freedoms in accordance with the Standard Rules on the Equalization of Opportunities for Persons with Disabilities. 30/

271. Some children are particularly vulnerable, especially the abandoned, homeless and displaced, street children, children in areas in conflict, and children who are discriminated against because they belong to an ethnic or racial minority group.

272. All barriers must therefore be eliminated to enable girls without exception to develop their full potential and skills through equal access to education and training, nutrition, physical and mental health care and related information.

273. In addressing issues concerning children and youth, Governments should promote an active and visible policy of mainstreaming a gender perspective into all policies and programmes so that before decisions are taken, an analysis is made of the effects on girls and boys, respectively.

Strategic objective L.1. Eliminate all forms of discrimination against the girl child

Actions to be taken

274. By Governments:

- (a) By States that have not signed or ratified the Convention on the Rights of the Child, take urgent measures towards signing and ratifying the Convention, bearing in mind the strong exhortation made at the World Conference on Human Rights to sign it before the end of 1995, and by States that have signed and ratified the Convention, ensure its full implementation through the adoption of all necessary legislative, administrative and other measures and by fostering an enabling environment that encourages full respect for the rights of children;
- (b) Consistent with article 7 of the Convention on the Rights of the Child, 11/ take measures to ensure that a child is registered immediately after birth and has the right from birth to a name, the right to acquire a nationality and, as far as possible, the right to know and be cared for by his or her parents;
- (c) Take steps to ensure that children receive appropriate financial support from their parents, by, among other measures, enforcing child-support laws;
- (d) Eliminate the injustice and obstacles in relation to inheritance faced by the girl child so that all children may enjoy their rights without discrimination, by, inter alia, enacting, as appropriate, and enforcing legislation that guarantees equal right to succession and ensures equal right to inherit, regardless of the sex of the child;
- (e) Enact and strictly enforce laws to ensure that marriage is only entered into with the free and full consent of the intending spouses; in addition, enact and strictly enforce laws concerning the minimum legal age of consent and the minimum age for marriage and raise the minimum age for marriage where necessary;
- (f) Develop and implement comprehensive policies, plans of action and programmes for the survival, protection, development and advancement of the girl child to promote and protect the full enjoyment of her human rights and to ensure equal opportunities for girls; these plans should form an integral part of the total development process;
- (g) Ensure the disaggregation by sex and age of all data related to children in the health, education and other sectors in order to include a gender perspective in planning, implementation and monitoring of such programmes.

275. By Governments and international and non-governmental organizations:

- (a) Disaggregate information and data on children by sex and age, undertake research on the situation of girls and integrate, as appropriate, the results in the formulation of policies, programmes and decision-making for the advancement of the girl child;

- (b) Generate social support for the enforcement of laws on the minimum legal age for marriage, in particular by providing educational opportunities for girls.

Strategic objective L.2. Eliminate negative cultural attitudes and practices against girls

Actions to be taken

276. By Governments:

- (a) Encourage and support, as appropriate, non-governmental organizations and community-based organizations in their efforts to promote changes in negative attitudes and practices towards girls;
- (b) Set up educational programmes and develop teaching materials and textbooks that will sensitize and inform adults about the harmful effects of certain traditional or customary practices on girl children;
- (c) Develop and adopt curricula, teaching materials and textbooks to improve the self-image, lives and work opportunities of girls, particularly in areas where women have traditionally been underrepresented, such as mathematics, science and technology;
- (d) Take steps so that tradition and religion and their expressions are not a basis for discrimination against girls.

277. By Governments and, as appropriate, international and non-governmental organizations:

- (a) Promote an educational setting that eliminates all barriers that impede the schooling of married and/or pregnant girls and young mothers, including, as appropriate, affordable and physically accessible child-care facilities and parental education to encourage those who have responsibilities for the care of their children and siblings during their school years to return to, or continue with, and complete schooling;
- (b) Encourage educational institutions and the media to adopt and project balanced and non-stereotyped images of girls and boys, and work to eliminate child pornography and degrading and violent portrayals of the girl child;
- (c) Eliminate all forms of discrimination against the girl child and the root causes of son preference, which result in harmful and unethical practices such as prenatal sex selection and female infanticide; this is often compounded by the increasing use of technologies to determine foetal sex, resulting in abortion of female fetuses;
- (d) Develop policies and programmes, giving priority to formal and informal education programmes that support girls and enable them to acquire knowledge, develop self-esteem and take responsibility for their own lives; and place special focus on programmes to educate women and men, especially parents, on the importance of girls' physical and mental health and well-being, including the elimination

of discrimination against girls in food allocation, early marriage, violence against girls, female genital mutilation, child prostitution, sexual abuse, rape and incest.

Strategic objective L.3. Promote and protect the rights of the girl child and increase awareness of her needs and potential

Actions to be taken

278. By Governments and international and non-governmental organizations:

- (a) Generate awareness of the disadvantaged situation of girls among policy makers, planners, administrators and implementors at all levels, as well as within households and communities;
- (b) Make the girl child, particularly the girl child in difficult circumstances, aware of her own potential, educate her about the rights guaranteed to her under all international human rights instruments, including the Convention on the Rights of the Child, legislation enacted for her and the various measures undertaken by both governmental and non-governmental organizations working to improve her status;
- (c) Educate women, men, girls and boys to promote girls' status and encourage them to work towards mutual respect and equal partnership between girls and boys;
- (d) Facilitate the equal provision of appropriate services and devices to girls with disabilities and provide their families with related support services, as appropriate.

Strategic objective L.4. Eliminate discrimination against girls in education, skills development and training

Actions to be taken

279. By Governments:

- (a) Ensure universal and equal access to and completion of primary education by all children and eliminate the existing gap between girls and boys, as stipulated in article 28 of the Convention on the Rights of the Child; 11/ similarly, ensure equal access to secondary education by the year 2005 and equal access to higher education, including vocational and technical education, for all girls and boys, including the disadvantaged and gifted;
- (b) Take steps to integrate functional literacy and numeracy programmes, particularly for out-of-school girls in development programmes;
- (c) Promote human rights education in educational programmes and include in human rights education the fact that the human rights of women and the girl child are an inalienable, integral and indivisible part of universal human rights;

- (d) Increase enrolment and improve retention rates of girls by allocating appropriate budgetary resources and by enlisting the support of the community and parents through campaigns and flexible school schedules, incentives, scholarships, access programmes for out-of-school girls and other measures;
- (e) Develop training programmes and materials for teachers and educators, raising awareness about their own role in the educational process, with a view to providing them with effective strategies for gender-sensitive teaching;
- (f) Take actions to ensure that female teachers and professors have the same possibilities and status as male teachers and professors.

280. By Governments and international and non-governmental organizations:

- (a) Provide education and skills training to increase girls' opportunities for employment and access to decision-making processes;
- (b) Provide education to increase girls' knowledge and skills related to the functioning of economic, financial and political systems;
- (c) Ensure access to appropriate education and skills-training for girl children with disabilities for their full participation in life;
- (d) Promote the full and equal participation of girls in extracurricular activities, such as sports, drama and cultural activities.

Strategic objective L.5. Eliminate discrimination against girls in health and nutrition

Actions to be taken

281. By Governments and international and non-governmental organizations:

- (a) Provide public information on the removal of discriminatory practices against girls in food allocation, nutrition and access to health services;
- (b) Sensitize the girl child, parents, teachers and society concerning good general health and nutrition and raise awareness of the health dangers and other problems connected with early pregnancies;
- (c) Strengthen and reorient health education and health services, particularly primary health care programmes, including sexual and reproductive health, and design quality health programmes that meet the physical and mental needs of girls and that attend to the needs of young, expectant and nursing mothers;
- (d) Establish peer education and outreach programmes with a view to strengthening individual and collective action to reduce the vulnerability of girls to HIV/AIDS and other sexually transmitted diseases, as agreed to in the Programme of Action of the International Conference on Population and Development and as established in the report of that Conference, recognizing the parental roles referred to in paragraph 267 of the present Platform for Action;

- (e) Ensure education and dissemination of information to girls, especially adolescent girls, regarding the physiology of reproduction, reproductive and sexual health, as agreed to in the Programme of Action of the International Conference on Population and Development and as established in the report of that Conference, responsible family planning practice, family life, reproductive health, sexually transmitted diseases, HIV infection and AIDS prevention, recognizing the parental roles referred to in paragraph 267;
- (f) Include health and nutritional training as an integral part of literacy programmes and school curricula starting at the primary level for the benefit of the girl child;
- (g) Emphasize the role and responsibility of adolescents in sexual and reproductive health and behaviour through the provision of appropriate services and counselling, as discussed in paragraph 267;
- (h) Develop information and training programmes for health planners and implementors on the special health needs of the girl child;
- (i) Take all the appropriate measures with a view to abolishing traditional practices prejudicial to the health of children, as stipulated in article 24 of the Convention on the Rights of the Child. 11/

Strategic objective L.6. Eliminate the economic exploitation of child labour and protect young girls at work

Actions to be taken

282. By Governments:

- (a) In conformity with article 32 of the Convention on the Rights of the Child, 11/ protect children from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development;
- (b) Define a minimum age for a child's admission to employment in national legislation, in conformity with existing international labour standards and the Convention on the Rights of the Child, including girls in all sectors of activity;
- (c) Protect young girls at work, inter alia, through:
 - (i) A minimum age or ages for admission to employment;
 - (ii) Strict monitoring of work conditions (respect for work time, prohibition of work by children not provided for by national legislation, and monitoring of hygiene and health conditions at work);
 - (iii) Application of social security coverage;
 - (iv) Establishment of continuous training and education;

- (d) Strengthen, where necessary, legislation governing the work of children and provide for appropriate penalties or other sanctions to ensure effective enforcement of the legislation;
- (e) Use existing international labour standards, including, as appropriate, ILO standards for the protection of working children, to guide the formulation of national labour legislation and policies.

Strategic objective L.7. Eradicate violence against the girl child

Actions to be taken

283. By Governments and, as appropriate, international and non-governmental organizations:

- (a) Take effective actions and measures to enact and enforce legislation to protect the safety and security of girls from all forms of violence at work, including training programmes and support programmes, and take measures to eliminate incidents of sexual harassment of girls in educational and other institutions;
- (b) Take appropriate legislative, administrative, social and educational measures to protect the girl child, in the household and in society, from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse;
- (c) Undertake gender sensitization training for those involved in healing and rehabilitation and other assistance programmes for girls who are victims of violence and promote programmes of information, support and training for such girls;
- (d) Enact and enforce legislation protecting girls from all forms of violence, including female infanticide and prenatal sex selection, genital mutilation, incest, sexual abuse, sexual exploitation, child prostitution and child pornography, and develop age-appropriate safe and confidential programmes and medical, social and psychological support services to assist girls who are subjected to violence.

Strategic objective L.8. Promote the girl child's awareness of and participation in social, economic and political life

Actions to be taken

284. By Governments and international and non-governmental organizations:

- (a) Provide access for girls to training, information and the media on social, cultural, economic and political issues and enable them to articulate their views;
- (b) Support non-governmental organizations, in particular youth non-governmental organizations, in their efforts to promote the equality and participation of girls in society.

Strategic objective L.9. Strengthen the role of the family* in improving the status of the girl child

Actions to be taken

285. By Governments, in cooperation with non-governmental organizations:

- (a) Formulate policies and programmes to help the family, as defined in paragraph 29 above, in its supporting, educating and nurturing roles, with particular emphasis on the elimination of intra-family discrimination against the girl child;
- (b) Provide an environment conducive to the strengthening of the family, as defined in paragraph 29 above, with a view to providing supportive and preventive measures which protect, respect and promote the potential of the girl child;
- (c) Educate and encourage parents and caregivers to treat girls and boys equally and to ensure shared responsibilities between girls and boys in the family, as defined in paragraph 29 above.

* As defined in para. 29 above.

Chapter V

INSTITUTIONAL ARRANGEMENTS

286. The Platform for Action establishes a set of actions that should lead to fundamental change. Immediate action and accountability are essential if the targets are to be met by the year 2000. Implementation is primarily the responsibility of Governments, but is also dependent on a wide range of institutions in the public, private and non-governmental sectors at the community, national, subregional/regional and international levels.

287. During the United Nations Decade for Women (1976-1985), many institutions specifically devoted to the advancement of women were established at the national, regional and international levels. At the international level, the International Research and Training Institute for the Advancement of Women (INSTRAW), the United Nations Development Fund for Women (UNIFEM), and the Committee to monitor the Convention on the Elimination of All Forms of Discrimination against Women were established. These entities, along with the Commission on the Status of Women and its secretariat, the Division for the Advancement of Women, became the main institutions in the United Nations specifically devoted to women's advancement globally. At the national level, a number of countries established or strengthened national mechanisms to plan, advocate for and monitor progress in the advancement of women.

288. Implementation of the Platform for Action by national, subregional/regional and international institutions, both public and private, would be facilitated by transparency, by increased linkages between networks and organizations and by a consistent flow of information among all concerned. Clear objectives and accountability mechanisms are also required. Links with other institutions at the national, subregional/regional and international levels and with networks and organizations devoted to the advancement of women are needed.

289. Non-governmental and grass-roots organizations have a specific role to play in creating a social, economic, political and intellectual climate based on equality between women and men. Women should be actively involved in the implementation and monitoring of the Platform for Action.

290. Effective implementation of the Platform will also require changes in the internal dynamics of institutions and organizations, including values, behaviour, rules and procedures that are inimical to the advancement of women. Sexual harassment should be eliminated.

291. National, subregional/regional and international institutions should have strong and clear mandates and the authority, resources and accountability mechanisms needed for the tasks set out in the Platform for Action. Their methods of operation should ensure efficient and effective implementation of the Platform. There should be a clear commitment to international norms and standards of equality between women and men as a basis for all actions.

292. To ensure effective implementation of the Platform for Action and to enhance the work for the advancement of women at the national, subregional/regional and international levels, Governments, the United Nations system and all other relevant organizations should promote an active and visible policy of mainstreaming a gender perspective, inter alia, in the monitoring and evaluation of all policies and programmes.

A. National level

293. Governments have the primary responsibility for implementing the Platform for Action. Commitment at the highest political level is essential to its implementation, and Governments should take a leading role in coordinating, monitoring and assessing progress in the advancement of women. The Fourth World Conference on Women is a conference of national and international commitment and action. This requires commitment from Governments and the international community. The Platform for Action is part of a continuing process and has a catalytic effect as it will contribute to programmes and practical outcomes for girls and women of all ages. States and the international community are encouraged to respond to this challenge by making commitments for action. As part of this process, many States have made commitments for action as reflected, inter alia, in their national statements.

294. National mechanisms and institutions for the advancement of women should participate in public policy formulation and encourage the implementation of the Platform for Action through various bodies and institutions, including the private sector, and, where necessary, should act as a catalyst in developing new programmes by the year 2000 in areas that are not covered by existing institutions.

295. The active support and participation of a broad and diverse range of other institutional actors should be encouraged, including legislative bodies, academic and research institutions, professional associations, trade unions, cooperatives, local community groups, non-governmental organizations, including women's organizations and feminist groups, the media, religious groups, youth organizations and cultural groups, as well as financial and non-profit organizations.

296. In order for the Platform for Action to be implemented, it will be necessary for Governments to establish or improve the effectiveness of national machineries for the advancement of women at the highest political level, appropriate intra- and inter-ministerial procedures and staffing, and other institutions with the mandate and capacity to broaden women's participation and integrate gender analysis into policies and programmes. The first step in this process for all institutions should be to review their objectives, programmes and operational procedures in terms of the actions called for in the Platform. A key activity should be to promote public awareness and support for the goals of the Platform for Action, inter alia, through the mass media and public education.

297. As soon as possible, preferably by the end of 1995, Governments, in consultation with relevant institutions and non-governmental organizations, should begin to develop implementation strategies for the Platform and, preferably by the end of 1996, should have developed their strategies or plans of action. This planning process should draw upon persons at the highest level of authority in government and relevant actors in civil society. These implementation strategies should be comprehensive, have time-bound targets and benchmarks for monitoring, and include proposals for allocating or reallocating resources for implementation. Where necessary, the support of the international community could be enlisted, including resources.

298. Non-governmental organizations should be encouraged to contribute to the design and implementation of these strategies or national plans of action. They should also be encouraged to develop their own programmes to complement government efforts. Women's organizations and feminist groups, in collaboration

with other non-governmental organizations, should be encouraged to organize networks, as necessary, and to advocate for and support the implementation of the Platform for Action by Governments and regional and international bodies.

299. Governments should commit themselves to gender balance, inter alia, through the creation of special mechanisms, in all government-appointed committees, boards and other relevant official bodies, as appropriate, as well as in all international bodies, institutions and organizations, notably by presenting and promoting more women candidates.

300. Regional and international organizations, in particular development institutions, especially INSTRAW, UNIFEM and bilateral donors, should provide financial and advisory assistance to national machinery in order to increase its ability to gather information, develop networks and carry out its mandate, in addition to strengthening international mechanisms to promote the advancement of women through their respective mandates, in cooperation with Governments.

B. Subregional/regional level

301. The regional commissions of the United Nations and other subregional/regional structures should promote and assist the pertinent national institutions in monitoring and implementing the global Platform for Action within their mandates. This should be done in coordination with the implementation of the respective regional platforms or plans of action and in close collaboration with the Commission on the Status of Women, taking into account the need for a coordinated follow-up to United Nations conferences in the economic, social, human rights and related fields.

302. In order to facilitate the regional implementation, monitoring and evaluation process, the Economic and Social Council should consider reviewing the institutional capacity of the United Nations regional commissions within their mandates, including their women's units/focal points, to deal with gender issues in the light of the Platform for Action, as well as the regional platforms and plans of action. Consideration should be given, inter alia, and, where appropriate, to strengthening capacity in this respect.

303. Within their existing mandates and activities, the regional commissions should mainstream women's issues and gender perspectives and should also consider the establishment of mechanisms and processes to ensure the implementation and monitoring of both the Platform for Action and the regional platforms and plans of action. The regional commissions should, within their mandates, collaborate on gender issues with other regional intergovernmental organizations, non-governmental organizations, financial and research institutions and the private sector.

304. Regional offices of the specialized agencies of the United Nations system should, as appropriate, develop and publicize a plan of action for implementing the Platform for Action, including the identification of time-frames and resources. Technical assistance and operational activities at the regional level should establish well-identified targets for the advancement of women. To this end, regular coordination should be undertaken among United Nations bodies and agencies.

305. Non-governmental organizations within the region should be supported in their efforts to develop networks to coordinate advocacy and dissemination of information about the global Platform for Action and the respective regional

platforms or plans of action.

C. International level

1. United Nations

306. The Platform for Action needs to be implemented through the work of all of the bodies and organizations of the United Nations system during the period 1995-2000, specifically and as an integral part of wider programming. An enhanced framework for international cooperation for gender issues must be developed during the period 1995-2000 in order to ensure the integrated and comprehensive implementation, follow-up and assessment of the Platform for Action, taking into account the results of global United Nations summits and conferences. The fact that at all of these summits and conferences, Governments have committed themselves to the empowerment of women in different areas, makes coordination crucial to the follow-up strategies for this Platform for Action. The Agenda for Development and the Agenda for Peace should take into account the Platform for Action of the Fourth World Conference on Women.

307. The institutional capacity of the United Nations system to carry out and coordinate its responsibility for implementing the Platform for Action, as well as its expertise and working methods to promote the advancement of women, should be improved.

308. Responsibility for ensuring the implementation of the Platform for Action and the integration of a gender perspective into all policies and programmes of the United Nations system must rest at the highest levels.

309. To improve the system's efficiency and effectiveness in providing support for equality and women's empowerment at the national level and to enhance its capacity to achieve the objectives of the Platform for Action, there is a need to renew, reform and revitalize various parts of the United Nations system. This would include reviewing and strengthening the strategies and working methods of different United Nations mechanisms for the advancement of women with a view to rationalizing and, as appropriate, strengthening their advisory, catalytic and monitoring functions in relation to mainstream bodies and agencies. Women/gender units are important for effective mainstreaming, but strategies must be further developed to prevent inadvertent marginalization as opposed to mainstreaming of the gender dimension throughout all operations.

310. In following up the Fourth World Conference on Women, all entities of the United Nations system focusing on the advancement of women should have the necessary resources and support to carry out follow-up activities. The efforts of gender focal points within organizations should be well integrated into overall policy, planning, programming and budgeting.

311. Action must be taken by the United Nations and other international organizations to eliminate barriers to the advancement of women within their organizations in accordance with the Platform for Action.

General Assembly

312. The General Assembly, as the highest intergovernmental body in the United Nations, is the principal policy-making and appraisal organ on matters relating to the follow-up to the Conference, and as such, should integrate gender issues throughout its work. It should appraise progress in the effective

implementation of the Platform for Action, recognizing that these issues cut across social, political and economic policy. At its fiftieth session, in 1995, the General Assembly will have before it the report of the Fourth World Conference on Women. In accordance with its resolution 49/161, it will also examine a report of the Secretary-General on the follow-up to the Conference, taking into account the recommendations of the Conference. The General Assembly should include the follow-up to the Conference as part of its continuing work on the advancement of women. In 1996, 1998 and 2000, it should review the implementation of the Platform for Action.

Economic and Social Council

313. The Economic and Social Council, in the context of its role under the Charter of the United Nations and in accordance with General Assembly resolutions 45/264, 46/235 and 48/162, would oversee system-wide coordination in the implementation of the Platform for Action and make recommendations in this regard. The Council should be invited to review the implementation of the Platform for Action, giving due consideration to the reports of the Commission on the Status of Women. As coordinating body, the Council should be invited to review the mandate of the Commission on the Status of Women, taking into account the need for effective coordination with other related commissions and Conference follow-up. The Council should incorporate gender issues into its discussion of all policy questions, giving due consideration to recommendations prepared by the Commission. It should consider devoting at least one high-level segment before the year 2000 to the advancement of women and implementation of the Platform for Action with the active involvement and participation, inter alia, of the specialized agencies, including the World Bank and IMF.

314. The Council should consider devoting at least one coordination segment before the year 2000 to coordination of the advancement of women, based on the revised system-wide medium-term plan for the advancement of women.

315. The Council should consider devoting at least one operational activities segment before the year 2000 to the coordination of development activities related to gender, based on the revised system-wide medium-term plan for the advancement of women, with a view to instituting guidelines and procedures for implementation of the Platform for Action by the funds and programmes of the United Nations system.

316. The Administrative Committee on Coordination (ACC) should consider how its participating entities might best coordinate their activities, inter alia, through existing procedures at the inter-agency level for ensuring system-wide coordination to implement and help follow up the objectives of the Platform for Action.

Commission on the Status of Women

317. The General Assembly and the Economic and Social Council, in accordance with their respective mandates, are invited to review and strengthen the mandate of the Commission on the Status of Women, taking into account the Platform for Action as well as the need for synergy with other related commissions and Conference follow-up, and for a system-wide approach to its implementation.

318. As a functional commission assisting the Economic and Social Council, the Commission on the Status of Women should have a central role in monitoring, within the United Nations system, the implementation of the Platform for Action and advising the Council thereon. It should have a clear mandate with

sufficient human and financial resources, through the reallocation of resources within the regular budget of the United Nations to carry the mandate out.

319. The Commission on the Status of Women should assist the Economic and Social Council in its coordination of the reporting on the implementation of the Platform for Action with the relevant organizations of the United Nations system. The Commission should draw upon inputs from other organizations of the United Nations system and other sources, as appropriate.

320. The Commission on the Status of Women, in developing its work programme for the period 1996-2000, should review the critical areas of concern in the Platform for Action and consider how to integrate in its agenda the follow-up to the World Conference on Women. In this context, the Commission on the Status of Women could consider how it could further develop its catalytic role in mainstreaming a gender perspective in United Nations activities.

Other functional commissions

321. Within their mandates, other functional commissions of the Economic and Social Council should also take due account of the Platform for Action and ensure the integration of gender aspects in their respective work.

Committee on the Elimination of Discrimination against Women and other treaty bodies

322. The Committee on the Elimination of Discrimination against Women, in implementing its responsibilities under the Convention on the Elimination of All Forms of Discrimination against Women, should, within its mandate, take into account the Platform for Action when considering the reports submitted by States parties.

323. States parties to the Convention on the Elimination of All Forms of Discrimination against Women are invited, when reporting under article 18 of the Convention, to include information on measures taken to implement the Platform for Action in order to facilitate the work of the Committee on the Elimination of Discrimination against Women in monitoring effectively women's ability to enjoy the rights guaranteed by the Convention.

324. The ability of the Committee on the Elimination of Discrimination against Women to monitor implementation of the Convention should be strengthened through the provision of human and financial resources within the regular budget of the United Nations, including expert legal assistance and, in accordance with General Assembly resolution 49/164 and the decision made by the meeting of States parties to the Convention held in May 1995, sufficient meeting time for the Committee. The Committee should increase its coordination with other human rights treaty bodies, taking into account the recommendations in the Vienna Declaration and Programme of Action.

325. Within their mandate, other treaty bodies should also take due account of the implementation of the Platform for Action and ensure the integration of the equal status and human rights of women in their work.

United Nations Secretariat

Office of the Secretary-General

326. The Secretary-General is requested to assume responsibility for coordination of policy within the United Nations for the implementation of the Platform for Action and for the mainstreaming of a system-wide gender perspective in all activities of the United Nations, taking into account the mandates of the bodies concerned. The Secretary-General should consider specific measures for ensuring effective coordination in the implementation of these objectives. To this end, the Secretary-General is invited to establish a high-level post in the office of the Secretary-General, using existing human and financial resources, to act as the Secretary-General's adviser on gender issues and to help ensure system-wide implementation of the Platform for Action in close cooperation with the Division for the Advancement of Women.

Division for the Advancement of Women

327. The primary function of the Division for the Advancement of Women of the Department for Policy Coordination and Sustainable Development is to provide substantive servicing to the Commission on the Status of Women and other intergovernmental bodies when they are concerned with the advancement of women, as well as to the Committee on the Elimination of Discrimination against Women. It has been designated a focal point for the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women. In the light of the review of the mandate of the Commission on the Status of Women, as set out in paragraph 313 above, the functions of the Division for the Advancement of Women will also need to be assessed. The Secretary-General is requested to ensure more effective functioning of the Division by, *inter alia*, providing sufficient human and financial resources within the regular budget of the United Nations.

328. The Division should examine the obstacles to the advancement of women through the application of gender-impact analysis in policy studies for the Commission on the Status of Women and through support to other subsidiary bodies. After the Fourth World Conference on Women it should play a coordinating role in preparing the revision of the system-wide medium-term plan for the advancement of women for the period 1996-2001 and should continue serving as the secretariat for inter-agency coordination for the advancement of women. It should continue to maintain a flow of information with national commissions, national institutions for the advancement of women and non-governmental organizations with regard to implementation of the Platform for Action.

Other units of the United Nations Secretariat

329. The various units of the United Nations Secretariat should examine their programmes to determine how they can best contribute to the coordinated implementation of the Platform for Action. Proposals for implementation of the Platform need to be reflected in the revision of the system-wide medium-term plan for the advancement of women for the period 1996-2001, as well as in the proposed United Nations medium-term plan for the period 1998-2002. The content of the actions will depend on the mandates of the bodies concerned.

330. Existing and new linkages should be developed throughout the Secretariat in order to ensure that the gender perspective is introduced as a central dimension in all activities of the Secretariat.

331. The Office of Human Resources Management should, in collaboration with programme managers world wide, and in accordance with the strategic plan of action for the improvement of the status of women in the Secretariat (1995-2000), continue to accord priority to the recruitment and promotion of women in posts subject to geographical distribution, particularly in senior policy-level and decision-making posts, in order to achieve the goals set out in General Assembly resolutions 45/125 and 45/239 C and reaffirmed in General Assembly resolutions 46/100, 47/93, 48/106 and 49/167. The training service should design and conduct regular gender-sensitivity training or include gender-sensitivity training in all of its activities.

332. The Department of Public Information should seek to integrate a gender perspective in its general information activities and, within existing resources, strengthen and improve its programmes on women and the girl child. To this end, the Department should formulate a multimedia communications strategy to support the implementation of the Platform for Action, taking new technology fully into account. Regular outputs of the Department should promote the goals of the Platform, particularly in developing countries.

333. The Statistical Division of the Department for Economic and Social Information and Policy Analysis should have an important coordinating role in international work in statistics, as described above in chapter IV, strategic objective H.3.

International Research and Training Institute for the Advancement of Women

334. INSTRAW has a mandate to promote research and training on women's situation and development. In the light of the Platform for Action, INSTRAW should review its work programme and develop a programme for implementing those aspects of the Platform for Action that fall within its mandate. It should identify those types of research and research methodologies to be given priority, strengthen national capacities to carry out women's studies and gender research, including that on the status of the girl child, and develop networks of research institutions that can be mobilized for that purpose. It should also identify those types of education and training that can be effectively supported and promoted by the Institute.

United Nations Development Fund for Women

335. UNIFEM has the mandate to increase options and opportunities for women's economic and social development in developing countries by providing technical and financial assistance to incorporate the women's dimension into development at all levels. Therefore, UNIFEM should review and strengthen, as appropriate, its work programme in the light of the Platform for Action, focusing on women's political and economic empowerment. Its advocacy role should concentrate on fostering a multilateral policy dialogue on women's empowerment. Adequate resources for carrying out its functions should be made available.

Specialized agencies and other organizations of the United Nations system

336. To strengthen their support for actions at the national level and to enhance their contributions to coordinated follow-up by the United Nations, each organization should set out the specific actions they will undertake, including goals and targets to realign priorities and redirect resources to meet the global priorities identified in the Platform for Action. There should be a clear delineation of responsibility and accountability. These proposals should in turn be reflected in the system-wide medium-term plan for the advancement of

women for the period 1996-2001.

337. Each organization should commit itself at the highest level and, in pursuing its targets, should take steps to enhance and support the roles and responsibilities of its focal points on women's issues.

338. In addition, specialized agencies with mandates to provide technical assistance in developing countries, particularly in Africa and the least developed countries, should cooperate more to ensure the continuing promotion of the advancement of women.

339. The United Nations system should consider and provide appropriate technical assistance and other forms of assistance to the countries with economies in transition in order to facilitate solution of their specific problems regarding the advancement of women.

340. Each organization should accord greater priority to the recruitment and promotion of women at the Professional level to achieve gender balance, particularly at decision-making levels. The paramount consideration in the employment of the staff and in the determination of the conditions of service should be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard should be paid to the importance of recruiting the staff on as wide a geographical basis as possible. Organizations should report regularly to their governing bodies on progress towards this goal.

341. Coordination of United Nations operational activities for development at the country level should be improved through the resident coordinator system in accordance with relevant resolutions of the General Assembly, in particular General Assembly resolution 47/199, to take full account of the Platform for Action.

2. Other international institutions and organizations

342. In implementing the Platform for Action, international financial institutions are encouraged to review and revise policies, procedures and staffing to ensure that investments and programmes benefit women and thus contribute to sustainable development. They are also encouraged to increase the number of women in high-level positions, increase staff training in gender analysis and institute policies and guidelines to ensure full consideration of the differential impact of lending programmes and other activities on women and men. In this regard, the Bretton Woods institutions, the United Nations, as well as its funds and programmes and the specialized agencies, should establish regular and substantive dialogue, including dialogue at the field level, for more efficient and effective coordination of their assistance in order to strengthen the effectiveness of their programmes for the benefit of women and their families.

343. The General Assembly should give consideration to inviting the World Trade Organization to consider how it might contribute to the implementation of the Platform for Action, including activities in cooperation with the United Nations system.

344. International non-governmental organizations have an important role to play in implementing the Platform for Action. Consideration should be given to establishing a mechanism for collaborating with non-governmental organizations to promote the implementation of the Platform at various levels.

Chapter VI

FINANCIAL ARRANGEMENTS

345. Financial and human resources have generally been insufficient for the advancement of women. This has contributed to the slow progress to date in implementing the Nairobi Forward-looking Strategies for the Advancement of Women. Full and effective implementation of the Platform for Action, including the relevant commitments made at previous United Nations summits and conferences, will require a political commitment to make available human and financial resources for the empowerment of women. This will require the integration of a gender perspective in budgetary decisions on policies and programmes, as well as the adequate financing of specific programmes for securing equality between women and men. To implement the Platform for Action, funding will need to be identified and mobilized from all sources and across all sectors. The reformulation of policies and reallocation of resources may be needed within and among programmes, but some policy changes may not necessarily have financial implications. Mobilization of additional resources, both public and private, including resources from innovative sources of funding, may also be necessary.

A. National level

346. The primary responsibility for implementing the strategic objectives of the Platform for Action rests with Governments. To achieve these objectives, Governments should make efforts to systematically review how women benefit from public sector expenditures; adjust budgets to ensure equality of access to public sector expenditures, both for enhancing productive capacity and for meeting social needs; and achieve the gender-related commitments made in other United Nations summits and conferences. To develop successful national implementation strategies for the Platform for Action, Governments should allocate sufficient resources, including resources for undertaking gender-impact analysis. Governments should also encourage non-governmental organizations and private-sector and other institutions to mobilize additional resources.

347. Sufficient resources should be allocated to national machineries for the advancement of women as well as to all institutions, as appropriate, that can contribute to the implementation and monitoring of the Platform for Action.

348. Where national machineries for the advancement of women do not yet exist or where they have not yet been established on a permanent basis, Governments should strive to make available sufficient and continuing resources for such machineries.

349. To facilitate the implementation of the Platform for Action, Governments should reduce, as appropriate, excessive military expenditures and investments for arms production and acquisition, consistent with national security requirements.

350. Non-governmental organizations, the private sector and other actors of civil society should be encouraged to consider allocating the resources necessary for the implementation of the Platform for Action. Governments should create a supportive environment for the mobilization of resources by non-governmental organizations, particularly women's organizations and networks, feminist groups, the private sector and other actors of civil society, to enable

them to contribute towards this end. The capacity of non-governmental organizations in this regard should be strengthened and enhanced.

B. Regional level

351. Regional development banks, regional business associations and other regional institutions should be invited to contribute to and help mobilize resources in their lending and other activities for the implementation of the Platform for Action. They should also be encouraged to take account of the Platform for Action in their policies and funding modalities.

352. The subregional and regional organizations and the United Nations regional commissions should, where appropriate and within their existing mandates, assist in the mobilization of funds for the implementation of the Platform for Action.

C. International level

353. Adequate financial resources should be committed at the international level for the implementation of the Platform for Action in the developing countries, particularly in Africa and the least developed countries. Strengthening national capacities in developing countries to implement the Platform for Action will require striving for the fulfilment of the agreed target of 0.7 per cent of the gross national product of developed countries for overall official development assistance as soon as possible, as well as increasing the share of funding for activities designed to implement the Platform for Action. Furthermore, countries involved in development cooperation should conduct a critical analysis of their assistance programmes so as to improve the quality and effectiveness of aid through the integration of a gender approach.

354. International financial institutions, including the World Bank, the International Monetary Fund, the International Fund for Agricultural Development and the regional development banks, should be invited to examine their grants and lending and to allocate loans and grants to programmes for implementing the Platform for Action in developing countries, especially in Africa and the least developed countries.

355. The United Nations system should provide technical cooperation and other forms of assistance to the developing countries, in particular in Africa and the least developed countries, in implementing the Platform for Action.

356. Implementation of the Platform for Action in the countries with economies in transition will require continued international cooperation and assistance. The organizations and bodies of the United Nations system, including the technical and sectoral agencies, should facilitate the efforts of those countries in designing and implementing policies and programmes for the advancement of women. To this end, the International Monetary Fund and the World Bank should be invited to assist those efforts.

357. The outcome of the World Summit for Social Development regarding debt management and reduction as well as other United Nations world summits and conferences should be implemented in order to facilitate the realization of the objectives of the Platform for Action.

358. To facilitate implementation of the Platform for Action, interested developed and developing country partners, agreeing on a mutual commitment to allocate, on average, 20 per cent of official development assistance and 20 per cent of the national budget to basic social programmes should take into account a gender perspective.

359. Development funds and programmes of the United Nations system should undertake an immediate analysis of the extent to which their programmes and projects are directed to implementing the Platform for Action and, for the next programming cycle, should ensure the adequacy of resources targeted towards eliminating disparities between women and men in their technical assistance and funding activities.

360. Recognizing the roles of United Nations funds, programmes and specialized agencies, in particular the special roles of UNIFEM and INSTRAW, in the promotion of the empowerment of women, and therefore in the implementation of the Platform for Action within their respective mandates, inter alia, in research, training and information activities for the advancement of women as well as technical and financial assistance to incorporate a gender perspective in development efforts, the resources provided by the international community need to be sufficient and should be maintained at an adequate level.

361. To improve the efficiency and effectiveness of the United Nations system in its efforts to promote the advancement of women and to enhance its capacity to further the objectives of the Platform for Action, there is a need to renew, reform and revitalize various parts of the United Nations system, especially the Division for the Advancement of Women of the United Nations Secretariat, as well as other units and subsidiary bodies that have a specific mandate to promote the advancement of women. In this regard, relevant governing bodies within the United Nations system are encouraged to give special consideration to the effective implementation of the Platform for Action and to review their policies, programmes, budgets and activities in order to achieve the most effective and efficient use of funds to this end. Allocation of additional resources from within the United Nations regular budget in order to implement the Platform for Action will also be necessary.

Notes

1/ Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985 (United Nations publication, Sales No. E.85.IV.10), chap. I, sect. A.

2/ Report of the World Conference on Human Rights, Vienna, 14-25 June 1993 (A/CONF.157/24 (Part I)), chap. III.

3/ General Assembly resolution 34/180, annex.

4/ General Assembly resolution 45/164.

5/ General Assembly resolution 44/82.

6/ General Assembly resolution 48/126.

7/ A/47/308-E/1992/97, annex.

- 8/ General Assembly resolution 48/104.
- 9/ Vienna Declaration and Programme of Action, Report of the World Conference on Human Rights ..., chap. III, para. 5.
- 10/ See The Results of the Uruguay Round of Multilateral Trade Negotiations: The Legal Texts (Geneva, GATT secretariat, 1994).
- 11/ General Assembly resolution 44/25, annex.
- 12/ Final Report of the World Conference on Education for All: Meeting Basic Learning Needs, Jomtien, Thailand, 5-9 March 1990, Inter-Agency Commission (UNDP, UNESCO, UNICEF, World Bank) for the World Conference on Education for All, New York, 1990, appendix 1.
- 13/ General Assembly resolution 2200 A (XXI), annex.
- 14/ Report of the International Conference on Population and Development, Cairo, 5-13 September 1994 (United Nations publication, Sales No. E.95.XIII.18), chap. I, resolution 1, annex.
- 15/ Report of the World Summit for Social Development, Copenhagen, 6-12 March 1995 (A/CONF.166/9), chap. I, resolution 1, annexes I and II.
- 16/ Unsafe abortion is defined as a procedure for terminating an unwanted pregnancy either by persons lacking the necessary skills or in an environment lacking the minimal medical standards or both (based on World Health Organization, The Prevention and Management of Unsafe Abortion, Report of a Technical Working Group, Geneva, April 1992 (WHO/MSM/92.5)).
- 17/ Final Report of the International Conference on Nutrition, Rome, 5-11 December 1992 (Rome, Food and Agriculture Organization of the United Nations, 1993), Part II.
- 18/ Report of the United Nations Conference on Environment and Development, Rio de Janeiro, 3-14 June 1992, vol. I, Resolutions Adopted by the Conference (United Nations publication, Sales No. E.93.I.8 and corrigenda), resolution 1, annex I.
- 19/ Ibid., resolution 1, annex II.
- 20/ General Assembly resolution 317 (IV), annex.
- 21/ General Assembly resolution 217 A (III).
- 22/ General Assembly resolution 39/46, annex.
- 23/ Official Records of the General Assembly, Forty-seventh Session, Supplement No. 38 (A/47/38), chap. I.
- 24/ United Nations, Treaty Series, vol. 75, No. 973, p. 287.
- 25/ Report of the World Conference on Human Rights ..., chap. III, sect. II, para. 38.
- 26/ See The United Nations Disarmament Yearbook, vol. 5: 1980 (United Nations publication, Sales No. E.81.IX.4), appendix VII.

- 27/ General Assembly resolution 260 A (III), annex.
- 28/ United Nations, Treaty Series, vol. 189, No. 2545.
- 29/ Ibid., vol. 606, No. 8791.
- 30/ General Assembly resolution 48/96, annex.
- 31/ General Assembly resolution 1386 (XIV).
- 32/ See CEDAW/SP/1995/2.
- 33/ General Assembly resolution 2106 A (XX), annex.
- 34/ General Assembly resolution 41/128, annex.
- 35/ United Nations Environment Programme, Convention on Biological Diversity (Environmental Law and Institutions Programme Activity Centre), June 1992.