

GENDER MAINSTREAMING IN INTERNATIONAL PARTNERSHIP

A PRACTICAL GUIDE FOR STAKEHOLDERS

THERA VAN OSCH



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**RATIONALE, HISTORY AND POLICIES
TO PROMOTE GENDER EQUALITY AND SOCIAL INCLUSIVENESS**

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Abbreviations and Acronyms

CEDAW	Convention on the Elimination of all forms of Discrimination against Women
CLIP	Country Level Implementation Plan
CSO	Civil Society Organisation
DV	Domestic Violence
EU	European Union
FAO	Food and Agriculture Organisation
GAD	Gender and Development
GAP-III	EU Gender Action Plan III (2021-2025); An ambitious agenda for gender equality and women's empowerment in EU external action
GBV	Gender Based Violence
GDP	Gross Domestic Product
GE	Gender Equality
GEWE	Gender Equality and Women's Empowerment
GESI	Gender Equality and Social Inclusion
HP	Harmful Practices
ICT	Information and Communication Technologies
IPV	Intimate Partner Violence
ISPI	Institute for International Policy Studies (Milan, Italy)
LGBTI	Lesbian, Gay, Bisexual, Transgender and Intersex
LMICs	Low- and Middle- Income Countries
NGM	National Gender Machinery
NGO	Non-Governmental Organisation
NPOs	Nonprofit Organisations
OECD-DAC	Organisation for Economic Cooperation and Development – Development Assistance Committee
PfA	Platform for Action
SMEs	Small and Medium Enterprises
SRHR	Sexual and Reproductive Health and Rights
STEM	Science, Technology, Engineering and Mathematics
TVET	Technical and Vocational Education and Training
UN	United Nations
UNICEF	United Nations Children's Fund
UNSCR	United Nations Security Council Resolution
VAW	Violence Against Women
VAWC	Violence Against Women and Children
WEF	World Economic Forum
WID	Women in Development

INTRODUCTION

In 1975, when I was a student at the Economic Faculty of the Tilburg University in the Netherlands, the United Nations (UN) proclaimed the International Women's Year. It was the response of the UN to the transnational women's movement claiming equal rights and opportunities. For the first time in human history women's issues were on top of the international political agenda. In July of 1975 the first UN World Conference on Women took place in Mexico, resulting in a World Plan of Action¹ for 1975-1985, named as the Women's Decade by the UN. I was enthusiastic and convinced that in 10 years much would be achieved for gender equality. In 1980 I went to the second UN Women's Conference in Copenhagen (Denmark) and heard that no significant progress had been made. In 1985 I went to the third UN Women's Conference in Nairobi (Kenya), where the call for action from women worldwide became louder. Ten years later, in 1995 the fourth Women's Conference took place in Beijing, which formulated the most comprehensive Platform for Action², that is still in place as an important policy framework to promote gender equality and women's empowerment, with annual follow-up conferences.

Almost half a century has passed since the first International Women's Year, and despite the efforts of millions of women and men to promote women's rights, the world is still not at the point where I hoped we would be in 1985. My personal and professional life has been connected to the processes that have enhanced gender equality. Step-by-step we obtained a deeper insight of the root causes of gender inequality, to define new goals and strategies that promote gender equality and inclusiveness in our daily life and work. I could mention many things that have changed over my lifetime, but here is just one small example to illustrate progress made. When I was a student in the 1970s and I asked the professor of economics about the value and place of unpaid work in the economic model, he started joking about this *"stupid question of that serious looking butterfly in the back"*, making me feel embarrassed in an aula full of male students roaring with laughter. I wish this professor was still alive, because now the recognition and value of unpaid care and domestic work is an international commitment of all governments as stated in target 5.4 of the Sustainable Development Goals. When I was young, less than 5% of the students at the Economic Faculty where I studied were women, and the professors were all men. Now the majority of students of this Faculty are women, and there are several women professors. Similar processes are going on worldwide and the life of young people now is totally different from the life of their grandparents.

This guide is a general introduction on gender mainstreaming and has three chapters. It starts with the reasons for promoting gender equality. The second chapter describes the process (since 1970) that pushed gender issues onto the international political agenda. The final chapter provides an updated overview of the international legal and policy frameworks on gender equality and women's empowerment that resulted from this process.

¹ <https://undocs.org/E/CONF.66/34>

² https://www.un.org/en/events/pastevents/pdfs/Beijing_Declaration_and_Platform_for_Action.pdf

The information provided in this guide gives you the knowledge to foster a meaningful dialogue, and to create common ground for action for promoting gender equality among governments, civil society, private sector, development agencies and other partners in international cooperation.

The content of this guide builds upon the training materials, which I have developed and used for capacity building of EU staff in the framework of several assignments since 2007, and on the annual Workshop 'Gender & Development' that I have provided to students of the Institute for International Policy Studies (ISPI) in Milan (2011 – 2018). Many thanks to Ana Stefanovic for the proofreading and final editing of this syllabus.

Thera van Osch, July 2021

OQ Consulting – School of Caring Economics

<https://oqconsulting.eu/>

I. Why promote Gender Equality?

*In the nineteenth century, the central moral challenge was slavery.
In the twentieth century, it was the battle against totalitarianism.
This century the paramount moral challenge is the struggle for gender
equality around the world.*

Kristof and WuDunn (2009)³

This chapter summarizes some reasons for mainstreaming a gender equality perspective in international cooperation. It does not pretend to be exhaustive.

Fundamental Human Rights

Gender equality and non-discrimination on the basis of gender are fundamental human rights.

Human rights are an integral element of all international cooperation. They are the cornerstone of the policy for international cooperation of many development agencies, including the UN, and the European Union (EU) and its member states with third countries. Adopting a rights-based approach to development means that every person has **equal rights** to participate in and benefit from the development process.

Due to persisting gender inequalities, women's contributions to society are often under-valuated and overlooked, which is one of the reasons that they are underrepresented as equal participants and beneficiaries of international cooperation. A human-rights based approach tackles all forms of gender discrimination, and puts strategies in place that leave no one behind.

Gender-based and domestic violence is still the most extended and underreported violation of human rights. Globally gender-based violence is the first cause of deaths of women aged 15 – 44. Almost 1 in 3 women have experienced physical and sexual intimate partner violence, and sexual violence at least once in their lifetime.⁴ This is not only a mass violation of the human rights of women, which may cause psychological traumas, but it also implies medical costs, decreased productivity and lost income for the survivors of violence. Good Governance should include effective policies to create a safe place for all women, men, and non-binary persons of all ages and backgrounds in their homes and communities, and to ensure they all can fully enjoy their human rights in all areas of their private and professional life.

³ Kristof, Nicholas D. and Sheryl WuDunn: *HALF THE SKY; Turning Oppression into Opportunity for Women Worldwide*. New York (Alfred A. Knopf) 2009. P. xvii

⁴ World Health Organisation, 2021, *Violence against women Prevalence Estimates, 2018. Global, regional and national prevalence estimates for intimate partner violence against women and global and regional prevalence estimates for non-partner sexual violence against women*. WHO: Geneva, 2021
<https://www.who.int/en/news-room/fact-sheets/detail/violence-against-women>

Political mandate

The promotion of gender equality is a *political mandate* which has to be executed as it is based on democratic decisions at national and international levels. This political mandate is the culmination of a long ongoing process which has mobilized millions of women and men worldwide in search of social justice, fairness and equality in the past. Most countries have enshrined equality of men and women citizens in their constitution, and have signed or ratified international legal and policy commitments that promote gender equality and women's empowerment.

If a political mandate is well implemented by civil servants at all levels of society, it can make a difference in the lives of men, women, and non-binary persons of all ages and in all their diversity worldwide. This is possible when gender equality is embedded in policies which are based on respect for human rights and which promote good governance. The political mandate is also crucial for human sustainable development, aid effectiveness, peace and security.

Social Justice

Promoting gender equality is a question of social justice.

Gender-based exclusion and systemic denial of women's human rights, generate an unacceptable social injustice. For example:

- Every day, women and girls spend 200 million hours walking to collect water for their families. That's 8.3 million days every day to get water that is often contaminated with life-threatening diseases. More than 22,800 years of time is lost due to lack of access to safe water (UNICEF, 2016).
- Fewer than 15% of agricultural landholders around the world are women and 85% are men (FAO, 2018). In 40 years, women's access to land titles has increased from less than 2% in 1978 to less than 15% in 2018. If the average growth rate remains the same, it will take about 107 years until women and men have equal access to land titles.
- Women in agriculture receive the lowest payments and often work for free as family members. Their access to technical training, improved seeds and agricultural tools, to information, extension services and vocational training is limited. According to the Food and Agriculture Organisation (FAO) women could increase yields on their farms by 20–30 percent, if they had the same access to productive resources as men (FAO 2014).
- Women's economic opportunities still are restricted by laws and regulations in many countries. "From the basics of movement in the community to the challenges of working, parenting, and retiring...". (World Bank, 2021). Although there is improvement in the past years according to the findings of the annual report of the World Bank on '*Women, Business and the Law*', still, "many laws continue to inhibit women's ability to enter the workforce or start a business. On average, women have just three-quarters of the rights of men."⁵

⁵ World Bank. 2021. Women, Business and the Law 2021. Washington, DC: World Bank. doi:10.1596/978-1-4648-1652-9. License: Creative Commons Attribution CC BY 3.0 IGO.

<https://openknowledge.worldbank.org/bitstream/handle/10986/35094/9781464816529.pdf>

Combating poverty

Poverty often has a women's face. Women represent the majority among the poor in many places across the globe. Therefore, any poverty reduction strategy should start with a gender analysis that tackles the gender specific causes of poverty and the high risks of women to fall into poverty.

The mayor part of women's work is unpaid, such as carrying water and fuel, taking care for the children, the elderly and the sick, producing food for the family or supporting the husband's business or farm.

The survival strategies of poor women are extremely hard and complicated. On top of the unpaid burdens poor women have to assume precarious work in the informal sector or in lowest paid segments of the labour market. Equal access to decent work, equal pay and equal opportunities are still utopia for most women in the world.

Women's participation in the labour market is still undervalued and underpaid. To increase women's income, not only investments are needed to reduce women's burdens of unpaid work, but also investments to promote decent work, equal opportunities and equal pay for men and women doing the same kind of work. This requires gender-responsive poverty reduction strategies.

Equal opportunities: Isn't that enough?

We often hear: men and women already have equal rights and equal opportunities; there is no gender discrimination in the law. Why do we need gender mainstreaming?

Monrovia, Liberia (2009); Wall painting. Photo: Thera van Osch



Equal opportunities actions and gender mainstreaming are related but not synonymous. There are equal opportunities when the recruitment policy of an institution guarantees that only professional qualifications for the post will be judged regardless gender, ethnicity or other diversity criteria of the candidate. Equal opportunities actions do not seek to redress inequalities, but provide formal legal provision guaranteeing that no discrimination on gender or other factors will take place. Equal opportunities actions assume that all 'players' have the same starting conditions and capabilities to succeed, and this is not always the case.

Gender mainstreaming as a strategy for achieving gender equality is more *proactive*, and based on analysis of gender inequalities. Gender mainstreaming addresses the causes of inequalities and includes measures to ensure that the diverse conditions and inequalities of the intended users are accommodated.

In the case of education, for example, the formal provision of universal access does not ensure automatically access for all. It requires additional measures and provisions to take away specific obstacles and to promote equality (example in box).

It is increasingly recognised that programmes in any sector which disregard gender inequalities usually make those inequalities worse.

Universal access to education requires gender mainstreaming

Groups which have been historically excluded, such as girls from nomadic groups or rural communities, will have difficulties in enjoying their full rights to education. To ensure their access, additional provisions have to be planned like establishing flexible hours, instituting mobile schooling, improving student transport arrangements, and so forth.

Girls from very poor families often drop out from school when they start to menstruate because their family cannot afford sanitary napkins. A small additional measure - such as providing free sanitary napkins at school and decent sanitary provisions - can keep these girls in school.

Sustainability and smart Economics

A High-level Panel of Eminent Persons on the Post-2015 Development agenda strongly addressed the transformative power of gender equality: *"We know that gender equality transforms not only households but societies. When women can decide how to spend their household's money, they tend to invest more in their children. A woman who receives more years of schooling is more likely to make decisions about immunisation and nutrition that will improve her child's chances in life; indeed, more schooling for girls and women between 1970 and 2009 saved the lives of 4.2 million children."*⁶

The total cost of gender discrimination affects economic growth and the wellbeing of the society as a whole. The Organisation for Economic Co-operation and Development (OECD) estimated that gender discrimination induces a loss of up to USD 12 trillion or 16% of global income (Ferrant and Kolev, 2016).

⁶ United Nations - High-Level Panel of Eminent Persons on the Post-2015 Development Agenda (2013): *A New global Partnership: Eradicate Poverty and Transform Economies through Sustainable Development*. New York, 2013.

Investments to increase women's income and educational level, have a number of multiplier effects, which make women key agents for change and development. World Bank studies (2007, 2012, 2021) provide the empirical evidence that economic empowerment of women is a very efficient development strategy in terms of cost-benefit⁷. Increasing the income of women helps poor families immediately escape from poverty. This is the case for self-employed women as well as for women who have a job and receive a regular wage. When women have greater control over resources in the family, they allocate more resources to food and to children's health care and education than men are likely to do. Giving women equal access to education, to markets (labour, land, credit), and to new technology, and giving them greater control over household resources often translates into greater well-being for themselves and their families. This is smart economics for women, their families and their communities⁸.

Companies also have great advantages from gender equality and diversity. Over the years the findings of the McKinsey reports that investigate the business case of gender and diversity, reaffirm the strong business case for both gender diversity and ethnic and cultural diversity in corporate leadership. The latest report shows that companies in the top quartile for gender diversity on executive teams were 25 percent more likely to have above-average profitability than companies in the fourth quartile. Companies with more than 30% women executives showed a 48% likelihood of outperformance as compared to the least gender-diverse companies with none or less than 10% women in top positions. In the case of ethnic and cultural diversity in the top, the outperformance in terms profitability, is even higher than for gender.⁹



Source: GIZ – Nepal: Nepal: INCLUDE: Inclusive Development of the Economy Programme in Nepal
<https://www.youtube.com/watch?v=LnscCl1w-4A&t=394s>

⁷ a) Mayra Buvinic and Elizabeth M. King: *Smart Economics*. In: Finance and Development; a quarterly Magazine of the IMF. June 2007, Number 44, volume 2. b) World Bank, 2012. "World Development Report. Gender Equality and Development." c) World Bank. 2021. Women, Business and the Law 2021. Washington, DC: World Bank. doi:10.1596/978-1-4648-1652-9. License: Creative Commons Attribution CC BY 3.0 IGO

<https://openknowledge.worldbank.org/bitstream/handle/10986/35094/9781464816529.pdf>

⁸ World Bank, 2012. "World Development Report. Gender Equality and Development."

⁹ Dixon-Fyle, S.; Dolan, K.; Hunt, V.; and Prince, S. (2020), *Diversity wins; How inclusion matters*. McKinsey & Company, May 2020. <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters>

Democratic development

Women are still largely underrepresented in decision-making at international, regional, national, and local levels, in governments as well as in enterprises. In the non-profit sectors however, women seem to be more often over-represented in boards and managing functions.

In December 2007, the global proportion of parliamentary seats held by women reached nearly 18%¹⁰, and increased to 25,5% in June 2021¹¹. This is an increase of 7,5% in 14 years. If this trend continues, it will take about 45 more years until there is equal representation of men and women in national parliaments. Despite greater parliamentary participation, women are largely absent from the highest levels of governance. Women holding office as the Head of State or Government increased from 15 in 2008 to 20 in 2015 and increased to 22 in 2020.¹² Still 119 countries have never had a woman leader. UN Women calculated that “at the current rate, gender equality in the highest positions of power will not be reached for another 130 years”¹³.

Additional efforts are required to make use of women’s talents, capacities and increased educational levels, such as combating discriminative legislation, customs, and practices that hamper women’s equal participation in the labour market, in access to resources (land, credit, properties) and in decision making policies.

Rwanda:

Global champion of women’s representation in parliament

Rwanda — is the only country in the world where women’s representation in parliament is over 60% since the election of 2013. Parliamentary elections of 2018 brought women 64% of the seats.

The government of Rwanda integrated gender equality and women’s empowerment as a key strategy in its development plans. This strategy hugely benefits the country as a whole. From a poor landlocked country, still traumatised by the 1994 genocide, Rwanda is now emerging as the least corrupt and fastest growing countries in Africa. Measured by the national poverty line, poverty declined from 77% in 2001 to 55% in 2017, while Life expectancy at birth improved from 29 in the mid-1990s to 69 in 2019. The maternal mortality ratio has fallen from 1,270 per 100,000 live births in the 1990s to 290 in 2019

([Worldbank, July 15, 2021](#))

¹⁰ IPU Parline, 2021, Global and regional averages of women in national parliaments https://data.ipu.org/women-averages?month=6&year=2021&op=Show+averages&form_build_id=form-nywDiowrAl4FrEf0XqFkaOcilU1LcPIPLk9hwrzYNq4&form_id=ipu_women_averages_filter_form

¹¹ Source: Inter-Parliamentary Union: *Women in National Parliaments*: <http://www.ipu.org/wmn-e/world.htm>

¹² UN-Women: <http://www.unwomen.org/en/what-we-do/leadership-and-political-participation/facts-and-figures>

¹³ UN-women, Facts and figures, women’s leadership and political participation.

<https://www.unwomen.org/en/what-we-do/leadership-and-political-participation/facts-and-figures>

Conflict prevention, peace building and security

Gender equality is key for peace and security.

Mainstreaming gender equality in pre-conflict or conflict situations, and in post-conflict or fragile states requires political changes and re-organization of society at all levels, including Demobilisation, Disarmament and Reintegration (DDR), Transitional Justice, and Security Sector Reform (SSR).

Women and children constitute the majority of refugees due to armed conflict and human rights violations, remaining mostly in the refugee camps in or near the conflict area, where living conditions are often very precarious, whereas the majority of refugees coming to western Europe are young men.

To promote a culture of inclusive and sustainable peace, the incorporation of gender equality perspectives and women's participation in all peace and security efforts are needed. Rwanda is one of the most striking examples where the post-conflict situation has been answered with a gender-transformative peace-building process.

Women and children need to feel free and secure in their home and their community before, during and after conflict situations. Prevention of sexual and gender-based violence, protection of women and children against such crimes, creating space for women's participation in peace building processes and achieving sustainable livelihood are key for conflict prevention, social security, and sustainable development.

To address this challenge, support to women's peace movements, including women on the political and



Peace building in Rwanda

For the past 25 years after the 1994 Genocide, as result of a strong commitment and the political will of the Government, Rwanda has registered significant achievements in promoting gender equality and empowerment of women. (...)

The Post-Genocide government recognizes that recovery would only be possible with both women and men playing central role. It considers gender equality as a prerequisite for sustainable development.

The country ranks number 7 at the Global Gender Gap Index 2021 of World Economic Forum. (WEF, Gender Gap Report, March 2021)

policy dialogue at the highest level, and a strong political will are required. The UN Security Council Resolution on Women, Peace and Security (UNSCR-1325) and its related follow-up resolutions, constitute a perfect basis for a national action plan to promote women's rights and gender equality in peace and security. This will be described further on in this syllabus.

Monrovia, Liberia, 2003:
Women's movement claiming peace.
Photo Pewee Flomoku.

II. From Gender Blindness to Gender Mainstreaming

1. Historical milestones

The international policies to promote gender equality are the result of a dynamic social political process with millions of activists, politicians and other stakeholders from all over of the world. This chapter leads you through some milestones of this history to show how women's and gender issues have been addressed in development strategies in recent years. The story goes from gender blindness to gender mainstreaming in development cooperation.

Before the 1970s women were still invisible in aid delivery. Ester Boserup is the first economist who raised crucial questions on "*Women's Role in Economic Development*" (1970). Her ground-breaking empirical research shows how European aid has widened the gender gap in developing countries.

Between the 1970s and 1990s an increasing number of development agencies include a *Women in Development* (WID) approach in their development strategies. Since the 1990s however the WID-approach is replaced by the *Gender and Development* (GAD) approach. The reasons for this shift are explained in this historical overview.

2. Gender blindness in development aid

Before the 1970s development aid was characterized by its gender blindness. Development agencies did not pay attention to women's active and productive roles. Often, they overlooked the customary rights of women's access to land and did not perceive women's specific interests, wishes and concerns. The traditional western development model was mainly managed by men and focused on male target groups, particularly if increase of productivity and income was pursued. In this model women were perceived as passive indirect recipients of development aid, mainly in their role of mothers or housewives. One of the effects of this gender

Loss of Status under European Rule

European settlers and technical advisers are largely responsible for the loss of status of women in the agricultural sectors of developing countries. It was they who neglected the female agricultural labour force when they introduced modern agriculture to the overseas world.

Men are taught to apply modern methods to cultivate cash crops, while women continue to use the traditional methods in cultivating food crops, thus widening the gap in labour productivity and income of the two sexes. Farming improvements are concentrated in the male sector, while the female sector continued with traditional low-productivity methods. The unavoidable effect is that the prestige of men is enhanced whereas the status of women is lowered.

Source: Ester Boserup (1970): *Women's Role in Economic Development*

blind approach¹⁴ was the increase of the status of men and the lowering of the status of women, thus increasing the gender gap.

3. The Women in Development approach (WID)

Throughout the 1970s and 1980s a shift took place in the perception of women, which has led to the approach of ‘*Women in Development*’ (WID). Under the influence of the uprising women’s movement, women were no longer expected to be passive and subordinate, but full and equal partners with men, with equal rights to resources and opportunities. Women’s full participation was increasingly seen as a crucial factor to achieve development goals.

The content of the WID policies and its corresponding strategies and indicators – such as the OECD-DAC guidelines on Women in Development - were greatly inspired by the Action Plans adopted at the UN Women’s Conferences in Mexico (1975), Copenhagen (1980) and Nairobi (1985). These Women’s Conferences also mobilized considerable efforts of capacity building in the area of research, policy development, legislation, programmes, projects and statistics on women’s roles and participation at all levels of society. This paper will step quickly through these important UN Women’s Conferences.

OECD-DAC Guidelines on WID

The OECD-DAC Expert Group on *Women in Development*, produced “*Guiding Principles on Women in Development (1989)*”, which were included in the DAC Manual. This manual was used by many donor organisations as the basis of their WID approach throughout the 1990s.

Mexico City 1975: UN Conference on the Status of Women

A new era in the thinking about women’s role in development was officially launched by the UN with the International Women’s Year 1975, and especially with the ***UN Conference on the Status of Women in Mexico (1975)***. It was a historical conference. Never before in human history there were so many women from so many countries together in a conference. All delegations from 133 countries had women representatives. Additionally, there was a parallel forum of 4000 representatives of civil society organizations worldwide. They called for active participation of women in the development of their countries and in peace building. They wanted equal representation of women in international delegations and at national decision-making levels. They stressed the need to promote *human rights for all in conditions of equity*. They urged measures for the advancement of women, and they adopted a ***World Plan of Action*** with guidelines for governments and the international community to follow for the next ten years.

MEXICO 1975:

World Plan of Action

The three key objectives of this Plan of Action were:

- Full equality and ending discrimination of women
- The integration and full participation of women in development
- An increased contribution by women in strengthening world peace

For the first time ***global targets for the advancement of women*** were set, which should be met by 1985.

¹⁴ An intervention is **gender blind** if it fails to acknowledge that gender is an essential influencing factor of social economic outcomes, and lacks accountability for the differentiated effects on the socio-economic relations between women and men.



Mexico City - 19 June to 2 July 1975: Inaugural Ceremony of the World Conference of the International Women's Year:
UN-Photo/B.Lane

*The General Assembly of the UN endorsed the World Plan of Action and proclaimed 1976-1985 the “**United Nations Decade for Women: Equality, Development and Peace.**” This decade opened unprecedented political space and new perspectives for a worldwide dialogue on gender equality*

This UN Women’s Conference has also given a strong impulse to bilateral and multilateral agencies for development cooperation to initiate women’s projects and to enhance women’s participation in line with the adopted World Plan of Action.

Copenhagen 1980: World Conference of the United Nations Decade for Women: Equality, Development and Peace

The *World Conference on the UN Decade for Women: Equality, Development and Peace* in 1980 in Copenhagen in (Denmark) aimed to review the progress in achieving the goals and targets set in 1975 and to update the World Plan of Action. The number of official delegations was 145 and with a presence of more than 8000 people, civil society attendance had doubled as compared to the conference in Mexico. They concluded that no *goal or target* for women’s advancement set in 1975 was met.

On the other hand, achievements were noted in the area of *institutionalisation* of WID policies. An increasing number of donor organizations had started specific WID programmes during the first years of

the Decade for Women. Moreover, two new institutions¹⁵ were founded in 1976 under the auspice of the UN: UNIFEM (United Nations Development Fund for Women), and INSTRAW (International Research and Training Institute for the Advancement of Women).

This Second UN Women's Conference called for capacity building and establishment of National Women's Machinery (NWM), consisting of departments or institutions that promote equal rights.

A mayor achievement was the adoption of the '*Convention on the Elimination of all forms of Discrimination Against Women*' (CEDAW)¹⁶ by the UN General Assembly in 1979. During the Women's conference in Copenhagen the majority of the delegates expressed commitment to ratify CEDAW.



COPENHAGEN 1980: Programme of Action

The 1980 Programme of Action refined the goals and targets set in the World Plan of Action (1975) by focusing on sector-specific objectives for women.

3 areas of urgent concern for women were:

- *employment*
- *health*
- *education.*

The proposed strategy highlighted the importance of the participation of women in the development process, as *both agents of change and beneficiaries.*

The Conference called for stronger national measures and strategies with targets and priorities, inclusive legislative reforms to ensure women's equal rights to ownership, inheritance, child custody and nationality.

UN Member States are also urged to ratify the CEDAW.

¹⁵ In July 2010 UNIFEM and INSTRAW merged together with DAW (Division for the Advancement of Women) and OSAGI (Office of the Special Adviser on Gender Issues and Advancement of Women) into a new UN Entity for Gender Equality and the Empowerment of Women, called UN-Women.

¹⁶ In chapter II we will come back to CEDAW.

Nairobi 1985: World Conference to Review and Appraise the Achievements of the UN Decade for Women

The Third UN Women's Conference in Nairobi (Kenya) in 1985 aimed to evaluate the progress made during the UN Decade for Women (1975-1985), and to set out new strategies for the advancement of women.

In Nairobi the optimism of the early 1980s was gone. The desired results were not achieved. In the review of the progress made, the diversity of female target groups was highlighted. The widespread *violence against women* was identified as a main obstacle for progress. The debt crises and Structural Adjustment Programmes (SAPs) of the 1980s highlighted that progress made in the area of WID can be wiped away easily by a gender blind economic system. Poor women were disproportionately affected by the worldwide recession and the Structural Adjustment Policies (SAPs) in developing countries¹⁷.



Nairobi Forward Looking Strategies

The *Nairobi Forward Looking Strategies* identifies *obstacles*, works out *strategies* and designs *measures* to be taken in three areas:

- **Equality:** enhancing equal rights (CEDAW) and women's participation in social and political decision making
- **Development:** promoting decent employment and equal pay, access to health, nutrition, reproductive health, occupational health and safety, education and vocational training, food security, water supply and agriculture, industry and respect for women's labour rights, trade and commercial services, science and technology, communications, housing settlement, community development and transport, energy, environment, and social services.
- **Peace:** increase women's participation in peace building processes.

conference report:

http://www.5wwc.org/downloads/Report_of_WCW-1985.pdf

The Nairobi Conference was remarkable for its high degree of consensus achieved among the 1,400 official delegates from 157 countries and almost 15,000 representatives of Civil Society at the parallel forum. At the Conference the *Nairobi Forward Looking Strategies* was unanimously adopted, which included two key targets for *women in leadership positions*, which should be 30% by 1995 and 50% by the year 2000.

¹⁷ Rocha and Zuninga describe in *'The Invisible Adjustment'* (UNICEF, 1989) how the social costs of these SAPs are mainly carried by women, whose survival strategies remain invisible in the economic statistics. With case studies UNICEF shows the human repercussions of the increasing feminization of poverty and of the growing unpaid workload of women due to reduced access to basic services such as education, public transport, water, energy and public health (UNICEF: 1989).

Achievements of the WID Approach

The WID approach marked a change in traditional development aid. It's main contributions were:

- *Breaking with the gender blind approach*

The implementation of the WID approach breaks with the traditional gender blind approach. Development agencies with a WID-Policy, try to include the application of WID-criteria to all their development projects in order to prevent a negative impact of aid delivery on women's position in developing countries.

- *Enhancing women's economic independence*

A main contribution of the WID approach was the integration of women into economic development by focusing on income-generating projects for women.

- *Capacity building and empowerment of Women*

The WID approach also enabled new Funds for Women's Projects. Support was given to National Women's Machinery as well as women's organizations in developing countries.

WID-criteria

Until the 1990s donor agencies with a WID-policy usually applied some of the following WID-criteria to assess project proposals:

- Have women or women's organizations been consulted in the formulation phase and planning of the project?
- Have the obstacles for the full participation of women been identified?
- Which activities are planned and which resources are allocated to remove the obstacles for women's full participation in the project? (the so called women's component of the project)
- How are women represented in the target groups that will be involved in the implementation of the project, and/or that will benefit from the project?
- Is WID-expertise foreseen in the project team?

The WID Approach made women workers in the informal sectors visible. They became specific target groups for micro credit programmes and projects for technical and vocational training, implemented in many countries by several donor agencies.

Positive example of WID-strategy: SEWA Self Employed Women's Association

Many development agencies were inspired by SEWA, an organisation in India that since 1972 helped millions of women to overcome extreme poverty. SEWA organizes women to obtain work and income, food security and social security (at least health care, child care and shelter). The women are empowered in order to become self-reliant individually and collectively, both economically and in terms of their decision-making ability.¹⁸



Source: <http://www.sewa.org/aboutus/index.asp>

¹⁸ Source: <http://www.sewa.org/>

Limitations of the WID Approach

The lack of structural effects of the WID Policy became clear by the end of the 1980s. Its main limitations were:

- *WID-policy marginalized*

WID funds were marginal, i.e. less than 1% of the total volume of the Official Development Assistance (ODA). Donor organizations did not equally favour the WID-policy with status, human resources and financial allocations. WID-desks were tiny units. Most WID-work consisted of additional unrecognized tasks on top of other duties of project officers.

- *WID-policy could marginalise women*

The WID-component of development projects was often used as an excuse to keep women target groups out of the mainstream of a project. Instead of promoting women's participation, the WID-component could cause an opposite effect; that of isolating women from the main activities of the project.

- *Structural gender inequalities*

The fundamental limitation was that WID projects were embedded in a broader context of structural gender inequalities and rarely addressed their root causes, such as discriminative legislation, domestic and gender-based violence, lack of access to ownership of land and housing, exclusion from credits, gender segregation of the labour market, under-representation of women in decision making, and double or triple burdens for women who combine paid work with family responsibilities and/or community work.

Adverse effect of WID approach

60 Rural development projects in Central America, supported by Dutch bilateral funds, were evaluated in 1996. In the phase of formulation, almost all of these projects had been qualified positively by WID-criteria.

One of the findings of this evaluation was that the women's component has often been used as an excuse to keep women out of the mainstream of the project. This women's component consisted of a small budget and was supposed to be used for activities to promote women's full participation in the project and/or for the appointment of a WID-expert in the project team.

During the implementation phase however, the women's component was often separated from the main activities of the project. The main funds of the project continued to be managed by men for male target groups, whereas the female target groups stayed in the margin of the project where they could do some activities with the tiny funds of the women's component.

Source: Aguilar Revelo, L. et al. 1997: Nudos y desnudos: género y proyectos de desarrollo rural en Centroamérica. Costa Rica (UICN-ORMA/Embajada de los Países Bajos)

By the end of the UN Decade for Women, the DAWN-network¹⁹ reflected the voices of women from the global South by criticizing three decades of development. During the UN Conference in Nairobi (1985) they organised workshops to highlight the impacts of four inter-linked and systemic global crises - famine, debt,

¹⁹ Development Alternatives with Women for a New era (DAWN), formed in 1984 by feminist scholars, researchers and activists from the South working for economic and gender justice, sustainable and democratic development. <http://www.dawnnet.org/>

militarism and fundamentalism - on poor women of the South. DAWN advocated for a **new macro-economic approach and offered an alternative vision of a world based on gender equality and equal opportunities**, where basic needs are **basic rights** and where poverty and all forms of violence are eliminated²⁰.

4. The Human Rights based approach

The UN Conference on Human Rights in Vienna in 1993 caused a *major shift in the Human Rights theory* by recognising that Human Rights cannot only be violated in the public sphere, but also in the private sphere. Since then, human rights issues were no longer restricted to abuses by the State, but also extended to other social spheres and actors.

The Vienna Conference changed the perception of women as **victims with specific needs**, to individual **civilians with legal and political rights**. The Human Rights approach was enhanced to respond to structural gender inequalities and to promote women's human rights.

This shift from '*basic needs*' to '*basic rights*' corresponds with a shift from a development approach to a **good governance approach**. Instead of perceiving women's problems as development problems, they are now perceived as a **human rights issue**.

Women's issues become human right issues

The 'Vienna Declaration and Programme of Action'²¹ stresses the importance of the human rights of women and the girl-child, which are "*an inalienable, integral and indivisible part of universal human rights*". The eradication of all forms of discrimination on grounds of sex is declared as one of the priority objectives of the international community.

From Mexico to Vienna

The Women's World Conference in Mexico (1975) launched Women's Rights on the international agenda by calling for *Human Rights for All in Conditions of Equity*.

The UN Decade for Women (1975-1985) created a favourable political climate for the approval in 1979 of the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW). It was the most comprehensive legal framework on women's human rights. Nevertheless, violence against women was not explicitly addressed in this Convention.

Nairobi (1985) initiated a debate on Violence Against Women (VAW) as the **main obstacle** for women's full participation in development. The fruits of this ongoing global debate could be harvested in June 1993 at the UN World Conference on Human Rights in Vienna, when VAW was addressed as violation of fundamental human rights.

²⁰ Sen, G. and Grown, C.: 1987: Development, crisis and alternative visions: Third World women's perspectives. Monthly Review Press, New York, NY, USA.

²¹ The full text of the Vienna Declaration and Programme of Action can be downloaded with the following link: [http://www.unhcr.ch/huridocda/huridoca.nsf/\(Symbol\)/A.CONF.157.23.En](http://www.unhcr.ch/huridocda/huridoca.nsf/(Symbol)/A.CONF.157.23.En)

The human right approach allows a shift in dealing with obstacles for women's full participation in development. Instead of regarding *violence against women* largely as a cultural issue or a private matter between individuals, it is now a human *rights issue* requiring State intervention.

Since Vienna (1993), governments agreed to work towards the elimination of violence against women in public and private life, including:

- all forms of sexual harassment, exploitation and trafficking in women;
- gender bias in the administration of justice; and
- any conflicts arising between the rights of women and the harmful effects of certain traditional or customary practices, cultural prejudices and religious extremism.

Human Rights of Women in armed conflict

The 'Vienna Declaration and Programme of Action' also addresses for the first time in history the violations of the human rights of women in situations of armed conflicts, stating that these are violations of fundamental human rights and require a particularly effective response.

Two years after Vienna the issue of *Women and Armed Conflict* was identified as one of the critical areas of concern during the Fourth UN Women's Conference in Beijing (1995).

The Plan of Action of this conference includes recommendations on the protection of women in armed conflict and the promotion of women's participation in peace building processes.

The UN Security Council builds upon these and other international commitments with the UN Security Council Resolutions 1325 on Women Peace and Security (in 2000), which is a landmark resolution that reaffirms the importance of women's participation in preventing and solving conflicts, in peace negotiations, peacebuilding, peacekeeping, humanitarian response and in post-conflict reconstruction. It was followed by nine more UNSCRs²².

Vienna, 1993: Groundwork for Human Rights Approaches

The Vienna Declaration and Programme of Action laid the groundwork for new commitments and legal instruments for Human Rights approaches to promote gender equality, such as:

- the Declaration on the Elimination of Violence against Women (December 1993)
- the Special Rapporteur on Violence Against Women at the UN Human Rights Commission
- The recognition of Reproductive Rights as basic human rights in the Programme of Action of the International Conference on Population and Development (ICPD) held in Cairo in 1994
- The United Nations Security Council Resolution 1325 (2000) on **Women, Peace and Security** (WPS), that guides national and international entities to promote and protect women's rights in conflict and post-conflict situations, and follow-up resolutions to reinforce the policy on WPS.

²²Resolution 1820 to Stop Violence and Sexual Abuse in Armed conflict, adopted in 2008. In 2009 both resolutions were strengthened by the Security Council Resolutions 1888 and 1889 which call for accountability on implementation of these resolutions. The Resolutions 1960 (adopted in 2010), 2106 and 2122 (both adopted in 2013) enforce the previous resolutions,

6. The Gender and Development approach (GAD)

During the 1980s empirical studies shed new light on the **socially constructed inequalities** between men and women. One of the conclusions of this research was that equal rights and opportunities were not enough to achieve equal gender relations.

Practical and strategic gender interests and needs

Unequal power relations between men and women persisted, even in countries with equal rights legislation and where governments enhanced equal participation of women in the labour market. To analyze this question Maxine Molyneux introduced in the early 1980s the distinction between *practical* gender interests and *strategic* gender interests²³.

In the same period Caroline Moser explored the consequences of the WID-approach for poor women, especially in relation to women's triple role due to productive, reproductive and community-related activities²⁴. She developed a framework for gender conscious planning. Planning which takes account of women's problems without changing gender relations, respond to *practical* gender needs. This are needs for items which improve women's lives within their existing roles (e.g. more efficient cooking stoves).

Practical and strategic gender interest

Practical gender interests refer to the immediate needs of women, which can be satisfied without questioning the socially assigned unequal roles and status of men and women.

For example, equal access of women to employment and income is a practical gender interest. As long as traditional gender roles are not addressed, this interest can come into conflict with other gender interests, such as those related to family responsibilities.

Strategic gender interests are focused on changing the gender inequalities in society and on empowering women, so they can effectively use their rights.

For example, women can more effectively use their right to employment and income, if the traditional gender roles at home also change and if there would be more facilities to reconcile a job with family life. In this case strategic gender interests include:

1. equal sharing of family responsibilities among men and women
2. redistribution of unpaid domestic work between men and women
3. access to qualified child care facilities.

whereas Resolution 2242 (adopted in 2015) highlights the importance of involvement of civil society organizations. Resolution 2467 (adopted in 2019) reiterates and demands an end to sexual violence in armed conflict and post-conflict situations, and 2493 (also adopted in 2019) urges to implement all UNSCRs on WPS with increased participation of women.

²³ Molyneux, Maxine, 1983: *Women and Socialism: The revolution Betrayed?* The case of Nicaragua. Colchester, University of Essex, 1983.

Maxine Molyneux, 1985: Mobilization without Emancipation? Women's Interests, the State, and Revolution in Nicaragua, in: *Feminist Studies* 11 (2), pp.227-254

²⁴ Moser, C. and C. Levy, 1986: 'A Theory and Methodology of Gender-Aware Planning: Meeting Women's Practical and Strategic Gender Needs', Gender and Planning Working Paper No. 11, Development Planning Unit, University College London.

Moser, C. & L Peake (eds) *Women, Human Settlements and Housing* (1987).

Moser, C (1993) *Gender Planning and Development: Theory, Practice and Training*. London: Routledge.

To respond to the strategic gender needs, gender planning should focus on changing power relations between men and women, such as enabling women to take up new roles and to become empowered (e.g. increased access to education and information, legislative changes, representation in decision-making, access to land, income, etc.).

From WID to GAD

The ground-breaking shift in the discourse from Women in Development (WID) to Gender and Development (GAD) came in 1995 with the IV Women's World Conference, held in Beijing.

This process had already been initiated in the beginning of the 1980s. The *framework for gender planning* developed by Caroline Moser in the 1980s marked the first shift from a WID to a GAD approach (Gender and Development). She showed that planning for development is not gender-neutral, but that it affects the practical gender needs and strategic gender needs of men and women. She developed a strategy for gender-conscious planning, which has been widely used.

Definition gender mainstreaming

In July 1997, ECOSOC (the United Nations Economic and Social Council) defines the concept of gender mainstreaming 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 the concerns and experiences of women as well as of men an integral part of 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 of mainstreaming is to achieve gender equality."

Moser's framework for gender planning

Main characteristics of the framework for development planning of Caroline Moser:

1. Planning is not limited to technical elements; political issues and conflicting interests of stakeholders are included in the planning process
2. Planning is not a linear process, but has a transformative potential
3. Planning is conceptualized to enhance gender equality and women's empowerment
4. By introducing the concept of triple roles, all work is made visible and valuable to planners
5. The planning process distinguishes between practical and strategic gender needs
6. Different policy approaches are categorized (welfare, equity, anti-poverty, efficiency, empowerment)

During the UN Women's conference in Nairobi (1985), discussions on the Gender and Development Approach took place in several workshops of the parallel Forum of NGO's. Several NGOs and donor agencies initiated working with a GAD-approach.

Beijing 1995: The Fourth UN Women's Conference: Equality, Development and Peace

The Women's Conference in Beijing was the largest UN Conference at date with 5.000 accredited representatives, among which 189 country delegations. More than 30.000 representatives of Civil Society attended the parallel NGO Forum. Moreover, an unprecedented number of institutions, NGO's,

grassroots organizations and women's groups were connected through internet with their representatives in Beijing during the conference, which was at that time an innovation of worldwide networking among civil society organisations.

The Beijing Conference was notable for placing its stamp of approval on the importance of **gender mainstreaming in development cooperation**, an approach known as Gender and Development (GAD), in which the socially constructed inequalities between men and women should be addressed. Complementary to gender mainstreaming, the Conference advocated for specific actions for the empowerment of women. This twin-track approach - gender mainstreaming and empowerment of women – replaced the earlier, almost exclusive WID- approach.

Strategic Objective	GENDER MAINSTREAMING in the BEIJING PLATFORM for ACTION: Some examples of Strategic Objectives of the Beijing Platform for Action (1995)
A.4.	Develop gender-based methodologies and conduct research to address the feminization of poverty
C.3.	Undertake gender-sensitive initiatives that address sexually transmitted diseases, HIV/AIDS, and sexual and reproductive health issues
F.6	Promote harmonization of work and family responsibilities for women and men
H.2.	Integrate gender perspectives in legislation, public policies, programmes and projects.
H.3	Generate and disseminate gender-disaggregated data and information for planning and evaluation
K.2	Integrate gender concerns and perspectives in policies and programmes for sustainable development

Gender mainstreaming

Since 1995, the concept of gender mainstreaming has become into widespread use with the adoption of the Beijing PfA. Gender mainstreaming is a **strategy to achieve gender equality**.

Example: How to build roads with a gender perspective?

One of the challenges of gender mainstreaming is to apply it to all sectors, not only social sectors, such as health and education, but also to more technical sectors, such as energy, transport and infrastructure projects. Is building a road a gender-neutral technical issues? Will the road bring benefits to both women and men in all their diversity? Who will use the road? How will the road be used by different participants in traffic (car drivers, bus drivers, pedestrians, playing children, bike drivers, people in wheel chairs, blind

people, etc.). Which points will be connected by the roads? Harbours, Factories? Schools? Hospitals? A gender analysis is a first step to investigate these questions.

There are many ways of mainstreaming gender equality in a programme for road construction, including:

- Involve women and women's organizations in the planning and implementation of the road programme in conditions of equality; building the road may create employment opportunities for both women and men.
- Use the budget for road infrastructure not only for improving mobility and income opportunities in male-dominated sectors (mining, cash crops), but also in female-dominated sectors (domestic food crops, education, health) and to reduce workload in the unpaid sectors (carrying water, firewood, food crops); i.e. do not only build roads from mines and plantations to harbours, but also roads to distribute food crops for the domestic market or to facilitate transport to schools or health centres.
- Adapt the road to different users; not only to drivers of cars, trucks and busses, but also to pedestrians – most women and children – to cyclists and persons with a disability who all need a safe place on the road.

- Be aware that increased traffic will cause increased danger for children to cross the road or to play outside, as well as increased pollution and noise which affects health. This may increase women's unpaid care burden and reduce their opportunities in the labour market, which will increase the gender-gap.



**India: Rural Road construction:
'Typical female' work**



**Germany: Rural Road construction:
'Typical male' work**

III. International commitments on Gender Equality and Women's Empowerment

Shared international legal frameworks and political commitments may create a common ground for action. Therefore, they are important for creating international partnerships between countries through the political and policy dialogue. A broad range of international legal and political frameworks to promote gender equality and women's empowerment is available. Here we mention the most important frameworks which are widely recognised, undersigned or ratified by the majority of the countries:

- The Convention on the Elimination of all forms of Discrimination Against Women (CEDAW /1979)
- The Cairo Programme of Action of the UN International Conference on Population & Development (Cairo ICPD/1994)
- The Beijing Declaration and Platform for Action (Beijing PfA/1995)
- The UN Security Council Resolutions on Women, Peace and Security
- The Sustainable Development Goals (SDGs) (2016-2030).

The regional and national policy commitments related to gender and development are embedded in these international commitments.

1. CEDAW: Legal framework for human rights approach

The Convention on the Elimination of all forms of Discrimination Against Women (CEDAW - 1979), is the most comprehensive international agreement on women's human rights. It is an important legal framework to set *human rights-based policies and targets at country level*.

The Convention is monitored by the Committee on the Elimination of Discrimination against Women (CEDAW-Committee), which is a body of independent experts. CEDAW-country reports and the corresponding shadow reports of Civil Society Organisations (CSOs) are crucial for the promotion of gender equality and women's rights, as they address the gaps and challenges concerning women's rights in the countries.

The adoption of the Optional Protocol to CEDAW in 1999, an international inquiry and a complaint procedure for violations of women's rights, has strengthened the implementation of women's human rights.

The full text of CEDAW is available at the website of the Office of the UN High Commissioner for Human Rights²⁵, along with lists of countries which have ratified it, reservations made by countries to different articles in the Convention, and periodic reports submitted by national bodies, both official governmental reports, and shadow reports by Civil Society Organisations. The Convention is ratified by 187 out of 194 countries that are member state of the United Nations (February 2021).

Ratification of CEDAW means that the States Parties undertake to respect and realise the standards laid down by the Convention, making its provisions **legally binding** for the State Parties

Once a country has ratified CEDAW it has the obligation to implement the convention:

- by ensuring that the population is aware of women's equal rights
- by eliminating all forms of discrimination from its legislative body
- by creating the conditions which enable the gathering of relevant statistics on the rights of women and girls in the country
- by institutional capacity building to ensure equal rights in economic, political, and social life are respected by the police, the judges and other authorities.

This is not easy and it requires resources, which are often included in programmes for good governance.

Capacity building for Women's Rights in Swaziland

In March 2004 the government of Swaziland ratified CEDAW. The Government of Swaziland, Civil society Organisations and the UNDP have worked together to create the *institutional framework for the implementation of CEDAW* by raising awareness among the population and authorities at all levels on the rights and obligations of CEDAW, as well as on the benefits of working for the elimination of discrimination against women. Specific capacity building was needed by drafters of new legislation and policies to ensure compliance of national legislation with CEDAW. Besides this, new mechanisms and structures had to be built to monitor and report on the progress of CEDAW.

The Convention is based on three main principles:

The Principle of Equality, stating that:

- women are entitled to equal opportunities and treatment;
- women should have equal access to resources;
- women should not just receive formal equality, but laws may need to be changed and enforced so that results can be seen.

The Principle of Non-discrimination, stating that:

- discrimination is socially constructed, exclusionary and not essential to human interaction. It prevents women from enjoying their rights and fulfilling their potential;
- both direct discrimination (where intent exists) and indirect discrimination (the effect of unintentional actions) need to be actively redressed;

²⁵ <http://www2.ohchr.org/english/bodies/cedaw/index.htm>

- temporary measures (specific actions) can be put in place to correct past discrimination;
- discrimination that occurs in the private sphere needs to be addressed, as much as discrimination in the public sphere.

The Principle of State Obligation, stating that

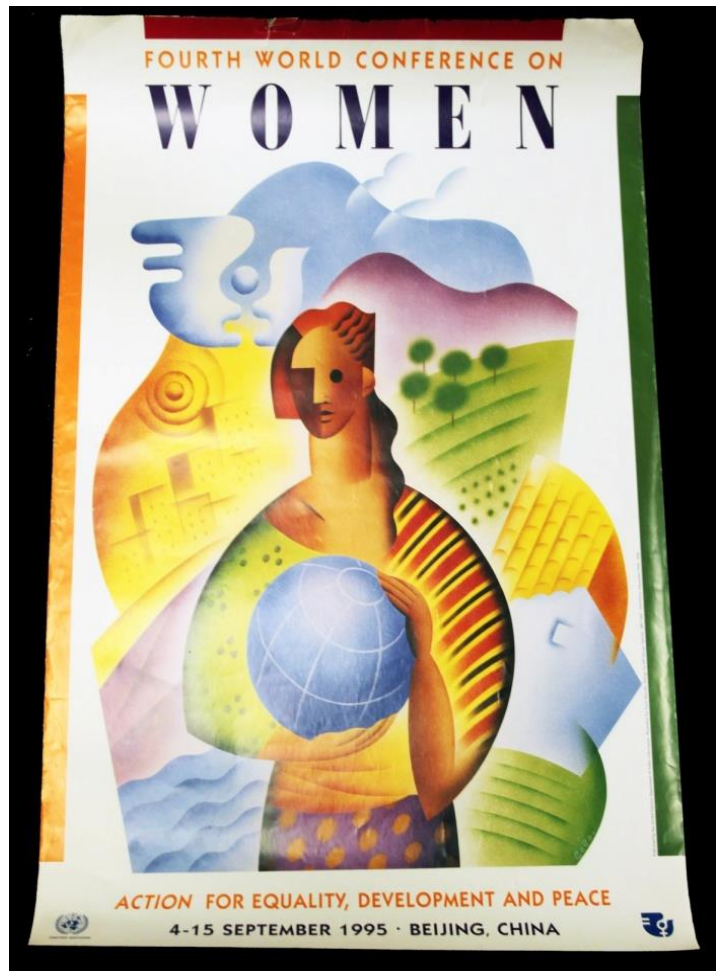
- once a State ratifies CEDAW it becomes party to legally binding obligations to eliminate discrimination against women.
- The State will abide by and be held accountable to the norms and standards mentioned in CEDAW;
- the State is responsible for the welfare of its women and therefore must take measures to protect their rights and redress any inequalities.

2. Beijing Platform for Action

The outcome of the Fourth UN Women's Conference was the ***Beijing Declaration and Platform for Action (PfA)***. The PfA upholds the CEDAW and builds upon previous strategic frameworks and policy commitments at international level.

The Beijing Platform for Action (1995) is an international political agenda for gender mainstreaming and the empowerment of women. The document is based on a broad worldwide consensus, which resulted from an intensive international consultation process with active participation of civil society, especially women's organizations, governments, as well as multilateral, bilateral and private donor organizations, and other stakeholders.

The Beijing Platform for Action defines strategic objectives and actions to address the 12 critical areas of concern for women and calls for institutional and financial arrangements at all levels by international organizations, governments and civil society.



Beijing follow-up and monitoring process

After the Beijing Conference the Commission on the Status of Women (CSW) called on Governments to prepare National Action Plans in accordance with the PfA. To enhance the implementation of the Beijing PfA, both the establishment of new *National Women's Machineries (NWMs)* and the strengthening of existing NWMs was realized in a growing number of countries. In many countries these NWMs were composed of representatives of both governmental and non-governmental organizations.

Five-year reviews on the implementation of the Beijing PfA took place in 2000 (Beijing +5), in 2005 (Beijing +10), in 2010 (Beijing +15) in 2015 (Beijing + 20), and in 2020 (Beijing +25 mostly virtual due to the pandemic).

During the Beijing+10 and the Beijing +15 Reviews, the efforts towards achieving the Millennium Development Goals (MDGs 2000-2015) were particularly highlighted, as the implementation of the Beijing commitments is directly relevant to the achievement of all MDGs. The Beijing +20 review and appraisal was geared towards transformation in the context of the Sustainable Development Goals (SCGs 2015-2030), and Beijing +25 reiterated the continuing relevance of the 12 critical areas of concern and the need for resources and gender mainstreaming.

NPAs to follow-up Beijing

The National Plans of Action, developed as follow-up to Beijing, set out each country's strategy for addressing gender issues in a variety of sectors and domains. As such they can be useful background for policy dialogue between partner countries, and can provide input to National Development Plans and Strategies. This input can consist of information on gender issues in the country (country gender profile) and information on specific policies, programmes and projects to address those issues

Beijing Platform for Action: Critical Areas of Concern

1. The persistent and increasing burden of poverty on women;
2. Inequalities and inadequacies in, and unequal access to, education and training;
3. Inequalities and inadequacies in, and unequal access to, health care and related services;
4. Violence against women;
5. The effects of armed or other kinds of conflict on women, including those living under foreign occupation;
6. Inequality in economic structures and policies, in all forms of productive activities and in access to resources;
7. Inequality between men and women in the sharing of power and decision-making at all levels;
8. Insufficient mechanisms at all levels to promote the advancement of women;
9. Human rights of women;
10. Stereotyping of women and inequality in women's access to and participation in all communication systems, especially in the media;
11. Gender inequalities in the management of natural resources and in the safeguarding of the environment;
12. Persistent discrimination against and violation of the rights of the girl child.

Beijing + 20

Twenty years after the Beijing Conference, a review and appraisal of the implementation of the Beijing Declaration and Platform for Action took place during the 59th session of the Commission on the Status of Women from 9-20 March 2015.

Key point at the Beijing+20 meeting was the inclusion of a gender equality perspective in the post-2015 agenda. To achieve sustainable development and peaceful societies, **transformation** is required in the economic, social and environmental dimension, and gender equality, the empowerment of women, and human rights of women and girls must be at the heart of the SDGs. This means that structural constraints must be tackled, such as: “persistent discrimination in law and in practice; unacceptably high levels of violence against women and girls and of harmful practices; women’s disproportionate share of unpaid care work; the denial of women’s sexual and reproductive health and rights across the life cycle; and women’s significant underrepresentation in decision-making at all levels in the public and private sphere. It also means addressing gender equality in a transversal manner across all other areas of the new agenda”²⁶ “Religion or culture must not be misused to justify discrimination against women and girls.”²⁷

“Based on the lessons learned from the implementation of the Platform for Action, urgent action is required in five priority areas to accelerate progress:

- transforming discriminatory social norms and gender stereotypes;
- transforming the economy to achieve gender equality and sustainable development;
- ensuring the full and equal participation of women in decision-making at all levels;
- significantly increasing investments in gender equality; and
- strengthening accountability for gender equality and the realization of the human rights of women and girls.”²⁸

Beijing + 25

Participation to the Beijing+25 conference was restricted due to the COVID-19 pandemic. Still 117 countries submitted their report on the implementation of the PfA. The main focus of the session of the Commission on the Status of Women was on reviewing and assessing the implementation of the Beijing Declaration and Platform for Action, the current challenges and the contributions of gender equality and women’s empowerment towards achieving the Sustainable Development Goals.

²⁶ Source: <http://beijing20.unwomen.org/en/in-focus/beijing-at-20#sthash.U7HEGHdO.dpuf>

²⁷ Ibid.

²⁸ Ibid.

3. The Cairo Programme of Action of the UN International Conference on Population and Development (Cairo – 1994)

The International Conference on Population and Development (Cairo 1994) was an important moment in the history of international partnership, as nations were aware that the interdependence of global population, development and environment asked for new policies and approaches to enhance sustainable development²⁹.

Building upon the outcomes of previous UN Conferences³⁰, the Cairo Programme of Action defines a set of principles for a human-rights-based approach to guide future policies and actions on Population and Development. A principal cornerstone of this population and development programme is the strong commitment to gender equality and equity, to the empowerment of women, to the elimination of all kinds of violence against women and to ensuring women's ability to control their own fertility.

A key topic of the International Conference on Population and Development (ICPD) was the issue of **Reproductive and Sexual Rights**. These rights were broadly discussed and only reproductive rights was finally adopted in the Programme of Action, which includes the right to sexual and reproductive health: **“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 the right of all to make decisions concerning reproduction free of**

Programme of Action of the UN ICPD

Principle 4: Advancing gender equality and equity and the empowerment of women, and the elimination of all kinds of violence against women, and ensuring women's ability to control their own fertility, are cornerstones of population and development-related programmes. 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 civil, cultural, economic, political, and social life, at the national, regional and international levels, and the eradication of all forms of discrimination on grounds of sex, are priority objectives of the international community.

Principle 8: Everyone has the right to the enjoyment of the highest attainable standard of physical and mental health. States should take all appropriate measures to ensure, on a basis of equality of men and women, universal access to healthcare services, including those related to reproductive health care, which includes family planning and sexual health. Reproductive health-care programmes should provide the widest range of services without any form of coercion. All couples and individuals have the **basic right to decide freely and responsibly the number and spacing of their children and to have the information, education and means to do so.**

Cairo, UN-ICPD, 1994

²⁹ Link for all documents of the Programme of Action of the UN ICPD: <https://www.unfpa.org/icpd>

³⁰ The Third Women's World Conference on Equality, Development and Peace (Nairobi in 1985); The World Summit for Children (New York 1990); The United Nations Conference on Environment and Development (Rio de Janeiro 1992); The World Conference on Nutrition (Rome 1992); The World Conference on Human Rights (Vienna 1993); The International Year of the World's Indigenous People (1993); and the Global Conference for the Sustainable Development of Small Island Developing States (Barbados in 1994).

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” (Programme of Action UN ICPD, topic VII)

Topics of the Programme of Action of the UN ICPD (Cairo 1994)

The Cairo Programme of Action defines the basis for action, specific objectives and actions for the following interrelated topics:

- The interrelationships between Population, Sustained Economic Growth and Sustainable Development
- Gender Equality, Equity and Empowerment of Women
- The Family, its Roles, Rights, Composition and Structure
- Population Growth and Structure
- Reproductive Rights and Reproductive Health
- Health, Morbidity and Mortality
- Population Distribution, Urbanization and Internal Migration
- International Migration
- Population, Development and Education
- Technology, Research and Development

4. The Sustainable Development Goals

In 2000 the UN adopted the Millennium Development Goals (MDGs), aimed at achieving 8 critical goals, including reduction of hunger and poverty, promoting gender equality, education for all, and access to water and sanitation (see box). This common agenda ended by 2015. The evaluation showed that progress has been made on some aspects of the MDGs, but many other aspects have not finished yet.

The **Sustainable Development Goals** (SDGs), which were adopted by world leaders at the United Nations Sustainable Development Summit on 25 September 2015, build on the MDGs. There are 17 SDGs, also called **Global Goals**, which are part of the broader 2030 sustainability agenda. They go much further than the MDGs, as they also address the root causes of poverty - including inequality, injustice and climate change.

The socially constructed inequalities between men and women in access to resources, in decision making, in opportunities and rights, are among the root causes for under-development. The promotion of gender equality has been recognized as key to achieving the SDGs by including a stand-alone goal on gender equality (SDG-5) and specific targets that include the gender dimension in other SDGs. The 17 SDGs have 169 targets, and each target has several indicators, in total 246 indicators, among which 104 gender-

sensitive indicators. More information about the gender performance of different SDGs is reported by the OECD-DAC publication: *“Applying the gender lens on the SDGs. How are women and girls doing?”*³¹

SDG 5 is on promoting Gender Equality and Women’s and Girl’s Empowerment. Additionally, a gender equality perspective is foreseen in other goals, which significantly contributes to their success, as is shown by UN Women.³²

SDG 5: Achieve gender equality and empower all women and girls

Empowering women and promoting gender equality is crucial to accelerating sustainable development. Ending all forms of discrimination against women and girls is not only a basic human right, but it also has a multiplier effect across all other development areas. (...) Ensuring universal access to sexual and reproductive health, and affording women equal rights to economic resources such as land and property, are vital targets to realizing this goal. There are now more women in public office than ever before, but encouraging more women leaders across all regions will help strengthen policies and legislation for greater gender equality.³³

The targets set for SDG 5 are the following³⁴:

5.1 End all forms of discrimination against all women and girls everywhere

5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation

5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation

5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate

5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life

5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences

5.A Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws

³¹ OECD-DAC, 2020: Applying the gender lens on the SDGs. How are women and girls doing?

<https://www.oecd.org/sdd/applying-a-gender-lens-on-SDGs-OECD.pdf>

³² <https://www.unwomen.org/en/news/in-focus/women-and-the-sdgs>

³³ Source: www.undp.org

³⁴ <https://www.un.org/sustainabledevelopment/gender-equality/>

5.B Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women

5.C Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

Gender impact assessment

To enhance a gender equality perspective in each of the SDGs it is important to make a gender impact assessment on the area of intervention before the implementation. Such an assessment makes clear what are the particular obstacles and opportunities for both women and men in all their diversity to contribute to sustainable development and to equally benefit from this process. This allows to include activities to address obstacles and enhance gender equality and leaving no-one behind. More information on SDGs.



Women as victims and drivers of change

A political conflict affects women and men in a different way. Women are particularly vulnerable to sexual crimes and exploitation. Mostly they face discriminatory legal frameworks. Usually, they don't have access to mechanisms, power and resources to improve their situation. Still women maintain social life and develop survival strategies in the unpaid economy of care, even under the most critical circumstances of war, extreme poverty, threats and serious violation of their human rights.

The “drivers of change” in fragile states are often women as well as discriminated minorities (men and women). They can be key actors in the peace-building process and should not only be considered as passive victims. Their role in promoting sustainable peace and fostering security can be crucial, especially in setting priorities for the reconstruction agenda and legal reforms. The period of transition offers new opportunities for those who suffered most as consequence of conflicts.

and levels of the peace-building processes, to end impunity and to prosecute those responsible for gender-based violence.

5. International Commitments on women, peace and security

The military advisor in the UN Department of Peacekeeping Operation, Major-General Patrick Cammaert said in 2008: *“It is now more dangerous to be a woman than to be a soldier in modern conflict”*.

The promotion of gender equality and women's empowerment is transcending the development sector and becomes increasingly an issue of international security policy. International commitments which are relevant for women in conflict areas and for combating gender-based violence are addressed in CEDAW, the Vienna Declaration of 1993 and the Beijing Platform for Action.

Building upon these international legal obligations and political commitments the United Nations Security Council has adopted important resolutions that link women explicitly with conflict prevention, conflict resolution, peace-building, post-conflict reconstruction and combating sexual violence:

The **UN Security Council Resolution 1325** from October 2000 outlines what the United Nations and its member states should do to incorporate a gender perspective into peacekeeping operations and to promote women's full involvement in all efforts to maintain and promote peace and security.

It is the first resolution in which the Council systematically addresses the way in which conflict affects women and girls differently from men and boys, and the first official acknowledgement by the Council of the crucial link between peace, women's participation in decision-making, and the recognition of women's life experiences throughout the conflict cycle. It commits the UN Member States to take a number of measures to protect women's human rights during armed conflict, to enhance women's involvement at all stages

- The **UN Security Council Resolution 1820**, adopted in June 2008, commits the UN Member States to stop violence and sexual abuse in armed conflict. It responds to the widespread, systematic and brutal violence and sexual abuse of women and children trapped in war zones, and demands the “immediate and complete cessation by all parties to armed conflict of all acts of sexual violence against civilians.” The UNSCR 1820 states that rape and other forms of sexual violence are used as a tactic of war and should therefore be addressed by the UN Security Council as war crimes, crimes against humanity or a constitutive act with respect to genocide. The resolution demands parties to armed conflict to adopt concrete measures to protect from, to prevent and make an end to sexual violence. The resolution also asserts the importance of women’s participation in all processes related to ending sexual violence in conflict, including peace talks.
- The **UN Security Council Resolution 1888** adopted in 2009 on ending sexual violence in armed conflict by making the implementation of UNSCR 1820 more effective with the appointment of a Special Representative of the Secretary General to address sexual violence and other measures to increase accountability on the implementation of UNSCR 1820.³⁵
- The **UN Security Council Resolution 1889** adopted in 2009 on women’s participation in peace processes to accelerate the implementation of UNSCR 1325 with further measures to improve women’s participation during all stages of peace processes.

Liberia: Gender issues in Disarmament, Demobilization, and Reintegration (DDR)

Small details can make a huge difference.

In Liberia women and children initially did not benefit from the DDR programme, because they did not want to be transported with the male ex-combatants from remote areas to the capital to register as beneficiaries of the DDR-programme.

The male-led UNMIL in charge of demobilization and disarmament was not aware of the risks and the fear of – mostly traumatised - women and children when put together with the male ex-combatants a long way in the back of a truck.

By overlooking this gender specific detail of the DDR-process, many women and children were excluded as beneficiaries in the first phase of demobilization.

The Liberian women’s organisations intervened in a pro-active way as stakeholders in the post-conflict DDR-process. They targeted women beneficiaries and achieved increased gender awareness and sensitization. Although women were underrepresented as armed combatants, they were overrepresented among the victims of gender-based violence as a tactic of war, and played a major role in the logistics of the warfare, often forced to do so under threat of violence.

Source: Ruth Caesar, EC workshop on “Gender, Peace, Security and Development: What can the EU do?” Brussels, September 2009.

³⁵ United Nations, Security Council: Resolution 1888 (2009) adopted by the Security Council at its 6195th meeting, New York, on 30 September 2009 (S/RES/1888)

- The **UN Security Council Resolution 1960** recalls the previous resolutions and calls for an end to all acts of sexual violence in situations of armed conflict. The Security Council will publish a list of parties engaged in these war crimes and takes action against them. It reminds parties to armed conflict of their commitments to take action against the use of sexual violence and to investigate abuses, which are monitored and published by the Secretary-General.

- The **UN Security Council Resolution 2106** (2013) urges to take effective measures to end gender-based violence in armed conflict

- The **UN Security Council Resolution 2122** (2013) to enhance accountability and reporting on the full implementation of UNSCR 1325.

- The **UN Security Council Resolution 2242** (2015) highlights the importance of involvement of civil society organizations.

- The **UN Security Council Resolution 2467** (2019) reiterates and demands an end to sexual violence in armed conflict and post-conflict situations, requiring more stricter control and sanctions

- The **UN Security Council Resolution 2493** (2019) urges to implement all previous UNSCRs on WPS and insists on increased participation of women.

War crimes

Violence and sexual abuse against women in war times is not a new phenomenon. In recent conflicts however it is used as a deliberate tactic of warfare to destabilize communities and to undermine long-term recovery. *“From the rape camps in Bosnia in 1993, to today’s widespread rapes in Darfur, DRC and Cote d’Ivoire, it is clear that sexual violence is a command responsibility, a war crime and crime against humanity that requires a security response. The sheer scale of the problem is staggering. Almost 30 thousand women were raped in six months in 2007 in the Kivus. Rapes happen daily in the refugee’s camps in Darfur. During the war between Bosnia and Croatia, the number of rapes went up to 64.000. Rape also continues after a conflict, taken up on a widespread level by normal civilians.”*

Source: Implementing SCR 1325 and 1820 in EU missions. Conference hosted by The French Presidency of the Council of the EU and UNIFEM, supported by the EC. Brussels, 10 October 2008

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Important links:

<https://www.unwomen.org/en/news/in-focus/women-and-the-sdgs>

www.undp.org

<https://www.un.org/sustainabledevelopment/gender-equality/>

<http://www2.ohchr.org/english/bodies/cedaw/index.htm>

ANNEX I: GLOSSARY

Affirmative action	Measures targeted at a particular group and intended to eliminate and prevent discrimination or to offset disadvantages arising from existing attitudes, behaviours and structures (sometimes referred to as positive discrimination). = Positive Action (European Commission, 1998)
Aid modalities	Aid modalities are the ways in which aid is provided by donors to partner governments. The different modalities range from projects through sector approaches and general budget support to balance of payments support, encompassing a variety of arrangements for conditionality, earmarking and accountability. (ITAD)
Beneficiary assessment	The collection and analysis of opinions on how far services and programmes meet the needs and priorities of target groups. The information can be gathered in different ways, for example, through opinion polls, attitude surveys or semi-structured interviews.
Births attended by skilled health staff	Refer to the percentage of deliveries attended by personnel trained to give the necessary supervision, care, and advice to women during pregnancy, labor, and the postpartum period, to conduct deliveries on their own, and to care for the newborn and the infant. (Data available at the WHO).
CEDAW	‘Convention on the Elimination of all forms of Discrimination Against Women’ : Comprehensive agreement on basic human rights for women, adopted by the UN General Assembly in 1979 and since then ratified by 185 countries (February 2009). http://www2.ohchr.org/english/law/cedaw.htm
CSW	Commission on the Status of Women, a functional commission of the United Nations Economic and Social Council (ECOSOC), dedicated exclusively to gender equality and advancement of women. It is the principal global policy-making body on women’s rights.
Customary Law	Customs who have acquired the force of law. Customary law is the result of a process which has resulted in undisputed rules by which certain entitlements (rights) or obligations are regulated between members of a community.
Customary Rights	Rights which are acquired by custom or tradition. They differ from prescriptive rights in this, that the former are local usages, belonging to all the inhabitants of a particular place or district-the latter are rights of individuals, independent of the place of their residence. (The free dictionary)
DAWN	Development Alternatives with Women for a New era: is a network of women scholars and activists from the economic South who engage in feminist research and analysis of the global environment and are committed to working for economic justice, gender justice and democracy. http://www.dawnnet.org/
DDR (Demobilization, Disarmament and Reintegration)	DDR supports the transition from war to peace by ensuring a safe environment, transferring ex-combatants back to civilian life, and enabling people to earn livelihoods through peaceful means instead of war. (United Nations)
Dialogue	Dialogue is defined by Hal Saunders as: “A process of genuine interaction through which human beings listen to each other deeply enough to be changed by what they learn.” See: Pruitt, Bettye,

	and Philip Thomas (2007): Democratic Dialogue – A Handbook for Practitioners. (CIDA/IDEA/OAS/UNDP).
Discrimination Against Women	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. (CEDAW Art. 1)
Division of labour (by gender)	The division of paid and unpaid work between women and men in private and public sphere. (European Commission, 1998). (see also occupational segregation)
Empowerment	<p>The process of gaining access and developing one's capacities with a view to participating actively in shaping one's own life and that of one's community in economic, social and political terms. (European Commission, 1998).</p> <p>DDC (Switzerland): Empowerment is a goal as well as a strategy. It is an emancipation process, in which the capacities of less favoured groups are strengthened in such a way that they will be able to use their rights, to get access to the resources, and to take active part in the social process of decision-making.</p>
Equal Opportunities	Equal opportunities actions provide formal legal provision guaranteeing that no discrimination on the basis of sex or other factors (ethnicity, religion, handicap, etc.) will prevent the enjoyment of civil or human rights. Equal opportunities actions assume that all 'players' have the same starting conditions and capabilities to succeed. Equal opportunities strategies are mostly developed for human resources management and employment policies.
Equal opportunities for women and men	The absence of barriers to economic, political and social participation on the ground of sex. (European Commission, 1998).
Equal pay for work of equal value	Equal pay for work to which equal value is attributed without discrimination on grounds of sex or marital status with regard to all aspects of pay and conditions of remuneration (Art. 141 (ex 119) of the Treaty) (European Commission, 1998)
Family responsibilities	Responsibilities that cover the care of and support for dependent children and other members of the immediate family who need help. National policies should aim at creating effective equality of opportunity and treatment for female and male workers, and for workers without family responsibilities (...) they should be free from restrictions based on family responsibilities when preparing for and entering, participating in or advancing in economic activity. (ILO, Convention 156)
Female Genital Mutilation	<p>Female genital mutilation (FGM) comprises all procedures that involve partial or total removal of the external female genitalia, or other injury to the female genital organs for non-medical reasons.</p> <p>The practice is mostly carried out by traditional circumcisers, who often play other central roles in communities, such as attending childbirths. Increasingly, however, FGM is being performed by medically trained personnel.</p> <p>FGM is recognized internationally as a violation of the human rights of girls and women. It reflects deep-rooted inequality between the sexes, and constitutes an extreme form of discrimination against women. It is nearly always carried out on minors and is a violation of the rights of children. The practice also violates a person's rights to health, security and physical integrity, the right to be</p>

	free from torture and cruel, inhuman or degrading treatment, and the right to life when the procedure results in death. (WHO)
Feminization of poverty	The increasing incidence and prevalence of poverty among women compared to men. (European Commission, 1998)
Gender	A concept that refers to the socially constructed differences between women and men that have been learned are changeable over time and have wide variations both within and between cultures.
Gender analysis	<p>The study of differences in the conditions needs, participation rates, access to resources and development, control of assets, decision making powers, etc. between women and men and their assigned gender roles. (European Commission, 1998)</p> <p>Gender analysis focuses on understanding and documenting the differences in gender roles, activities, needs, and opportunities in a given context. Gender analysis involves the disaggregation of data by gender. It is the systematic attempt to identify key issues contributing to gender inequalities so that they can be properly addressed. Gender analysis provides the basis for gender mainstreaming and is also necessary to determine whether specific actions are needed for women or men, in addition to mainstreaming activities and should be conducted at all levels, at micro (grass roots), meso (institutional, sectoral) and macro level (national).</p>
Gender and Development approach (GAD)	A strategic development approach which focuses on the roles and needs of women and men, and on the ways in which development affects existing gender relations and vice versa. The GAD approach distinguishes between practical gender needs i.e. needs for items which would improve women's/men's lives within their existing gender roles, and strategic gender needs which must be met if women/men are to be enabled to take on new roles.
Gender Apartheid	<p>Gender apartheid has been used to describe the strict gender-based segregation which was introduced by Taliban militia in Afghanistan in 1996.</p> <p>Gender apartheid is used in general to refer to institutionalised gender-based segregation policies and practices (glass ceilings, unequal pay, unequal distribution of paid and unpaid labour, etc.), and to structural and systematic gender-based violations of human rights (domestic violence, sexual violence, forced prostitution and trade in women, etc.) which are not addressed by the government.</p>
Gender audit	<p>The analysis and evaluation of policies, programmes and institutions in terms of how they apply gender-related criteria. (European Commission, 1998)</p> <p>Assessment of the extent to which gender equality is effectively institutionalised in the policies, programmes, organisational structures and proceedings (including decision-making processes) and in the corresponding budgets.</p>
Gender-based occupational segregation	The concentration of women and men in different types and levels of activity and employment, with women being confined to a narrower range of occupations (horizontal segregation) than men, and to the lower grades of the occupational pyramid (vertical segregation). (EC 1998)
Gender-based violence	Any act of violence based in socially constructed relations between men and women (in all their diversity) 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 deprivations of liberty, whether occurring in public or private life. (See: Declaration on the Elimination of Violence Against Women. UN General Assembly 1993).

	This includes physical, sexual and psychological violence such as domestic violence; burning or acid throwing; sexual abuse, including rape and incest by family members; female genital mutilation; female feticide and infanticide; sexual slavery; forced pregnancy; honour killings; dowry-related violence; violence in armed conflict such as murder; and emotional abuse such as coercion and abusive language. Abduction of women and girls for prostitution, and forced marriage are additional examples of violence against women. Such violence not only occurs in the family and in the general community, but is sometimes also condoned or perpetuated by the state through policies or the actions of agents of the state such as the police, military or immigration authorities, the majority of whom are men (UNIFEM)
Gender blind Approach	An approach that does not take into account the socially constructed differences between men and women.
Gender blindness	The failure to recognize that gender is an essential determinant of social outcomes. A gender blind approach assumes that gender is not an influencing factor.
Gender budget analysis	The analysis of the impact of (government) expenditure and revenue on the social position and opportunities of men, women, boys and girls, and the social relations between them. Gender budget analysis helps to decide how policies need to be adjusted to achieve their maximum impact, and where resources need to be reallocated to achieve human development and gender equality.
Gender budgeting	An application of gender mainstreaming in the budgetary process. It means a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality. (Council of Europe, 2005).
Gender budget initiatives	Initiatives focussed on the budgetary process, including the analysis of the implications of budgets for (different groups of) women and men, and to develop strategies toward gender equality.
Gender-sensitive beneficiary assessments	This is a more participatory approach to policy analysis. It involves asking actual or potential beneficiaries the extent to which government policies/programmes match their own priorities. This can be done through opinion polls, attitude surveys, group discussion or interviews. Questions may focus on the overall priorities for public spending or upon the details of the operation of public services.
Gender disaggregated data	Specification of data for women/girls as compared to men/boys. Breaking down (or disaggregating) social-economic statistics to show the differences and similarities between (different groups of) women/girls and men/boys. These data are fundamental for accountability as they allow to assess the impact of policies, plans, programmes, projects and budgets on gender relations.
Gender Discrimination	The systematic, unfavourable treatment of individuals on the basis of their gender, which denies them rights, opportunities or resources (BRIDGE)
Gender equality	<p>The concept meaning that all human beings are free to develop their personal abilities and make choices without the limitations set by strict gender roles; that the different behaviour, aspirations and needs of women and men are considered, valued and favoured equally. (European Commission, 1998)</p> <p>This is achieved when the different behaviour, aspirations and needs of women and men are equally valued and favoured and do not give rise to different consequences that reinforce</p>

	inequalities. (EC 2006)
Gender equity	Fairness in women's and men's access to socio-economic resources. Example: access to education, depending on whether the child is a boy or a girl. A condition in which women and men participate as equals and have equal access to socio-economic resources. (European Commission, 1998)
Gender gap	The gap in any area between women and men in terms of their levels of participation, access, rights, remuneration or benefits.
Gender impact assessment	Examining policy proposals to see whether they will affect women and men differently, with a view to adapting these proposals to make sure that discriminatory effects are neutralised and that gender equality is promoted. (European Commission, 2001)
Gender mainstreaming	<p>The process of incorporating a gender equality perspective in all policies, strategies and interventions, at all levels and at all stages.</p> <p>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 of men an integral part of 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 of mainstreaming is to achieve gender equality.</p>
Gender needs	<p>Specific needs of men and women which result from their socially constructed and assigned roles in their family, their community and their historical and social context.</p> <p>Two types of needs are usually identified: Practical gender needs arise from the actual living conditions of women and men, which can be improved without changing the gender roles assigned to them in society. Strategic gender needs are the needs to change the traditional gender roles based on subordination of women to men and to promote gender equality.</p>
Gender neutral	Having no differential positive or negative impact for gender relations or equality between women and men. (European Commission, 1998)
Gender perspective	The vision that permits one to understand and analyse the characteristics that define women and men in specific ways, including their similarities and differences. It's a way of looking at social realities with a gender lens, questioning and analysing in a critical way the existing gender relations, the unequal status and power of men and women, scrutinising attitudes and identifying gender-biases and conditionings, for subsequently considering their revision and modification through dialogue.
Gender Planning	An active approach to planning which takes gender as a key variable or criterion and which seeks to integrate an explicit gender dimension into policies or action. (European Commission, 2001)
Gender relations	Socially created relations between men and women which can vary widely among cultures and change over time
Gender roles	A set of prescriptions for action and behaviour allocated to women and men respectively within a given social historical context. Gender roles are 'socially constructed', which means that they are shaped by a multiplicity of social, economic, political, cultural and other factors, and will change with changes in these formative influences.

Gender segregation	Concentration and separation of men and women in specific male and female tasks, functions and work as a result of ‘socially constructed’ roles and assignments within a given historical and social-cultural context. (See also gender-based occupational segregation)
Gender Sensitive	Addressing and taking into account the gender dimension. (European Commission, 1998)
Gender Sensitive Indicators	Indicators that give due consideration to the different roles and responsibilities of men and women in all their diversity. Gender sensitive indicators are key tools for gender mainstreaming.
Glass ceiling	The invisible barrier arising from a complex set of structures in male dominated organisations which prevents women for accessing senior positions. (European Commission, 1998)
Global Goals	Referred to as Sustainable Development Goals (SDGs)
Good Governance	The transparent and accountable management of human, natural, economic and financial resources for the purposes of equitable and sustainable development, in the context of a political and institutional environment that upholds human rights, democratic principles and the rule of law (ACP-EC, Cotonou Agreement, 2002)
Intersectional gender approach	Social research method in which gender, ethnicity, class, sexuality and other social differences are simultaneously analysed.
Maternal mortality	The number of women who die during pregnancy and childbirth, per 100,000 live births. (Data available at UNICEF and WHO)
National Women’s Machineries (NWMs)	National machinery for the advancement of women is the central policy-co-ordinating unit inside government. Its main task is to support the government-wide mainstreaming of a gender-equality perspective in all policy areas. (United Nations, 1995). Consisting of departments or institutions that promote equal rights, legislation, policies, programmes, projects and research, aimed at promoting women's participation and Gender equality.
NGO	Non-governmental organisation that operates on a non-profit basis.
Occupational (job) segregation	The concentration of women and men in different types and levels of activity and employment, with women being confined to a narrower range of occupations (horizontal segregation) than men, and to the lower grades of work (vertical segregation). (European Commission, 1998)
Positive Action	Measures targeted at a particular group and intended to eliminate and prevent discrimination or to offset disadvantages arising from existing attitudes, behaviours and structures (sometimes referred to as positive discrimination). (European Commission, 1998) = Affirmative Action
Positive discrimination	The provision of special opportunities in employment, training etc. for a disadvantage group, such as women, ethnic minorities, etc... (Collins Dictionary)
Practical gender interests	Interests for items, projects or support to improve the lives of women and men without changing their existing roles within the family, the community and the society as a whole. (e.g. better roads where women and children can safely walk with the burdens of water and firewood, and man can drive in their cars).

Practical gender needs	Needs related to women's and men's traditional gender roles and responsibilities and derived from their concrete life experiences. For example, when asked what they need, women usually focus on immediate practical needs for food, water, shelter, health, and so on.
Reproductive Health	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 through 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 counseling and care related to reproduction and sexually transmitted diseases. (See: Programme of Action of the UN ICPD – Cairo 1994)
Reproductive Rights	The right of any individual or couple 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.
Sex	The biological characteristics which distinguish human beings as female or male. Only a small proportion of the differences in social roles assigned to men and women can be attributed to biological or physical differences based on sex.
Sex-disaggregated analysis of the impact of the budget on time use	This is a tool for gender budgeting, which examines the relationship between the national budget and the way time is used in households. In particular, it draws attention to the ways in which the time spent by women in unpaid work is accounted for in policy analysis. Changes in government resource allocation through economic reform, for example, have impact on the way time is spent in households. In particular, cuts in some forms of public expenditure are likely to increase the amount of time women have to spend in unpaid care work for their families and communities in order to make up for lost public services.
Sex disaggregated statistics	The collection and separation of data and statistical information by sex to enable comparative analysis sometimes referred to as gender disaggregated statistics. (European Commission, 1998).
Sex discrimination – direct	Where a person is treated less favourably because of his or her sex. (European Commission, 1998)
Sex discrimination – indirect	Where a law, regulation, policy or practice, apparently neutral, has a disproportionate adverse impact on the members of one sex, unless the difference of treatment can be justified by objective factors (Council Directive 76/207 of 09/02/76, OJ L 39). (European Commission, 1998)
Sexual Harassment	Unwanted conduct of a sexual nature or other conduct based on sex affecting the dignity of women and men at work including conduct of superiors and colleagues (Council Resolution 90/C 157/02 of 29/05/90, OJ C 157). (European Commission, 1998)

Sexual Rights	<p>These rights embrace human rights that are already recognized in national laws, international human rights documents and other consensus statements. They include the right of all persons, to be free of coercion, discrimination and violence, to:</p> <ul style="list-style-type: none"> • the highest attainable standard of sexual health, including access to sexual and reproductive health care services; • seek, receive and impart information related to sexuality; • sexuality education; • respect for bodily integrity; • choose their partner; • decide to be sexually active or not; • consensual sexual relations; • consensual marriage; • decide whether or not, and when, to have children; and • pursue a satisfying, safe and pleasurable sexual life. <p>(Source: Sexual rights: an IPPF declaration)</p>
Social inclusion	<p>The process of recognising the human rights of each person, and leaving no one behind, by raising awareness and creating a facilitating environment that allows all people to be free citizens with equal rights and equal opportunities to participate in the society and to benefit from development processes. It is about responding to the practical and strategic needs of all people, and to overcome all forms of intersectional discrimination against men, women and people of third gender of all ages, ethnicity, religion, caste, social class, language and other intersectional forms of discrimination. It includes social acceptance, equal opportunities and equal rights for people with different sexual orientation, non-binary gender identity, and people of the lesbian, gay, bisexual, transgender, and intersexual (LGBTI+) community.</p>
Specific Actions for Women (Affirmative Actions for Women)	<p>Actions aimed at redressing serious inequalities between women and men. The imperative of gender mainstreaming does not preclude the need for specific actions for women, as this need to be determined on the basis of a comprehensive gender analysis, and must also be time-bound. It is important that specific actions in favour of women do not create a backlash from men, and that ways are found to ensure the support of the persons who are not the subject of specific treatment.</p>
Stereotypes	<p>Are shared beliefs that a group of people hold about another category or group of people or individuals. Gender stereotypes refer to shared beliefs about members of the categories man or women.</p>
Strategic gender interests	<p>Interests of women (and increasingly also of men) to change the gender inequalities in society and to enhance gender equality.</p>
Strategic gender needs	<p>Needs to change unequal gender relations. These generally address issues of equity and empowerment of women. The focus is on systemic factors that discriminate against women. This includes measuring the access of women, as a group compared with men, to resources and benefits, including laws and policies (such as owning property). Strategic gender needs are less easily identified than practical gender needs, but addressing these needs can be instrumental in moving toward equity and empowerment.</p>
Sustainable Development:	<p>Sustainable development calls for improving the quality of life for all of the world's people without increasing the use of our natural resources beyond the earth's carrying capacity. While sustainable development may require different actions in every region of the world, the efforts to build a truly sustainable way of life require the integration of action in three key areas: economic growth and equity, conserving natural resources and the environment and social development. (United Nations, 2002).</p>

Sustainable Development Goals (SDGs)	Global Goals set for the international agenda over the period 2016-2010. https://sustainabledevelopment.un.org/post2015/transformingourworld
Triple role	In most societies low-income women have a triple role, undertaking <i>reproductive</i> , <i>productive</i> and <i>community managing</i> activities, while men primarily undertake <i>productive</i> and <i>community politics</i> activities. Reproductive role: includes the care and maintenance of the actual and future work force of the family: childbearing responsibilities and domestic tasks Productive role: relates to work done by men and women for pay in cash or kind: market production, informal production, home production, subsistence production Community role: community managing role (mostly care and unpaid work, provision of collective resources as water, health care etc.) whereas men assume more the community politics role (usually paid and with status or power).
Unpaid Working Hours	Work done without a salary or wage, like domestic work (cooking, cleaning, washing clothes, etc.), unpaid care labour (taking care for little children, for sick people or for the elderly who need help), unpaid productive work (working in the business of the husband as unpaid family worker, agricultural production for own use, recollection of firewood and water etc.), and all kinds of voluntary work in community.
VAW	Violence Against Women. See: Gender-based violence
WID approach	The WID approach focuses on the division of labour between men and women and the impact of development cooperation activities on women. The main aim of WID is to integrate women into economic development, especially by focusing on income-generating activities for women, though paying little attention to underlying structural inequalities in such areas as land ownership, access to markets, credit and information. This approach recognises that women are lagging behind but considers that the gap can be bridged by remedial actions within existing structures rather than by structural change.
Women in Development (WID)	In the early 1970s, researchers began to focus on the division of labour based on sex, and the impact of development and modernization strategies on women. The WID concept came into use in this period. The philosophy underlying this approach is that women are lagging behind in society and that the gap between men and women can be bridged by taking remedial measures within the existing structures. The WID approach started to recognise women as direct actors of social, political, cultural and working life. Criticism to the WID approach emerged later, underlying that women's issues tended to be increasingly relegated to marginalized programmes and isolated projects. The WID approach had not direct impact on development per se. (ILO, 2000)
women's rights	Human rights of women: The rights of women and the girl child as inalienable, integral and indivisible part of universal human rights. (EC, 1998)
Women's triple role	Women's triple role refers to the reproductive, productive and community managing role. The way these forms are valued affects the way women and men set priorities in planning programs or projects. The taking or not taking into consideration of these forms can make or break women's chances of taking advantage of development opportunities. (Moser, C. O., 1993) See: Triple role