

1. The Commission on the Status of Women reaffirms the Beijing Declaration and Platform for Action, the outcome documents of the twenty-third special session of the General Assembly and the declarations adopted by the Commission on the occasion of the tenth, fifteenth and twentieth anniversaries of the Fourth World Conference on Women.

**2. (2 merged with 2alt and 2.7)**

The Commission reaffirms that the Convention on the Elimination of All Forms of Discrimination against Women and the **Convention on the Rights of the Child**, [and the Optional Protocols thereto], as well as other relevant [**human rights**] conventions and treaties, [**including the International Covenant on Economic, Social and Cultural Rights and the Convention on the Rights of Persons with Disabilities**], which provide an international legal framework and a comprehensive set of measures for realizing gender equality and the empowerment of women and girls and the full and equal enjoyment [**and the full realization**] of all human rights and fundamental freedoms by all women and girls throughout their life cycle.

**3. (2.2. merged with 2 (last part) and 3.5 and 3.6.)**

The Commission [**recognizes**] the importance of relevant International Labour Organization (ILO) conventions for the realization of women’s right to work and rights at work.

**4. (3. and 4 merged with 4alt and 4alt.2 and 3.2 and 4.2)**

The Commission reaffirms that the Beijing Declaration and Platform for Action **and the outcomes of relevant major United Nations conferences and summits and their follow-ups, including the International Conference on Population and Development and its Programme of Action and the key actions for its further implementation, have laid a solid foundation for** the gender-responsive implementation of the 2030 Agenda for Sustainable Development.

**5. (3.3 and 4.5)**

The Commission [acknowledges] the important role played by regional conventions, instruments and initiatives in their respective regions and countries in the achievement of gender equality and the empowerment of women and girls, **including for women’s economic empowerment and their right to work, and full and productive employment.**

**6. (3bis and end of 3.)**

The Commission **takes note of** the contribution of the Secretary-General’s High-level Panel on Women’s Economic Empowerment.

**7. (2.3 merged with 2.4 and 12.2)**

**The Commission reaffirms that the promotion and protection of, and respect for, the human rights and fundamental freedoms of women, [including the right to development], which are universal, indivisible, interdependent and interrelated, should be mainstreamed into all policies and programmes aimed at the eradication of poverty and women’s economic empowerment, and also reaffirms the need to take measures to ensure that every person is entitled to participate in, contribute to and enjoy economic, social, cultural and political development, and that equal attention and urgent consideration should be given to the promotion, protection and full realization of civil, political, economic, social and cultural rights.**

**8. (6.13)**

**[The Commission also recognizes that the human rights of all women are inalienable, integral and indivisible part of Universal Human Rights. The full respect of Women’s Human Rights is necessary for their economic empowerment.]**

**9. (6.12 merged with 8.5. and parts of 6.8 and 9.9)**

**[The Commission recognizes the mutually reinforcing relationship between the achievement of gender equality and women’s economic empowerment; and that the elimination of all forms of discrimination, violence and harmful practices against women and girls as well as the protection of their **right** to have control over and decide freely and responsibly on matters related to their **sexuality**, is fundamental to their full economic empowerment, including their ability to get and maintain decent work; and that when women are economically empowered they are better able to exercise their rights and live full and productive lives.]**

**10. (7.supra merged with 3.4)**

**[The Commission acknowledges women’s vital contribution to economic and social development and prosperity of humankind, through both paid and unpaid work, and that the economic empowerment of women is a critical factor in the eradication of poverty.]**

***2030 Agenda***

**11. (5. merged with 4.3 and 5.alt 2, 5.5, 6, 6.alt, 6.alt2,6.alt3 & 6.alt4)**

**The Commission emphasizes that women’s economic empowerment and women's right to work, and full and productive employment, is a critical means for **the gender-responsive implementation of the 2030 Agenda for Sustainable Development, [including SDG 5 on achieving gender equality and empowering all women and girls] [throughout their life cycle], and reiterates that realizing gender equality and the empowerment of all women and girls is crucial to making progress across all Sustainable Development Goals and targets and that the systematic mainstreaming of a gender perspective in the implementation of the Agenda is crucial.****

**12. (6.alt.5 merged with 5.alt)**

**[The Commission further recognizes that achievement of the 2030 Agenda requires the full integration of women into the world of work. It reiterates that gender equality, women’s empowerment and women’s full and equal participation and leadership in the economy are vital to achieve sustainable development and significantly enhance economic growth and productivity, end poverty in all its forms everywhere and ensure the wellbeing of all, leaving no woman behind in the changing world of work.]**

***National policy space***

**13. (6.3 merged with 6.4. and 6.5)**

**The Commission notes that the 2030 Agenda is of unprecedented scope and significance. It is accepted by all countries, is applicable to all and will be implemented within countries and at the regional and global levels. [The Commission also reaffirms that the SDGs and their targets will be implemented within countries and at the regional and global levels, taking into account different national realities, capacities and levels of development and respecting national policy space for sustained, inclusive and sustainable economic growth, in particular**

for developing States, while remaining consistent with relevant international rules and commitments. The Commission affirms that Governments have the primary responsibility for the follow-up to and review of the 2030 Agenda at the national, regional and global levels with regard to progress made.]

***Men and boys***

**14. (5.3)**

The Commission recognizes the importance of the full engagement of men and boys as agents and beneficiaries of change for the achievement of gender equality and the empowerment of all women and girls and in the realization of women’s economic empowerment in the changing world of work.

**15. (6.2 merged with 6.11 and 4.Alt.3 and 4.4)**

[The Commission affirms that women’s economic empowerment and the realization of women’s right to work and rights at work are essential for the achievement of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development and of particular relevance are SDG 5, SDG 8, as well as SDG 1, SDG 2, SDG 3, SDG 4 and SDG 10, as vital enablers of women’s economic empowerment in the changing world of work.]

**16. (6.15)**

[The Commission acknowledges the important role of national machineries for the advancement of women, which should be placed at the highest possible level of government, the relevant contribution of national human rights institutions where they exist, and the important role of civil society, especially women’s rights organizations, in advancing the implementation of the Beijing Declaration and Platform for Action and 2030 Agenda for Sustainable Development and in promoting full employment and decent work for women.]

***Violence against women***

**17. (7.4 merged with 6.12, 8.9, 9.2, 9.6, 9.7, 10.6, 10.7)**

The Commission recognizes the mutually reinforcing relationship between the achievement of gender equality and women’s economic empowerment, [strongly condemns] discrimination and violence against women and girls in all its forms in public and private spaces, including harassment in the world of work, further recognizes that [inter alia, **sexual** and gender-based violence, domestic violence, trafficking in persons and femicide, among others, as well as harmful practices such as child, early and forced marriage and female genital mutilation] [in particular against those most vulnerable,] recognizes that such violence and harassment [continues in all countries in the world], affects women [regardless of age, location, income and social status] [and that it is a human rights violation and an abuse and impediment to the full realization of all human rights and fundamental freedoms for all women and girls and is a major obstacle/impediment to the achievement of women’s economic empowerment, social and economic development as well as achievement of the SDGs, as well as participation in society as a whole], [restricting women from realizing their rights to education, freedom of movement and decent work, often resulting in absenteeism, missed promotions and job losses] [and that violence against women impedes the social and economic development of communities and States, and imposes heavy direct and indirect

costs on individuals in terms of psychological and physical impact as well as expenses for health care, legal sector, social welfare, and specialized services and lost economic output.]

### **Sexual harassment**

#### **18. (6.6 merged with 6.7, 9.8)**

[The Commission is deeply concerned about the large number of women all over the globe, that have reported being sexually harassed in their workplace, recognizes that sexual harassment in the workplace is a form of sex discrimination that reflects and reinforces stereotypes and a violation of human rights, an abuse or impairment of the enjoyment of their human rights, an affront to a worker's dignity, and also recognizes that it is an offence against individuals' freedom and privacy as well as a form of sex discrimination, has a deeply negative impact on women in the exercise of their economic and political rights, including their access to employment, resulting in an impediment to women's empowerment and economic independence, as well as hampering their ability to advance in the labour market, prevents women from making a contribution commensurate with their abilities.]

### **Family work balance**

#### **19. (6.14 merged with 7)**

The Commission recognizes that gender inequalities and gender gaps in the world of work are rooted in the historical unequal power relations between women and men in the household and in the economy and society more broadly that [structural barriers to gender equality in labour markets in the world of work persist,] which impose greater constraints on women in balancing work and family responsibilities. It also [notes] that the [pace and scale of transformation towards realizing] [progress in achieving] women's economic empowerment in a changing world of work has been [unacceptably] slow and inadequate, which, inter alia, [impedes] the realization of women's full potential and [full enjoyment of their human rights and fundamental freedoms].

### **Family**

#### **20. (8.6)**

[The Commission recognizes that women make a great contribution to the welfare of the family, which is still not recognized or considered in its full importance and that the social significance of maternity, motherhood and the role of parents in the family and in the upbringing of children should be respected and protected by laws and policies that recognize how that work of the home, including unpaid care and domestic work, generates key human, social, and moral capital essential for sustainable development.]

#### **21. (8 with elements of 9.9)**

The Commission expresses its concern especially about the continuance of significant gender gaps [inequalities] in labour force participation and leadership, [wages and] income, pensions, gaps in social protection, [and access to productive assets]. It also expresses its concerns about common barriers to women's economic empowerment, including [discriminatory laws and policies, gender stereotypes and negative] social norms, [occupational segregation and workplace culture,] [limited opportunities for career advancement], [violence and harassment against women in the work place,] unequal working conditions and women's [share of] unpaid domestic and care work, and [in many regions,] the growing [high incidence of] informality and

[non-standard forms of employment], and the precarious nature of women’s employment.

### *Feminization of poverty*

22. (8.2 merged with 6.8 and 9.10; same as 9.9 & first part of 8.3)

The Commission expresses concern that the feminization of poverty persists, and emphasizes that the eradication of poverty in all its forms and dimensions, including extreme poverty, is an indispensable requirement for women’s economic empowerment and sustainable development. It also expresses concern over the growing disparity between the minimum wage earned by women workers and a living wage that provides women with decent and dignified living conditions for themselves and their families noting that the gender wage gap, the gap between minimum and living wages and social protection gap are lowest in unionized work places and recognizes the importance of trade unions in addressing persistent economic inequalities.

### *Climate change*

23. (9.3 merged with 9.4 and 10.4)

The Commission reiterates its concern over the challenge climate change poses to the achievement of sustainable development and economic empowerment of women and that women and girls, who face inequality and discrimination, are often disproportionately affected by the impacts of climate change and other environmental issues, including, inter alia, desertification, land degradation, deforestation, dust storms, natural disasters, persistent drought, extreme weather events, sea level rise, coastal erosion and ocean acidification. Furthermore, the Commission recognizes, in line with the Paris Agreement adopted under the United Nations Framework Convention on Climate Change, that countries should, when taking action to address climate change, respect, promote, and consider gender equality and the empowerment of women and girls.

### *Globalization*

24. (6.9 with elements of 8.3)

[The Commission recognizes that globalization has led to an unequal distribution of profits and resources with global supply chains dependent on low wages of women workers. It also recognizes the central challenge we face to ensure that globalization becomes a positive force for all the world’s people and therefore only through broad and sustained efforts to create a shared future, based upon our common humanity, can globalization be made fully inclusive and equitable for all, including women and girls.]

### *Multiple forms of discrimination*

25. (9 with elements of 2.6)

The Commission also recognizes that structural barriers to women’s economic empowerment **in the changing world of work [throughout their life cycle]**, can be compounded by multiple and intersecting forms of inequalities and discrimination in the private and public spheres, **[including on the basis of sex, sexual orientation and gender identity, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or other opinion, minority status, indigenous origin, migratory status, property, birth, disabilities, age, HIV/AIDS, rural areas]**, and that these barriers **[can be] exacerbated [during economic and financial crisis], [different situations of vulnerability such as] [armed] conflict and post-conflict [situations and] [internal displacement,] refugee and humanitarian [as well as forced migration] settings.**

26. (10.) The Commission also affirms that the acceleration of the transformation of the world of work and **[enhanced efforts to improve]** the enabling environment for women’s economic empowerment **[and independence]** will help **[contribute to achieving]** **[sustainable and inclusive]** economic growth **[and prosperity]**, **[to ending]** poverty in all its forms everywhere **[and]** **[to ensuring]** the wellbeing of all, leaving no woman behind in the changing world of work.

### ***Education***

27. (10.11 merged with 6.17 and elements of 4.alt.3, 4.4 6.16, 7.2, and 9.11)

The Commission reaffirms that the **[progressive]** realization of the right to education contributes to the achievement of gender equality and the economic empowerment of women. It recognizes the opportunities and challenges of new technologies which are changing the structure of labour markets, providing new and different employment and requiring skills ranging from basic digital literacy to advanced technical skills and increased participation in STEM and ICT-related training, education and professions.

### ***Investment/external environment***

28. (5.2)

[The Commission recognizes the importance of a conducive external environment in support of national efforts towards economic empowerment of women, which includes mobilization of adequate financial resources, capacity building and transfer of technology that in turn would enhance the use of enabling technologies to promote women's entrepreneurship and economic empowerment.]

29. (7.3)

[The Commission stresses the importance of bridging gender gaps in labor markets, given the challenges of the current global financial situation, and therefore of additional progress in undertaking temporary special measures to ensure gender equality in the labor force.]

30. (10.2)

The Commission reaffirms the importance of significantly increased investment to close resource gaps for achieving gender equality and the empowerment of all women and girls, including through the mobilization of financial resources from all sources, including domestic and international resource mobilization and allocation, the full implementation of official development assistance commitments **[and by combating illicit financial flows]**, to build on progress achieved and strengthen international cooperation, including the role of North-South, South-South and triangular cooperation, bearing in mind that South-South cooperation is not a substitute for, but rather a complement to, North-South cooperation.

### ***Access to resources***

31. (4.6)

The Commission recognizes that women's equal labour market participation, economic independence and access to economic resources are prerequisites for sustainable and inclusive economic growth, prosperity, competitiveness and the well-being of our societies and furthermore recognizes the need to make full use of all available talent and human resources.

**32. (6.10 merged with 5.4 and elements of 9.12)**

The Commission recognizes that women’s equal economic rights, economic empowerment and independence are essential to the achievement of the 2030 Agenda. It underlines the importance of undertaking legislative and other reforms to realize the equal rights of women and men, as well as girls and boys where applicable, to access economic and productive resources, including access to, ownership of, and control over land and natural resources, property and inheritance rights, appropriate new technology and financial services, including equal access to credit and microfinance, and equal opportunities for women for full and productive employment and decent work, and equal pay for equal work or work of equal value.

***Accountability***

**33. (2.8)**

The Commission calls on all member states to strengthen accountability mechanisms for women's empowerment in line with relevant national, sub regional, regional and international instruments in order to promote women’s entrepreneurship and scale up their participation in decision making processes (especially those that directly affects women, young girls and children) with the view of increasing their visibility in the ownership of businesses in both formal and informal sectors of the economy; as well as strengthening institutional capacity for gender mainstreaming especially among financial institutions and enhance oversight and regulatory functions of relevant national institutions so as to implement fiscal and labour market policies that creates decent jobs, protects workers rights and promote full and equal employment of women and men.

***Unpaid care work/shared responsibility***

**34. (8.7)**

The Commission also recognizes that the upbringing of children requires shared responsibility of parents, women and men and society as a whole and that maternity, motherhood, parenting and the role of women in procreation must not be a basis for their discrimination in the changing world of work, and recognition should be given to the important role often played by women in many countries in caring for other members of their family [in order to meet SDG target 5.4 on the promotion of shared responsibility within the household and the family as nationally appropriate].

**35. (8.8)**

[The Commission acknowledges that across the globe, women and girls carry out the majority of unpaid care including caring for children, the elderly and people with disabilities, as well as domestic work. As a consequence, women often work fewer hours in paid employment compared to men. They are also often not appropriately recognized for [the excessive hours] of unpaid work or for the value they create for their families and communities. This unequal [burden] is a powerful constraint on women’s progress in education, employment and entrepreneurial activities, and results in limited access to employment-related social protection.]

***Health work force***

**36. (8.10)**

The Commission reaffirms that investing in new health workforce employment opportunities may also add broader socio-economic value to the global economy and national economies and contribute to the implementation of the 2030 Agenda for Sustainable Development, and recognizes that substantive reforms and strategic investments in global health workforce data, as well as a substantial shift in health workforce planning, education, deployment, retention, management and remuneration and decent employment, would also make a strong contribution towards attaining Sustainable Development Goal 3.

**37. (8.11 merged with 8.12 10.5 and 12.5 12.6)**

The Commission also recognizes that women constitute the majority of those employed in the health and social sectors, that women are important contributors to economic development, as well as to public health, and that investments in the health sector could enhance women’s economic empowerment and participation, transform unpaid and informal care roles into decent work, promote opportunities for skills enhancement and measures to retain and promote women into leadership positions.

**38. (11.)** The Commission [**welcomes**] its consideration of “the empowerment of indigenous women” as its focus area at its sixty-first session. It also recalls its Multi-year programme of work for 2016-2019 according to which it will consider “Challenges and opportunities in achieving gender equality and the empowerment of rural women and girls” as its priority theme at its sixty-second session.

***Rural women***

**39. (11.3 merged with 10.10)**

The Commission recognizes the important role and contribution of rural women and girls, as well as local communities, to the achievement of food security and nutrition in poor and vulnerable households, poverty eradication, environmental sustainability and the achievement of all SDGs, and commit to supporting their empowerment, and ensure rural women’s full, equal and effective participation in society, the economy and political decision-making.

***Indigenous women***

**40. (elements of 10.8 and 11. Alt)**

The Commission recognizes the critical role and contribution of indigenous women and their traditional knowledge, in enhancing agricultural and rural development, and recognizes the important role they play as leaders and economic contributors, and that their social, economic, political, and cultural empowerment is critical to addressing disadvantage and poverty in their communities and for future generations.

***Women of African descent***

**41. (11.4)**

[The Commission welcomes the International Decade for People of African Descent 2015-2024 and the adoption of the Programme of Activities for its implementation and the commitments undertaken by States to mainstream a gender perspective when designing and monitoring public policies, taking into account the specific needs and realities of women and girls of African descent.]

***Migrant women***

**42. (elements of 10.12, 11.5, 9.13)**

**The Commission acknowledges the contribution of migrants, in particular migrant women workers, not only to sustainable development but also to the economic growth of countries of origin, transit and destination, and underlines the value and dignity of their labour, including the labour of domestic and care workers.**

**43. (11.6)**

**The Commission is concerned that many migrant women who are employed in the informal economy and in less skilled work are especially vulnerable to abuse and exploitation, underlining in this regard the obligation of States to protect the human rights of migrants so as to prevent and address abuse and exploitation, observing with concern that many women migrant workers take on jobs for which they may be overqualified and in which, at the same time, they may be more vulnerable because of poor pay and inadequate social protection.**

***Women with disabilities***

**44. (9.5)**

**The Commission expresses its concern about the low labor force participation rate of persons with disabilities and that women and girls with disabilities face multiple and intersecting forms of discrimination and encounter unique structural, physical and attitudinal barriers hindering their access to and participation in the workplace on an equal basis with others.**

**45. (12.)**

**[The Commission, in order to transform the world of work for women, considers it essential to: strengthen normative and legal frameworks for full employment and decent work for all women; implement economic and social policies for women's economic empowerment; address the growing informality of work and mobility of women workers; manage technological and digital change for women's economic empowerment; strengthen women's collective voice, leadership and decision-making; and strengthen private sector role in women's economic empowerment]**

***CSOs***

**46. (12.4 merged with elements of 12.3)**

**[The Commission welcomes the major contributions made by civil society, including women's and community-based organizations, feminist groups, women human rights defenders and girls' and youth led organizations, in placing the interests, needs and visions of women and girls on local, national, regional and international agendas regarding women's economic empowerment and recognizes the importance of having an open, inclusive and transparent engagement with them in the gender-responsive implementation of measures on women's economic empowerment in the changing world of work.]**

**47. (6.18)**

**[Reaffirm the sovereign rights of Member States, as enshrined in the Charter of the United Nations, and the need for all countries to implement the commitments and pledges in the present Declaration consistent with national laws, national development priorities and international human rights.]**

**48. (13.) Two options**

13.Alt. [The Commission urges Governments at all levels and as appropriate, with the relevant entities of the United Nations system, and international and regional organizations, within their respective mandates and bearing in mind national priorities, and invites civil society, the private sector, employer organizations and trade unions, as applicable, to take the following actions]

OR:

**Para 23 CSW60**

The Commission, in order to continue working towards the full, effective and accelerated implementation of the Beijing Declaration and Platform for Action, which will make a crucial contribution to the implementation of the 2030 Agenda, **urges Governments, at all levels and as appropriate**, with the relevant entities of the United Nations system and international and regional organizations, within their respective mandates and bearing in mind national priorities, and invites national human rights institutions where they exist, civil society, including non-governmental organizations, inter alia, women’s and community-based organizations, feminist groups, youth-led organizations, faith-based organizations, the private sector, employer organizations, trade unions, the media and other relevant actors, as applicable, **to take the following actions**:

**Strengthening education, training and skills development to enable women to respond to [new] opportunities in the changing world of work**

a. (a. supra merged with e.3, p.5, q.8, q, q alt and q alt 2.)

Promote and respect women’s and girls’ right to education throughout their life cycle at all levels, especially for those who are the most left behind, [and support young women’s entry into and advancement in labour markets] by providing universal access to quality education, ensuring inclusive, equal and nondiscriminatory quality education, promoting learning opportunities for all, ensuring completion of primary and secondary education and eliminating gender disparities in access to all areas of secondary and tertiary education, promoting financial literacy, ensuring that women and girls have equal access to career development, training, scholarships and fellowships, and adopting positive action to build women’s and girls’ leadership skills and influence, and adopt measures that promote, respect and guarantee the safety of women and girls in the school environment and that support women and girls with disabilities and indigenous women and girls at all levels of education and training;

b (a.supra.2 merged with q.2 q.3, q.14, e.2, a.supra.3, q. alt)

Mainstream a gender perspective into education and training programmes, including science and technology, eradicate female illiteracy and support school-to-work transition through skills development to enable women’s and girls’ active participation in economic, social and cultural development, governance and decision-making, and create conditions that facilitate women’s full participation and integration in the formal economy, and develop gender-sensitive curricula for educational programmes at all levels, to address the root causes of segregation in working life and ensure education for gender equality;

**c (p.2)**

**Ensure that pregnant adolescents and young mothers, as well as single mothers, can continue and complete their education, and in this regard, design, implement and, where applicable, revise educational policies to allow them to return to school, providing them with access to healthcare and social services and support, including childcare facilities and crèches, and to education programmes with accessible locations, flexible schedules and distance education, including e-learning, and bearing in mind the challenges faced by young fathers in this regard;**

**Strengthening normative and legal frameworks for the economic empowerment of women, including for promoting full and productive employment and decent work for all women**

**d. (a. merged with a.alt and a.alt.2)**

**Consider ratifying or acceding to, as a matter of particular priority, the Convention on the Elimination of All Forms of Discrimination against Women and the Convention on the Rights of the Child, and the Optional Protocols thereto, limit the extent of any reservations, formulate any such reservations as precisely and as narrowly as possible to ensure that no reservations are incompatible with the object and purpose of the Conventions, review their reservations regularly with a view to withdrawing them, withdraw reservations that are contrary to the object and purpose of the relevant Convention and implement the Conventions fully by, inter alia, putting in place effective national legislation and policies;**

**e. (a.bis merges parts of a, g, g.alt and g.3)**

**[Consider ratification and implementation of] relevant ILO [core] conventions and recommendations, [and core labour standards, especially ILO Convention No 100 on Equal Remuneration, ILO Convention No 111 on Discrimination,] ILO Domestic Workers Convention, 2011 (No. 189), ILO Maternity Protection Convention, 2000 (No. 183) and Workers with Family Responsibilities Convention, 1981 (No. 156), [ILO Worst Forms of Child Labour Convention (No. 182)] [and other relevant ILO Conventions for the realization of women's right to work and rights at work], [recalling the importance of the decent work agenda of the ILO, and the Global Jobs Pact;]**

**f. (a.2)**

**Implement all goals and targets of the 2030 Agenda for Sustainable Development in a comprehensive manner, reflecting its universal, integrated and indivisible nature while respecting each country's policy space and leadership while remaining consistent with relevant international rules and commitments, including by developing cohesive sustainable development strategies to achieve gender equality and the empowerment of women and girls and by mainstreaming a gender perspective in all government policies and programmes at all levels;**

**g. (b merged with b.3, b.5 and c and c.alt and c.2 and y.4)**

**[Enact or] strengthen laws and [regulatory frameworks] [and their enforcement, as appropriate,] that [ensure equality and] prohibit discrimination [including multiple and**

**intersecting forms of discrimination]** against women, **[including that based on gender, age, marital status, pregnancy, maternity, race, religion, ethnicity, disability, sexual orientation or HIV and AIDS status]** regarding entry into the labour market and terms and conditions of employment, recruitment, retention, promotion **[including to management or senior positions, retirement and dismissal]** of women in the public and private sectors, **[and provide access to justice, accountability for violation of human rights and effective]** means of redress **[such as complaint mechanisms]** in cases of non-compliance, **[while recognizing that temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination;]**

**h. (d merged with c.4, d.alt, d.alt.2, d.2 and d.7)**

Undertake legislative and administrative reforms to ensure women’s **[and men’s, and where applicable girls’ and boys’, equal rights and opportunities in political and economic decision-making and resource allocation], [full and]** equal access to, **[ownership of]** and control over productive resources and assets, such as land and other forms of property, financial **[services and markets], [including microfinance, credit and banking to support women’s entrepreneurship]**, natural resources **[and information and communications technologies], [and to ensure women’s ability to negotiate contracts on their own behalf and exercise their legal rights to inheritance], [as well as equal access to justice and legal assistance], [and to simultaneously undertake actions to influence social and cultural norms in support of women’s ownership of productive resources and assets;]**

**i. (e merged with e.alt)**

**[Eliminate] occupational [and sectoral] segregation [and the gender pay gap] by [addressing structural barriers, discriminatory social norms and gender stereotypes and] promoting equal participation in labour markets, education and training, valuing sectors that have large numbers of women workers, improving career pathways and working conditions, promoting women’s and men’s entry into non-traditional sectors, [stimulating the diversification of their occupational choices so as to enable them to access] jobs in emerging fields and growing economic sectors such as STEM and ICT;**

**j. (f merged with e.7)**

**[Enact, strengthen and enforce laws and regulations that uphold the principle of equal pay for equal work or work of equal value to reduce the gender pay gap in the public and private sectors in compliance with as set forth in international labour standards, such as ILO Equal Remuneration Convention, 1951, (No. 100) the fundamental rights and principles at work, and provide effective means of redress in cases of non-compliance, monitor operationalization of equal pay policies through collective bargaining, job evaluations, pay transparency, gender pay audits and certification and review of pay practices while increasing the availability of data and analysis on the issue and supporting the private sector in ensuring equal pay for equal work or work of equal value through trainings and awareness raising campaigns;]**

***Violence against women***

**k. (h merged with h.alt.3)**

[**Adopt**, Strengthen and enforce laws and policies to eliminate **all forms of violence and harassment against women of all ages, including migrant women, in the world of work in public and private spheres, and provide means of effective redress in cases of non-compliance;**]

**l. (h.bis merged with h.alt 3)**

[**Ensure safety for women in the workplace and to address the multiple negative consequences of violence and harassment, including considering that violence against women, including femicide, is an obstacle to gender equality in economic opportunities and outcomes [domestic violence and develop measures to promote re-entry of victims and survivors in the labour market and support and consider supporting the development of an ILO instrument that provides an international standard framework to address violence and harassment against men and women in the world of work and encourage the elaboration of international standards in this regard;**]

**m. (h merged with h.alt; h.alt.2; h.alt.3; h.2; h.3; h.4; h.5; m.6; m.7)**

[**Develop and apply comprehensive multi-disciplinary and gender-sensitive strategies that include measures for the prevention, protection and punishment of all forms of violence against women and girls, including harmful practices including domestic violence, in public and private spaces by promoting changes in social norms, attitudes and behaviours through community mobilization, promoting women’s economic autonomy, the engagement of men and boys particularly community leaders, media and awareness-raising activities including through establishing the cost of such violence as a tool for advocacy, as well as tackle emerging forms of violence, such as cyber bullying, and measures for response, through reparations, services and social safety nets, economic opportunities, employment protection and labor leave measures, for women and girls survivors of violence, to ensure the realization of women’s and girls’ economic rights and empowerment;**]

**n. (i. with elements of b, e.4, e.5 and e.6)**

Take [special] [**appropriate legal, political, administrative, educational and other**] measures to ensure that women [**and girls**] who experience [multiple and intersecting forms of inequalities,] discrimination [and marginalization] [**throughout their life cycle, based on sex, gender, age, nationality, race, ethnicity, employment status, migratory status, disability status and other relevant conditions**] have equal opportunities for decent work [in the public and private sectors], [**by addressing the root causes of gender inequality and unequal power relations, dismantling patriarchal cultural stereotypes that determine the traditional sexual division of labour and make invisible the work of women, and eliminating all harmful practices, including, child early and forced marriage and female genital mutilation, with special attention to young, indigenous, Afro-descendant, rural, migrant and refugee women, women with disabilities and women living with HIV;**]

***Reconciliation work/family***

**o. (b.4 with elements of o.2, o.alt, o.alt 2, j.7, j.8, o.6 and q.4, and e.2)**

[**Promote the reconciliation and equal sharing of work and family responsibilities for women and men, including by designing, implementing and promoting family-**

friendly legislation, policies and services, such as parental and other leave schemes, increased flexibility in working arrangements, and facilitation of breastfeeding for working mothers, development of infrastructure and technology and the provision of public services, including affordable, accessible and quality childcare and care facilities for children and other dependents, and promoting men’s equal responsibilities with respect to household work as fathers and caregivers, bearing in mind that the sharing of family responsibilities between women and men creates an enabling environment for women’s economic empowerment in the changing world of work;]

p. (j.9 merged with o.3 and p.4)

[Recognize the family as a key contributor to development, including in the achievement of the internationally agreed development goals for women and girls, that gender equality and women’s empowerment improve the well-being of the family, and elaborate and implement family policies aimed at achieving gender equality and women’s empowerment and at enhancing the full participation of women in society, while recognizing the role of the family in contributing to gender equality and women’s economic empowerment in the changing world of work;]

### **Implementing economic and social policies for women’s economic empowerment**

#### ***Macroeconomic/labour/social policies***

q. (j merged with j.2 and i.13)

[Implement and monitor the impact of macroeconomic, **labour and social** policies and reforms **from a gender perspective for inclusive growth and**] job creation and the promotion of women’s full, equal and productive employment and decent work, **[eliminating gender inequalities related to age, poverty, geographical location, language, ethnicity, disability, sexual orientation and gender identity, and race, or because they are indigenous women, and women living with HIV and AIDS, while preventing and mitigating the negative effects of cycles of economic recession on women’s employment;]**

#### ***Fiscal policies***

r. (j.5 merged with parts of k.5, l.3, i.10, i.15, q.11)

Adopt and implement fiscal and labour market policies that create decent jobs, protect women’s right to work and rights at work, promote women’s technical, managerial and entrepreneurial capacities and aim for full and equal employment for women and men, [and reform tax policy and administration to ensure that tax systems do not impact negatively on women’s participation in the labour market;]

#### ***Pink tax***

s. (j.4)

Take concrete steps towards eliminating the practice of gender based price differentiation, also known as the “pink tax”, whereby goods and services intended for or marketed to women and girls cost more than similar goods and services intended for or marketed to men and boys;

***Public financial management***

t. (j.3 merged with elements of m.5)

Promote a gender-responsive approach to public financial management, including gender-responsive budgeting and tracking across all sectors of public expenditure, to address gaps in resourcing for gender equality and the empowerment of women and girls, and ensure that all national, sectoral and human resource management plans and policies for gender equality and the empowerment of women and girls are fully costed and adequately resourced to ensure their effective implementation;

***Care economy***

u. (k merged with k.alt, k.alt.2, k.alt.3 and elements of k.5 and n.2)

[Ensure] [decent and productive] jobs for both men and women in the care economy in the public and private sectors, [by ensuring equal pay for equal work or for work of equal value and social protection, and facilitate the transition of informal care workers to formality, recognizing that care work continues to be undervalued and invisible and is mainly carried out by women and girls, many of whom are migrants or members of disadvantaged communities;]

***Safe transport and infrastructure enabling women's work***

v. (k.3 merged with i.14)

Improve the security and safety of women on the journey to and from work through gender-responsive rural development strategies and urban planning and infrastructure, including sustainable, safe and accessible public transportation systems, street lighting, and separate and adequate sanitation facilities, effectively linking women, places, goods, services and economic opportunities;

***Funding for social protection and care infrastructure***

w. (l merged with l.3)

Ensure adequate and well-targeted funding and, where necessary, optimize fiscal expenditures [and tax policy] for social protection and care infrastructure in order to create national care systems or infrastructure, with a gender perspective such as [child care and elder care,] early childhood education, [equitable, quality, accessible and affordable] health care [services, paid family leave] [, care and social services for persons with disabilities, older persons and persons living with HIV and AIDS, which meet the needs of both caregivers and all those in need of care], [bearing in mind that social protection policies also play a critical role in reducing poverty and inequality, supporting inclusive growth and gender equality;]

***Social protection floors***

x. (m merged with j.supra.2 and elements of q.12)

[Consider establishing] universal social protection [systems, including] floors, [in line with and as applicable to ILO Social Protection Floors recommendation, 2012 (No. 202)] to ensure access to social protection for all, including food and nutrition security [without discrimination based on sex, gender, age, nationality, race, ethnicity, employment status, migratory status, disability status, or any other condition], including workers that transition from the informal sector to the formal economy and tackling in-work

poverty [, and progressively achieve higher levels of protection in line with ILO social security standards;]

### **Retirement and pensions**

y. (m.2 merged with parts of n.5)

Promote the creation of legal, administrative and policy measures necessary for the development and establishment of systems to ensure universal access to non-contributory retirement and disability pensions [that recognize leave periods for caregiving in the calculation of respective benefits,] and special schemes for self-employed women that allow their formalization;

### **Health**

z. (1.4)

[Take steps to achieve the full realization of the right to the highest attainable standard of physical and mental health, inter alia, to promote the right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave, the right to protection of health and safety in working conditions, [including the safeguarding of the function of reproduction as well as to take appropriate measures to provide special protection to women during pregnancy in types of work proved to be harmful to them;]

aa. (f.3 merged with elements of n.4, i.11 and i.12) **EU**

[Commit to the full and effective implementation of the Beijing Platform for Action and the Programme of Action of the ICPD and the outcomes of their review conferences and to sexual and reproductive health and rights, in this context; ensure universal access to comprehensive sexual and reproductive health services, and commit to the promotion, protection and fulfilment of the right of every individual to have full control over, and decide freely and responsibly on matters related to their sexuality and sexual and reproductive health, free from discrimination, coercion and violence as a necessary condition for their economic empowerment, full employment and decent work, and the enjoyment of all human rights; stress the need for universal access to quality and affordable comprehensive sexual and reproductive health information, education, including comprehensive sexuality education, and health-care services;]

bb. (q.10)

[Develop and implement **evidence-based comprehensive sexuality education programmes** for all adolescents and youth, in order to provide full and accurate information about human sexuality and sexual and reproductive health, promote and build informed decision-making, communication and risk reduction skills, promote gender equality and human rights, and change discriminatory gender and social norms, including those that hinder women's and girls' education and employment and contribute to women's and girls' burden of unpaid domestic and care work;]

### **Maternity/paternity/parental leave**

cc. (n and n.alt, n.alt.2, ee.2, m.3, l.5, and parts of g)

[Ensure,] **with the participation of the private sector**, that both women and men have access to **paid maternity, paternity or parental leave allowances and adequate social security benefits in all areas of work** and **take appropriate steps to ensure they** are not discriminated against when availing themselves of such benefits, **[in compliance with international labour standards,]** and **promote men's take-up of such allowances to enable women to increase their participation in the labour market;**

### *Unpaid care and domestic work*

dd. (o merged with k.4, q.5, q.6, p.7, o.alt.2, o.alt.3, o.4, o.5, o.7, o.8)

**[Consider undertaking]** targeted measures to recognize, reduce and redistribute women's **[and girls']** disproportionate **[burden]** of unpaid care and domestic work, **[by promoting policies and initiatives regarding the construction of national care systems with a gender perspective] including reconciliation of work and family life,** **[equal and democratic sharing of responsibilities between women and men,]** flexibility in working arrangements without reductions in labour and social protections, **[equal]** provision of infrastructure, technology, and public services, such as **[water and sanitation, renewable energy, transport, information technologies, as well as accessible, affordable]** and quality childcare and care facilities for **[older persons, persons with disabilities, persons living with HIV and AIDS and all others in need of care,]** **[and by challenging social norms and gender stereotypes that limit women's roles to being mothers and caregivers and promote men's participation and responsibilities as fathers and caregivers];**

### *Measurement of unpaid care and domestic work*

ee. (p. merged with p.alt.2)

**[Take concrete steps to]** **[systematically]** measure **[and incorporate]** the value of unpaid care and domestic work **[in the calculation of GDP] through regular, periodic time use surveys** and **take into account the findings of such measurement in** the formulation of economic and social policies **and design and implement plans to raise social and professional awareness in this regard;**

### *Women with disabilities*

ff. (p.6 merged with 2.5, 11.9, d.3, f.2, q.7, q.9, r.5)

**Promote gender equality and empowerment of women and girls with disabilities and the realization of their human rights and attainment and maintenance of maximum independence, by taking legal, political, administrative, educational, capacity development and training, social, employment or other measures across all development policies and programmes, including those on poverty eradication, social protection, decent work and full and productive employment, to address the multiple and intersecting forms of discrimination they face in the labour market, developed in consultation with organizations of women with disabilities, ensuring their full and effective participation and inclusion in society;**

gg. (i.9 merged with r.7)

**Ensure that women with disabilities are able to work, on an equal basis with others, and that labour markets and work environments are open, inclusive and accessible to persons with disabilities, adopt positive measures to increase employment of women**

with disabilities in the public and private sectors, and eliminate discrimination on the basis of disability with regard to all matters concerning all forms of employment, including conditions of recruitment, hiring and employment, continuance of employment, career advancement, diversity in the workplace, the right to organize, and safe and healthy working conditions;

***From education to work***

**hh. (q merged with q.alt and q.alt.2)**

[Prioritize] the entry into and advancement in labour markets of [young people, especially] young women, by ensuring **women's and girls' right to education throughout their lifecycle at all levels**, and technical, vocational **and entrepreneurial** skills training in **sciences and technologies** and eliminating the barriers [stigmatization] [and gender specific expectations] [girls and] [young] women [may experience] in the transition from school to work [in particular in terms of childbearing];

**ii. (elements of q.)**

**Support the reintegration into the workforce of women returning from their care-related career breaks, including by ensuring their access to training, skills development, job-matching, and career guidance;**

**Rural women**

**jj. (q.13)**

**Recognize that family farmers and small holders, notably women farmers, play an important role in reducing malnutrition and should be supported by integrated and multisectoral public policies, as appropriate, that raise their productive capacity and incomes and strengthen their resilience;**

**kk. (r.6)**

**Take into account the particular problems faced by rural women and the significant roles they play in the economic survival of their families, including their work in informal sectors of the economy;**

**ll. (i.8)**

**Strengthen and support the contributions of rural women to the agricultural sector and to enhancing agricultural and rural development, including small scale farming, and ensure that women have equal access to agricultural technologies, through investments and transfer of technology on mutually agreed terms, and innovation in small-scale agricultural production and distribution, and address the existing gaps in and barriers to trading their agricultural products in local, regional and international markets;**

**mm. (k.2 merged with i.5 and i.6)**

**Support remunerative formal and informal on-farm and off-farm production and employment for rural women, including in fisheries and aquaculture, to improve food security and nutrition, by increasing access to productive resources, investments in**

relevant infrastructure, public services and time- and labour-saving technologies to reduce and equitably redistribute the burden of unpaid work and promote shared responsibility within the household;

### *Indigenous women*

nn. (14.supra and 10.9 and 11.2 and u.3)

Take measures to realize the economic rights of indigenous women and girls, as set out in the United Nations Declaration on the Rights of Indigenous Peoples, and ensure their active and equal participation in the planning, design and implementation of [relevant] legislation, policies and programmes, on development and poverty eradication and access to natural resources, and strengthen the economic activities and businesses of indigenous women and their organizations, with their free and informed consent, and respecting and protecting their traditional and ancestral knowledge, to enhance their empowerment and autonomy and the resilience of their communities, ensuring the reproduction of life and conservation of land, territory and the environment;

oo. (bb.4)

Support measures that will ensure the full and effective participation of indigenous women in decision-making processes at all levels and in all areas, and eliminate barriers to their participation in economic life;

### *Climate change*

pp. (x. alt merged with i.3 and x.alt.2)

[Support] the critical role of women as agents of change and leaders in addressing climate change, and promote the integration of a gender perspective and the economic empowerment and equal participation of women and girls in environmental, climate change mitigation and adaptation and disaster risk reduction strategies, financing policies, processes and decision-making at all levels, in line with international and regional agreements, toward building the resilience of women and girls to the adverse effects of climate change;

qq. (i.4)

[Regulate the extractive industry to address the impact that climate change and land degradation has on the economy and women’s economic empowerment and rights;]

### Addressing the growing informality of work and mobility of women workers

rr. (r merged with r.2)

Make informal employment in **paid** domestic work, home-based work and **micro**, small and medium-sized enterprises, as well as **work in the agricultural sector and** own-account and part-time work more economically viable **for women** by extending social protection and minimum living wages, and promoting the transition to formal employment, **take immediate measures to address women’s unsafe and unhealthy working conditions that often characterize work in the informal economy, and promote and extend occupational safety and health protection to employers and workers in the informal economy;**

ss. (s. merged with s.4)

**Adopt national migration policies, [in line with national legislation and relevant obligations under international law,] that are gender-responsive, [and adopt or strengthen measures to protect the human rights of women migrant workers,] including domestic workers, regardless of their immigration status, including in policies that regulate the recruitment and deployment of women migrant workers and the role of private intermediaries and labour brokers in migration, and promote safe and secure working environments for women migrant workers;**

tt. (s.2 merged with s.3, t.2, and elements of r. 4)

**[Recognize] the significant contribution and leadership of women in refugee and migrant communities, [by ensuring] their full, equal and meaningful participation in the development of local solutions and opportunities, recognize the contribution of migrants, including women migrant workers, to sustainable development, and promote their empowerment, including through international, regional or bilateral cooperation among all stakeholders, in particular countries of origin, transit and destination;**

uu. (s.5 merged with s.6 and s.7, elements of s alt)

**[Enhance bilateral, regional, interregional and international cooperation to address violence against women migrant workers, fully respecting international law, including international human rights law, as well as to] strengthen efforts to reduce the vulnerability of women migrant workers by promoting decent work, by, inter alia, adopting minimum wage policies and employment contracts in accordance with applicable laws and regulations, facilitating effective access to justice and effective action in the areas of law enforcement, prosecution, prevention, capacity-building and victim protection and support, exchanging information and good practices in combating violence and discrimination against women migrant workers and fostering sustainable development alternatives to migration in countries of origin, [while also designing financial literacy training programmes and promoting access to adequate health-care services];**

vv. (s.8)

**[Achieve universal ratification without reservations and full implementation of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families;]**

ww. (t. merged with t.2 and t.3, with elements from r.4)

**Strengthen synergies between international migration and development by ensuring safe, orderly and regular migration policies that [uphold] [respect the human rights of women and girls] in the context of implementation of the New York Declaration for Refugees and Migrants;**

xx. (s. alt merged with b.2 and elements from h.2)

**[Devise, enforce and strengthen] effective gender- and age-sensitive measures to combat and eliminate all forms of trafficking in women and girls, including for sexual and economic exploitation, as part of a comprehensive anti-trafficking strategy [that integrates a human rights perspective], take appropriate measures to reduce the vulnerability of women and girls to modern slavery and **sexual exploitation**, raise public awareness of the issue of trafficking in persons, particularly women and girls, including the factors that make women and girls vulnerable to trafficking; to discourage, with a view to eliminating, the demand that fosters all forms of exploitation, including sexual exploitation and forced labour; to review and adopt laws, regulations and penalties necessary to deal with this issue and publicize them to emphasize that trafficking is a serious crime; and encourage media providers, including Internet service providers, to adopt or strengthen self-regulatory measures to promote the responsible use of media, particularly the Internet, with a view to eliminating the exploitation of women and children;**

### **Managing technological and digital change for women’s economic empowerment**

**yy. (v and elements of w)**

Support women’s access, **throughout their life cycle**, to skills and training in new and emerging fields, **inter alia**, science, technology, engineering and mathematical education and digital fluency, by expanding the scope of education and training opportunities **and significantly enhance women’s and girls’ education and participation in information and communication technologies**, as users, content creators, employees, entrepreneurs, innovators, and leaders;

**zz. (v.2 merged with w.2)**

**Strengthen the capacities of developing countries to ensure that science education policies and curricula are relevant to the needs of women and girls so that developments in science and technology can directly benefit them, and encourage investments in research and technology for women and girls to address the gendered digital divide and enable women to leverage technology for entrepreneurship and economic development to enhance women’s economic empowerment in the changing world of work;**

**aaa. (w. merged with d.5, d.6 and w.3)**

Ensure **equal** access to skills, knowledge, information and communications technologies that are economically, geographically, linguistically and virtually accessible to women **and girls of all ages**, as well as increased broadband and mobile phone access for women, **enhance the use of enabling technology, in particular information and communications technology, to promote the full employment of and decent work for all women in the digital era, and encourage multi-stakeholder involvement aimed at facilitating women’s equal access to information and communications technology;**

**bbb.(bb.7)**

**[Support the development and use of information and communication technology and social media as a resource for the economic empowerment of women, and develop**

**and strengthen mechanisms to combat the use of information and communications technology and social media to perpetrate violence against women and girls, including the criminal misuse for sexual harassment, sexual exploitation, child sexual abuse material and trafficking in women and girls, as well as emerging forms of violence such as cyberstalking, cyberbullying, and privacy violations that compromise the safety of women and girls and undermine their ability to benefit from the use of information and communication technology and social media;]**

**ccc. (x merged with x.2 and some elements from x.alt.2)**

**Expand the use of productive and sustainable technology to provide more decent and productive public and private sector jobs for women including in the green economy and in fields that contribute to climate change mitigation and adaptation; and to enhance agricultural and marine economy and tourism outputs through robust value addition, access to market and cooperatives;**

### **Strengthening women’s [collective] voice, leadership and decision-making**

**ddd. (y merged with y.alt)**

**Take measures to ensure the full, equal and effective participation and equal opportunities for leadership of women, including through temporary special measures as appropriate, at all levels of decision-making processes, particularly in economic decision-making structures and institutions, as well as in enterprises and on corporate boards and institutionalize participatory mechanisms of accountability to ensure women’s rights;**

**eee. (y.3)**

**Ensure that women in conflict and post-conflict settings and humanitarian emergencies are empowered to effectively and meaningfully participate in leadership and decision-making processes [and that the human rights of all women and girls are promoted, protected and fulfilled] in response and recovery strategies;**

**fff. (y.2)**

**[Recognize girls’ autonomy and decision-making in all aspects of their lives and also that the empowerment of and investment in women and girls, as well as their meaningful participation in all decisions that affect them, are key factors in breaking the cycle of gender inequality and discrimination, violence and poverty and are critical, inter alia, for sustainable development, peace, security, democracy and inclusive economic growth;]**

**ggg. (z and z.alt)**

**[Protect and promote the rights to freedom of association and collective bargaining to enable women workers, including informal and migrant workers, to organize and join unions, cooperatives and business associations and participate in economic and political decision-making and design of policies for the world of work in accordance with national laws;]**

**hhh. (aa)**

Support tripartite collaboration among Governments, employers and women workers' **trade unions or other representative organizations to remove barriers to gender equality, and** prevent [and redress] gender inequalities in the world of work;

**iii. (bb)**

Encourage and support women's **participation and leadership** in trade unions, workers' organizations **and employers' organizations**, and urge all leaders of trade unions **or other representative organizations and employers' organizations** to effectively represent the interests of **all** women workers;

**jjj. (bb.6)**

**Recognize the important role the media can play in the elimination of gender stereotypes, including those perpetuated by commercial advertisements, and in promoting non-discriminatory and gender-sensitive reporting, including by preserving the confidentiality of the identity of victims and survivors of violence, where appropriate; and, to the extent consistent with freedom of expression, encourage the media to improve public awareness on sexual and gender-based violence, to train those who work in the media and to develop and strengthen self-regulatory mechanisms to promote balanced and non-stereotypical portrayals of women and girls, with a view to eliminating discrimination against and exploitation of women and girls and portraying women and girls accurately as key actors, contributors to and beneficiaries of sustainable development;**

**Strengthening private sector role in women's economic empowerment**

**kkk. (cc. alt merged with cc and cc.alt.2 and elements from cc.5 and ee.2)**

**Promote a socially responsible and accountable private sector and encourage the private sector to contribute to advancing gender equality through striving to ensure women's full and productive employment and decent work, equal pay for equal work or work of equal value, as well as protecting them against discrimination and abuse in the workplace, including through supporting the Women's Empowerment Principles established by the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) and the Global Compact, and the Guiding Principles on Business and Human Rights;**

**lll. (cc.3 merged with cc.2 and cc.4)**

**Encourage workplace environments and institutional practices that value all members and offer them equal opportunities to reach their full potential, including through ensuring that gender equality and gender mainstreaming are considered a necessary dimension of human resources management, in particular for the modernization of scientific and technological organizations and institutions both in the public and private sectors, preventing direct and indirect discrimination against women and building of leadership skills for women;**

**mmm. (dd. merged with elements from cc.3)**

Increase the share of trade and procurement from women’s enterprises, cooperatives and self-help groups in both the public and private sectors; and **encourage and facilitate women’s entrepreneurship including by improving access to financing and investment opportunities, tools of trade, business development, and training and support for women entrepreneurs;**

**nnn. (ee)**

**Work with the private sector to take into account a gender perspective while undertaking** value chain analyses to inform the design and implementation of policies **and programmes** that promote and protect women’s **right to work** and rights at work in global value chains;

**49. (14)**

The Commission calls upon Governments to integrate these actions for women’s economic empowerment in the changing world of work into national sustainable development, **employment, entrepreneurship, equality, anti-discrimination,** poverty eradication and sectoral strategies, policies and action plans at all levels [ **bearing in mind national priorities and taking into account national realities, capacities, and levels of development and respecting national policy spheres while remaining consistent with relevant international rules and commitments**] and to support and institutionalize, as appropriate, a gender-sensitive approach to public financial management, including gender-responsive budgeting.

***National Mechanisms for Gender Equality*****50. (15 with elements of 6.15 and q.15)**

The Commission calls upon Governments to strengthen the authority and capacity, **including through funding where possible,** of national mechanisms **for promoting gender equality and the empowerment of women** so that they can support and monitor the implementation of these actions and work effectively with all relevant national and local institutions, including labour-related, **economic and financial governmental agencies and institutions, to mainstream gender equality and non-discrimination policies and advance the implementation of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development.**

***Civil Society*****51. (14.2 merged with bb.5)**

[The Commission welcomes the major contributions made by civil society, including women’s and community-based organizations, feminist groups, women human rights defenders and girls’ and youth-led organizations, in placing the interests, needs and visions of women and girls on local, national, regional and international agendas, including the 2030 Agenda for Sustainable Development, and recognizes the importance of having an open, inclusive and transparent engagement with them in the gender-responsive implementation of measures on women’s economic empowerment in the changing world of work.]

***National Human Rights Institutions***

**52. (14.3 merged with 16.5)**

[The Commission recalls General Assembly resolution 70/163 and encourages the secretariat to consider how to enhance the participation, including at the sixty-second session of the Commission, of national human rights institutions fully compliant with the Paris Principles, where they exist, in compliance with the rules of procedure of the Economic and Social Council and requests the Secretary-General to give an oral report on progress in this regard at the sixty-second session of the Commission.]

**Data****53. (15.2 merged with u, cc.supra, 15.4 and elements of p alt and u.2)**

The Commission calls upon Governments to continue to develop and enhance standards and methodologies, for use at national and international levels, and improve the collection, analysis and dissemination of gender statistics and data on the formal and informal economy, inter alia, on women's poverty, income distribution within households, unpaid care work and its contribution to the national economy, women's access to, control and ownership of assets and productive resources, and women's participation at all levels of decision-making, disaggregated by income, sex, age, race, ethnicity, migration status, disability, geographic location and other characteristics relevant in national contexts, and to strengthen the capacity of national statistical offices and other relevant government institutions and data systems, including to monitor progress on the Sustainable Development Goals for women and girls.

**Financing; international cooperation****54. (15.3)**

The Commission calls upon Governments and all other stakeholders to promote gender equality and the empowerment of women by reaffirming the commitments made in the Addis Ababa Action Agenda of the Third International Conference on Financing for Development, pursuing policy coherence and an enabling environment for sustainable development at all levels and by all actors and reinvigorating the global partnership for sustainable development.

**55. (16 merged with bb.2)**

The Commission [calls upon] Governments and other relevant stakeholders to significantly increase investment to close resource gaps, including through the mobilization and allocation of financial resources from all sources, including public, private, domestic and international, by enhancing revenue administration through modernized, progressive tax systems, improved tax policy, more efficient tax collection and increased priority on gender equality and the empowerment of women in official development assistance to build on progress achieved, and ensure that official development assistance is used effectively, to accelerate the achievement of women's economic empowerment in the changing world of work, and to support and [institutionalize] a gender-responsive approach to public financial management, including gender-responsive budgeting and tracking of public expenditure, to address gaps in resourcing for gender equality and the empowerment of women and girls.

**ODA****56. (16.2, 16.4, bb.3 and cc.6)**

[The Commission urges developed countries to fully implement their respective official development assistance commitments, including the commitment made by many developed

countries to achieve the target of **0.7 per cent** of their gross national income for official development assistance to developing countries and the target of 0.15 to 0.20 per cent of their gross national income for official development assistance to least developed countries, and encourage developing countries to build on the progress achieved in ensuring that official development assistance is used effectively to help meet development goals and targets and help them, inter alia, to promote women’s economic empowerment in the changing world of work.]

### *International cooperation*

#### 57. (i.2 and dd.4)

[The Commission invites Member States to strengthen international cooperation, including the role of North-South, South-South and triangular cooperation, bearing in mind that South-South cooperation is not a substitute for, but rather a complement to, North-South cooperation, and invites all Member States to enhance South-South and triangular cooperation focusing on shared development priorities, with the involvement of all relevant stakeholders in government, civil society and the private sector, while noting that national ownership and leadership in this regard are indispensable for the achievement of gender equality and the empowerment of women and girls.]

### *Men and boys*

#### 58. (17. merged with 17 supra and 17.2, and p.3)

The Commission calls on all stakeholders to fully engage men and boys, including community leaders, as strategic partners and allies in achieving gender equality and the empowerment of women and girls and the elimination of all forms of discrimination and violence against women and girls in both the public and private spheres, design and implement national policies and programmes that address the role and responsibility of men and boys and aim to ensure the equal sharing of responsibilities between women and men in caregiving and domestic work, transform with the aim to eliminate those social norms that condone violence against women and girls and attitudes and social norms by which women and girls are regarded as subordinate to men and boys, including by understanding and addressing the root causes of gender inequality, such as unequal power relations, social norms, practices and stereotypes that perpetuate discrimination against women and girls, and engage them in efforts to promote and achieve gender equality and the empowerment of women and girls for the benefit of both women and men, girls and boys, and encourages men to engage fully as agents and beneficiaries of change in the realization of women’s economic empowerment in the changing world of work.

### *UN system*

#### 59. (18 merged with 18 alt and 18.2)

The Commission calls upon the United Nations system, and especially UN-Women and the International Labour Organization, **within their respective mandates, to work coherently and in coordination with other entities**, to support the implementation of the present Agreed Conclusions and of the 2030 Agenda. It calls upon UN-Women to continue to play a central role in promoting gender equality and the empowerment of women and girls **throughout their life cycle**, in supporting Member States, upon their request, **and** in coordinating the United Nations system and in mobilizing **employer organizations, trade unions, civil society and community-based organizations**, the private sector and other relevant stakeholders, at all levels, in support of

the full, effective and accelerated implementation of the Beijing Declaration and Platform for Action and **the gender-responsive implementation of the 2030 Agenda for Sustainable Development. [In all such efforts different national realities, capacities and levels of development as well as respect for national policy space, ownership and leadership for sustained, inclusive and sustainable economic growth shall be observed.]**

**60. (19.)**

The Commission calls on **Governments at all levels, the relevant entities of the United Nations system, international and regional organizations, women’s, youth-led and other civil society organizations, non-governmental organizations, national human rights institutions, social partners and the private sector as well as other relevant stakeholders** to make strong and **measurable** efforts to accelerate the realization of, and make progress on women’s economic empowerment, **the right to education and the right to health of women and girls, by accelerating the realization of the right to work and the rights at work and their full and productive employment on the way to the gender-responsive realization of the 2030 Agenda for Sustainable Development.**