



**Language from the Beijing Platform for Action and UN CSW
agreed conclusions (1995-2019) on the roles of men and boys
in achieving gender equality**

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Introduction

This document brings together extracts from the Beijing Platform for Action (1995) and agreed conclusions from the UN Commission on the Status of Women (CSW: 1996-2019) specifically pertaining to the roles of men and boys in achieving gender equality. It was compiled by MenEngage Alliance as a resource to support the advocacy work of members, partners and others working in the field of gender equality.

Six themes of particular relevance to engaging men and boys were identified as follows: general statements about involving men and boys in gender equality; violence against women; caregiving and the sharing of family responsibilities; sexual and reproductive health and HIV/AIDS; education and changing attitudes; and the media. The most relevant segments have been highlighted in **bold** for easier reading.

The key elements of these six themes are as follows:

1. The Beijing Platform for Action and CSW agreed conclusions emphasize joint responsibility of men and women as well as the critical contributions of men and boys in the achievement of gender equality. In addition they highlight the benefits of a more equal society for men, women and children.
2. In order to address violence against women, the Beijing Platform for Action and CSW agreed conclusions acknowledge the responsibility of men in ending the cycle of violence and in promoting a 'zero tolerance' attitude to violence in society. They recommend that governments and civil society organizations educate young men and women about the causes and harmful effects of violence and the gender stereotypes that lead to such violence.
3. The CSW identifies the unfair distribution of domestic and care work as a significant impediment to women's empowerment. It urges men and boys to assume household responsibilities, and fathers to play a greater role in the upbringing of children. It encourages governments and the private sector to introduce flexible working policies and social security benefits to encourage a balanced distribution of domestic work between men and women.
4. The CSW also encourages men and boys to take equal responsibility in matters of sexuality and reproduction as well as HIV/AIDS prevention. It urges governments and educational establishments to provide young men and women with comprehensive sexuality education.
5. The importance of education, particularly of young men and women, in changing harmful attitudes and behaviours and challenging gender stereotypes is highlighted repeatedly and emerges in several themes.
6. The media is identified as an important actor in transforming social norms and harmful stereotypes of men and women.



Despite spanning a period of twenty-one years, the problems identified and the policy recommendations have altered little, and many CSW conclusions simply reiterate commitments made in the Beijing Declaration and Platform for Action. This highlights the slow nature of progress and the deep societal change still required to engage men and boys in interventions to achieve gender equality. While the agreed conclusions rightly identify changing underlying social norms as a key area for action, a focus on transforming masculinities is still completely absent. While there are numerous references to ‘gender stereotypes’ no further attention is given to the kind of male attitudes, norms and expectations that are particularly harmful and how they can harm both men and women. We would welcome a more explicit focus on positive and negative forms of masculinities in future CSW conclusions as well as a call to member states to scale up and institutionalize programs and policies that focus on men and boys.

In the following pages we take a deeper look at the above summarized themes, by mapping-out agreed language from the Beijing Declaration and Platform for Action and the CSW agreed conclusions from 1996 – 2016. Each theme as summarized above is included as a separate chapter.

1. General Statements about involving men and boys in gender equality

The Beijing Declaration 1995

We are determined to:

Encourage men to participate fully in all actions towards equality. (Paragraph 25)

The Beijing Platform for Action 1995

Mission statement:

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

The Platform for Action emphasizes that women share common concerns that can be addressed only by **working together and in partnership with men towards the common goal of gender equality** around the world. (Chapter 1, paragraph 3)

CSW48 Agreed conclusions 2004/11: The role of men and boys in achieving gender equality

The Commission on the Status of Women recalls and reiterates that the Beijing Declaration and the Platform for Action encouraged men to participate fully in all actions towards gender equality and urged the establishment of the **principle of shared power and responsibility between women and men** at home, in the community, in the workplace and in the wider national and international communities. The Commission also recalls and reiterates the outcome document adopted at the twenty-third special session of the General Assembly entitled "Gender equality, development and peace in the twenty-first century", which emphasized that **men must take joint responsibility with women for the promotion of gender equality.** (Paragraph 1)

The Commission recognizes that **while men and boys sometimes face discriminatory barriers and practices, they can and do make contributions to gender equality in many capacities,** including as individuals, members of families, social groups and communities and in all spheres of society. (Paragraph 2)

The Commission recognizes that gender inequalities still exist and are reflected in imbalances of power between women and men in all spheres of society. The Commission further recognizes that **everyone benefits from gender equality and that the negative impacts of gender inequality are borne by society as a whole** and emphasizes, therefore, that men and boys, through taking responsibility themselves and working jointly in partnership with women and girls, are essential to the achievement of the goals of gender equality, development and peace. The Commission recognizes the **capacity of men and boys in bringing about change in attitudes, relationships and access to resources and decision-making,** which



are critical for the promotion of gender equality and the full enjoyment of all human rights by women. (Paragraph 3)

The Commission acknowledges and **encourages men and boys to continue to take positive initiatives to eliminate gender stereotypes and promote gender equality**, including combating violence against women, through networks, peer programmes, information campaigns and training programmes. The Commission acknowledges the critical role of gender-sensitive education and training in achieving gender equality. (Paragraph 4)

The Commission also recognizes that **the participation of men and boys in achieving gender equality must be consistent with the empowerment of women and girls** and acknowledges that efforts must be made to address the undervaluation of many types of work, abilities and roles associated with women. In this regard, **it is important that resources for gender equality initiatives for men and boys do not compromise equal opportunities and resources for women and girls.** (Paragraph 5)

The Commission urges Governments and, as appropriate, the relevant funds, programmes, and organizations and the specialized agencies of the United Nations system, the international financial institutions, civil society, including the private sector and non-governmental organizations, and other stakeholders to take the following actions:

Encourage and support the capacity of men and boys in fostering gender equality, **including acting in partnership with women and girls as agents for change and in providing positive leadership**, in particular where men are still key decision makers, responsible for policies, programmes and legislation, as well as holders of economic and organizational power and public resources. (Paragraph 6(a))

Encourage men and boys to work with women and girls in the design of policies and programmes for men and boys aimed at gender equality and foster the involvement of men and boys in gender mainstreaming efforts in order to ensure improved design of all policies and programmes. (Paragraph 6(e))

Encourage and support both women and men in leadership positions, including political leaders, traditional leaders, business leaders, community and religious leaders, musicians, artists and athletes to **provide positive role models of gender equality.** (Paragraph 6(t))

Encourage **men in leadership positions** to ensure equal access for women to education, property rights and inheritance rights and to promote equal access to information technology and business and economic opportunities, including in international trade, in order to provide women with the tools to enable them to take part fully and equally in economic and political decision-making processes at all levels. (Paragraph 6(u))

Develop and use statistics to support and/or carry out research, inter alia, on the cultural, social and economic conditions, **that influence the attitudes and behaviours of men and boys towards women and girls, their awareness of gender inequalities and their involvement in promoting gender equality.** (Paragraph 6(w))

Carry out research on the views of men and boys on gender equality and their perceptions of their roles through which further programmes and policies can be developed, identify and widely



disseminate good practices, and assess the impact of efforts undertaken to engage men and boys in achieving gender equality. (Paragraph 6(x))

Promote and encourage the **representation of men in institutional mechanisms for the advancement of women.** (Paragraph 6(y))

CSW53 Agreed Conclusions 2009: The equal sharing of responsibilities between women and men, including caregiving in the context of HIV/AIDS

The Commission recognizes that gender inequalities still exist and are reflected in imbalances of power between women and men in all spheres of society. The Commission further recognizes that **everyone benefits from gender equality and that the negative impacts of gender inequality are borne by society as a whole**, and emphasizes, therefore, that men and boys, through taking responsibility themselves and working jointly in partnership with women and girls, are essential to achieving the goals of gender equality, development and peace. The Commission recognizes the **capacity of men and boys in bringing about changes in attitudes, relationships and access to resources and decision-making** which are critical for the promotion of gender equality and the full enjoyment of all human rights by women. (Paragraph 6)

CSW59 Agreed Conclusions 2015: Political Declaration on the occasion of the twentieth anniversary of the fourth world conference on women

We the ministers and representatives of governments

Recognize the importance of the **full engagement of men and boys** for the achievement of gender equality and the empowerment of women and girls, and **commit to taking measures** to fully engage men and boys in efforts to achieve the full, effective and accelerated implementation of the Beijing Declaration and Platform for Action. (Paragraph 11)

CSW60 Agreed Conclusions 2016: Women's empowerment and the link to sustainable development

The Commission recognizes the importance of **fully engaging men and boys as agents and beneficiaries of change** in the achievement of gender equality and the empowerment of all women and girls and as allies in the elimination of all forms of discrimination and violence against women and girls, as well as in the full, effective and accelerated implementation of the Beijing Declaration and Platform for Action and in the **gender-responsive implementation of the 2030 Agenda.** (Paragraph 22)

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:



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. (Paragraph 23(t))

Design and implement appropriate domestic policies at all levels that aim to transform **discriminatory social attitudes and gender stereotypes** as well as to promote gender equality and the empowerment of all women and girls. (Paragraph 23(s))

CSW61 Agreed Conclusions 2017: Women's economic empowerment in the changing world of work

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:

Implementing economic and social policies for women's economic empowerment

Fully engage men and boys as strategic partners and allies in achieving gender equality and the empowerment of all women and girls by **designing and implementing national policies and programmes that address the roles and responsibilities of men and boys**, including the equal sharing of responsibilities in caregiving and domestic work, and encourage men and boys to engage fully, as agents and beneficiaries of change, with the aim of eliminating all forms of discrimination and violence against women and girls in both the public and private spheres, by understanding and addressing the **root causes of gender inequality, such as unequal power relations, gender stereotypes and negative social norms** that view women and girls as subordinate to men and boys, as a contribution to women's economic empowerment in the changing world of work (paragraph 40(bb))

CSW62 Agreed Conclusions 2018: Challenges and opportunities in achieving gender equality and the empowerment of rural women and girls

The Commission recognizes that progress in achieving gender equality and the empowerment of all women and girls, in particular in rural areas, and the realization of their human rights has been held back owing to the persistence of **historical and structural unequal power relations between women and men**, poverty, inequalities and disadvantages in access to, ownership and control over resources, growing gaps in equality of opportunity and limited access to universal healthcare services and secondary and postsecondary education, gender-based violence, discriminatory laws and policies, **negative social norms**



and gender stereotypes, and unequal sharing of unpaid care and domestic work. It stresses the urgency of eliminating these structural barriers to realize gender equality and empower rural women and girls. (paragraph 12)

The Commission recognizes the impact of armed conflict on rural women and girls, and the important role of women in the prevention and resolution of armed conflicts and in peace-building and in this regard, stresses the importance of their full, effective and meaningful participation, including by increasing their role in peace processes as well as in decision-making in efforts for the maintenance and promotion of peace and security, and **reiterates the important engagement by men and boys as partners in promoting this participation.** (paragraph 34)

The Commission recognizes the importance of fully engaging men and boys, as agents and beneficiaries of change, and as strategic partners and allies in the achievement of gender equality and the empowerment of all women and girls, including those in rural areas. (paragraph 45)

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, inter alia, women's organizations, including rural women's organizations, producer, agricultural and fisheries organizations, youth-led organizations, feminist groups, faith-based organizations, the private sector, national human rights institutions where they exist, and other relevant stakeholders, as applicable, to take the following actions:

Strengthen the collective voice, leadership and decision-making

Fully engage men and boys to take an active part in achieving gender equality and the empowerment of all women and girls, including those in rural areas, and the elimination of all forms of discrimination and violence against women and girls both in 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 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 all women and girls for the benefit of both women and men, girls and boys. (paragraph 46(sss))

CSW63 Agreed Conclusions 2019: Social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls

46. The Commission **recognizes the importance of the full engagement of men and boys as agents and beneficiaries of change, and as strategic partners and allies in the promotion of women's and girls' access to social protection systems, public services and sustainable infrastructure** and in the achievement of gender equality and the empowerment of all women and girls.



Strengthen normative, legal and policy frameworks

(n) **Fully engage men and boys as agents and beneficiaries of change, and as strategic partners and allies** in: promoting women's and girls' access to social protection systems, public services and sustainable infrastructure; eliminating all forms of violence and discrimination against women and girls, in both public and private spheres, **by understanding and addressing the root causes of gender inequality, such as unequal power relations, gender stereotypes and practices that perpetuate discrimination against women and girls**; designing and implementing national policies and programmes that address the **roles and responsibilities of men and boys, including the equal sharing of responsibilities between women and men in care and domestic work**; **ensuring the enforcement of child support laws**; and **transforming, with the aim of eliminating, negative social norms that condone violence against women and girls and attitudes by which women and girls are regarded as subordinate to men and boys**;

(aa) Eliminate occupational segregation by **addressing structural barriers, gender stereotypes and negative social norms, promoting women's equal access to and participation in labour markets and in education and training**, supporting women so as to diversify their educational and occupational choices in emerging fields and growing economic sectors, such as science, technology, engineering and mathematics and information and communications technology, and recognizing the value of sectors that have large numbers of women workers;

(zz) Develop policies and programmes with the support, where appropriate, of international organizations, civil society and non-governmental organizations, giving priority to formal, informal and non-formal education programmes, **including scientifically accurate and age-appropriate comprehensive education that is relevant to cultural contexts, that provides adolescent girls and boys and young women and men in and out of school**, consistent with their evolving capacities, and with appropriate direction and guidance from parents and legal guardians, with the best interests of the child as their basic concern, information on sexual and reproductive health and HIV prevention, gender equality and women's empowerment, human rights, physical, psychological and pubertal development **and power in relationships between women and men**, to enable them to build self-esteem and foster informed decision-making, communication and risk-reduction skills and to develop respectful relationships, in full partnership with young persons, parents, legal guardians, caregivers, educators and health-care providers, in order to, inter alia, enable them to protect themselves from HIV infection and other risks;

Make infrastructure work for women and girls

(hhh) Integrate a gender perspective into the planning and use of public spaces, the design and development of smart cities, communities and rural areas and intelligent mobility planning processes; and **promote the mobility and empowerment of women and girls**, including those with disabilities and those who are homeless, and promote inclusive societies, including through adequate housing, and in doing so ensure that public urban, rural and peripheral transport, including land and water transport systems and infrastructure, are sustainable, accessible, safe, affordable and gender-responsive, **that they take into account the different needs of women and men, girls and boys and are adapted to be used by persons with disabilities and older persons**;



23. The Commission recognizes that social protection systems, access to public services and sustainable infrastructure have not adequately addressed the needs of caregivers and care recipients. It further recognizes that women and girls often undertake a disproportionate share of unpaid care and domestic work, including caring for children, older persons, persons with disabilities and persons living with HIV and AIDS, which continues to be undervalued and underrecognized. Such uneven distribution of responsibilities between women and men is a significant constraint for women's completion of, or progress in, education and training, on entry and re-entry and advancement in the paid labour market and on their economic opportunities and entrepreneurial activities, and can result in gaps in social protection, pay and pensions. **It also recognizes that creating an enabling environment for the social and economic empowerment of all women and girls requires addressing attitudes and negative social norms by which women and girls are regarded as subordinate to men and boys at the household and community levels.**

The Commission stresses the need to recognize and adopt measures to **reduce and redistribute the disproportionate share of unpaid care and domestic work by promoting the equal sharing of responsibilities between women and men** within the household and by prioritizing, inter alia, sustainable infrastructure, nationally appropriate social protection policies and accessible, affordable and quality social services, including care services, child care, maternity, paternity or parental leave.

46. **The Commission recognizes the importance of the full engagement of men and boys as agents and beneficiaries of change, and as strategic partners and allies in the promotion of women's and girls' access to social protection systems, public services and sustainable infrastructure and in the achievement of gender equality and the empowerment of all women and girls.**

2. Violence against Women

The Beijing Platform for Action 1995

B. Education and training of women

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

Actions to be taken by Governments, educational authorities and other educational and academic institutions:

Introduce and promote **training in peaceful conflict resolution**. (Chapter IV.B, paragraph 83(e))

D. Violence against women



Experience in a number of countries shows that women and men can be mobilized to overcome violence in all its forms and that effective public measures can be taken to address both the causes and the consequences of violence. **Men's groups mobilizing against gender violence are necessary allies for change.** (Chapter IV.D, paragraph 120)

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

Actions to be taken by Governments:

Create, improve or develop as appropriate, and fund the training programmes for **judicial, legal, medical, social, educational and police and immigrant personnel, in order to avoid the abuse of power leading to violence against women** and sensitize such personnel to the nature of gender-based acts and threats of violence so that fair treatment of female victims can be assured. (Chapter IV.D, paragraph 124(n))

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

Actions to be taken by Governments, including local governments, community organizations, non-governmental organizations, educational institutions, the public and private sectors, particularly enterprises, and the mass media, as appropriate:

Organize, support and fund **community-based education and training campaigns to raise awareness about violence against women** as a violation of women's enjoyment of their human rights and **mobilize local communities to use appropriate gender-sensitive traditional and innovative methods of conflict resolution.** (Chapter IV.D, paragraph 125(e))

Organize and fund information campaigns and educational and training programmes in order to **sensitize girls and boys and women and men to the personal and social detrimental effects of violence in the family, community and society; teach them how to communicate without violence** and promote training for victims and potential victims so that they can protect themselves and others against such violence. (Chapter IV.D, paragraph 125(g))

Actions to be taken by Governments, employers, trade unions, community and youth organizations and non-governmental organizations, as appropriate:

Develop programmes and procedures to **eliminate sexual harassment and other forms of violence against women in all educational institutions, workplaces and elsewhere.** (Chapter IV.D, paragraph 126(a))

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

Actions to be taken by Governments, regional organizations, the United Nations, other international organizations, research institutions, women's and youth organizations and non-governmental organizations, as appropriate:

Encourage the media **to examine the impact of gender role stereotypes, including those perpetuated by commercial advertisements** which foster gender-based violence and inequalities, and how they are transmitted during the life cycle, and take measures to eliminate



these negative images with a view to promoting a violence-free society. (Chapter IV.D, paragraph 129(d))

E. Women and armed conflict

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

Actions to be taken by Governments, international and regional intergovernmental institutions and non-governmental organizations:

Consider establishing **educational programmes for girls and boys to foster a culture of peace, focusing on conflict resolution by nonviolent means** and the promotion of tolerance. (Chapter IV.D, paragraph 146(d))

CSW40 Agreed Conclusions 1996/2: Women and the Media

B. Self-regulation, voluntary guidelines and responsiveness to civil society

With regard to the presentation of violence in the media, initiatives by Governments and other relevant actors, as appropriate, should be taken to raise awareness of **the role of the media in promoting non-stereotyped images of women and men and in eliminating patterns of media presentation that generate violence**; to encourage those responsible for media content to establish voluntary professional guidelines and codes of conduct; and to raise awareness also of the important role of the media in informing and educating people about the causes and effects of violence against women. (Paragraph 6)

CSW42 Agreed Conclusions 1998/12: Violence against Women

A. An integrated, holistic approach

Actions to be taken by Governments and the international community:

Encourage the media to take measures against **the projection of images of violence against women and children**. (Section A)

F. Change attitudes

Actions to be taken by Governments and civil society, including non governmental organizations:

Work to create violence-free societies by implementing **participatory educational programmes on human rights, conflict resolution and gender equality**, for women and men of all ages, beginning with girls and boys. (Section F)

Introduce and invest in comprehensive public awareness campaigns, such as "**zero tolerance**", that portray violence against women as unacceptable. (Section F)

Encourage and support men's own initiatives to complement efforts of women's organizations to prevent and eliminate violence against women and girls. (Section F)

Conduct research on, and create policies and programmes to **change, the attitudes and behaviour of perpetrators of violence** against women within family and society. (Section F)



CSW48 Agreed Conclusions 2004/11: The role of men and boys in achieving gender equality

The Commission urges Governments and, as appropriate, the relevant funds, programmes, and organizations and the specialized agencies of the United Nations system, the international financial institutions, civil society, including the private sector and non-governmental organizations, and other stakeholders to take the following actions:

Encourage and support men and boys to take an active part in the prevention and elimination of all forms of violence, especially gender-based violence, including in the context of HIV/AIDS, and increase awareness of **men's and boys' responsibility in ending the cycle of violence**, inter alia, through the promotion of attitudinal and behavioural change, integrated education and training prioritizing the safety of women and children, the prosecution and rehabilitation of perpetrators of violence and support for survivors, **recognizing that men and boys also experience violence**. (Paragraph 6(r))

Encourage increased understanding among men of how **violence, including trafficking for the purposes of commercialized sexual exploitation, forced marriage and forced labour, harms women, men and children** and undermines gender equality, and consider measures aimed at eliminating the demand for trafficked women and children. (Paragraph 6(s))

Encourage men and boys to support the equal participation of women in **conflict prevention, management and conflict resolution and in post-conflict peace-building**. (Paragraph 6(z))

CSW51 Agreed Conclusions 2007: Elimination of all forms of discrimination and violence against the girl child

14.3 Gender Stereotypes

The Commission, taking into account the primary responsibility of Governments in the fight against all forms of discrimination, exploitation and violence against the girl child, urges Governments and/or the relevant funds and programmes, organs and specialized agencies of the United Nations system, within their respective mandates, and invites the international financial institutions and all relevant actors of civil society, including nongovernmental organizations and the private sector, to:

Encourage men and boys to speak out strongly against all forms of discrimination and violence against women and girls and not to protect perpetrators or condone their violence. (Paragraph 14.3(c))

Encourage the active participation of boys, from an early age, in the elimination of discrimination and violence against girls, including through the promotion of **gender-sensitive socialization processes, targeted programmes and creation of spaces and environments where boys and girls can be guided in challenging gender stereotypes** and negative attitudes towards girls. (Paragraph 14.3(f))

Encourage and support men and boys to take an active part in the prevention and elimination of all forms of violence, and encourage increased understanding among men and boys of how **violence harms girls, boys, women and men and undermines gender equality**. (Paragraph 14.3(g))



CSW53 Agreed Conclusions 2009: The equal sharing of responsibilities between women and men, including caregiving in the context of HIV/AIDS

The Commission urges Governments, including local authorities, to take the following actions, as appropriate, with the relevant entities of the United Nations system, international and regional organizations, within their respective mandates, as well as civil society, the private sector, employer organizations, trade unions, media and other relevant actors:

Encourage and support men and boys to take an active part in the prevention and elimination of all forms of violence, especially gender-based violence, including by developing strategies to eliminate gender stereotypes and by developing programmes that promote respectful relationships, and rehabilitate perpetrators as part of a strategy of zero tolerance for violence against women and girls. (Paragraph 15(tt))

CSW57 Agreed Conclusions 2013: Elimination and prevention of all forms of violence against women and girls

B. Addressing structural and underlying causes and risk factors so as to prevent violence against women and girls

The Commission urges governments, at all levels, and as appropriate, with the relevant entities of the United Nations system, 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, the private sector, employer organizations, trade unions, media and other relevant actors, as applicable, to take the following actions:

Design and implement national policies that aim at **transforming those social norms** that condone violence against women and girls, and work to counteract attitudes by which women and girls. (Paragraph 34(jj))

Mobilize communities and institutions to address and **change attitudes, behaviours and practices that perpetuate and condone gender stereotypes** and all forms of discrimination and violence against women and girls, by engaging with women's and youth organizations, national machineries for the advancement of women, national human rights institutions where they exist, schools, educational and media institutions and others directly working with women and girls, men and boys and with individuals at all levels of society and in all settings, religious and community leaders and elders, teachers and parents. (Paragraph 34(mm))

Engage, educate, encourage and support men and boys to take responsibility for their behaviour, to ensure that men and adolescent boys take responsibility for their sexual and reproductive behaviour, and to refrain from all forms of discrimination and violence against women and girls; develop, invest in and implement policies, strategies and programmes, including comprehensive education programmes to increase their understanding of the harmful effects of violence and how it undermines gender equality and human dignity, promote respectful relationships, provide positive role models for gender equality and **encourage men and boys to take an active part and become strategic partners and allies** in the prevention and elimination of all forms of discrimination and violence against women and girls. (Paragraph 34(pp))



CSW58 Agreed Conclusions 2014: Challenges and achievements in the implementation of the Millennium Development Goals for women and girls

A. Realizing women's and girls' full enjoyment of all human rights

The Commission urges Governments, at all levels, and as appropriate, with the relevant entities of the United Nations system, 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, the private sector, employer organizations, trade unions, media and other relevant actors, as applicable, to take the following actions:

Fully engage men and boys, including community leaders, as strategic partners and allies in the elimination of all forms of discrimination and violence against women and girls both in the family and in society, design and implement national policies that aim to transform those social norms that condone violence against women and girls, and **work to counteract attitudes 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. (Paragraph 42(e))

CSW60 Agreed Conclusions 2016: Women's Empowerment and the link to Sustainable Development

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:

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. (Paragraph 23(t))



CSW61 Agreed Conclusions 2017: Women's Economic Empowerment in the Changing World of Work

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:

Strengthening normative and legal frameworks

Develop and apply gender-sensitive measures for the protection from, prevention and punishment of all forms of violence against women and girls in public and private spaces, including domestic violence, sexual harassment, trafficking in persons and femicide, among others, so as to promote the realization of women's and girls' economic rights and empowerment and facilitate women's full and productive employment and contribution to the economy, **including by facilitating changes in gender stereotypes and negative social norms, attitudes and behaviours, inter alia, through promoting community mobilization, women's economic autonomy and the engagement of men and boys, particularly community leaders;** and explore, where possible, measures to respond to the consequences of violence against women, such as employment protection, time off from work, awareness training, psychosocial services and social safety nets for women and girls (paragraph 40(h))

Implementing economic and social policies for women's economic empowerment

Fully engage men and boys as strategic partners and allies in achieving gender equality and the empowerment of all women and girls by **designing and implementing national policies and programmes that address the roles and responsibilities of men and boys**, including the equal sharing of responsibilities in caregiving and domestic work, and encourage men and boys to engage fully, as agents and beneficiaries of change, **with the aim of eliminating all forms of discrimination and violence against women and girls in both the public and private spheres**, by understanding and addressing the **root causes of gender inequality, such as unequal power relations, gender stereotypes and negative social norms** that view women and girls as subordinate to men and boys, as a contribution to women's economic empowerment in the changing world of work (paragraph 40(bb))

CSW62 Agreed Conclusions 2018: Challenges and opportunities in achieving gender equality and the empowerment of rural women and girls

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, inter alia, women's organizations, including rural women's organizations, producer, agricultural and fisheries organizations, youth-led organizations, feminist groups, faith-based organizations, the private sector, national human rights institutions where they exist, and other relevant stakeholders, as applicable, to take the following actions:

Strengthen normative, legal and policy frameworks



Eliminate harmful practices, such as female genital mutilation and child, early and forced marriage, which affect women and girls in rural areas disproportionately and may have long-term effects on girls' and women's lives, health and bodies, and which continue to persist in all regions of the world despite the increase in national, regional and international efforts, including by empowering all women and girls, **working with local communities to combat negative social norms which condone such practices and empowering parents and communities to abandon them.** (Paragraph 46(h))

Implement economic and social policies for the empowerment of all rural women and girls

Intensify efforts to prevent and eliminate violence and sexual harassment against girls at, and on the way to, school, including, inter alia, by implementing effective violence prevention and response activities in schools and communities, engaging men and boys, **educating children from a young age regarding the importance of treating all people with dignity and respect, designing educational programmes and teaching materials that support gender equality, respectful relationships and nonviolent behaviour.** (paragraph 46(nn))

Strengthen the collective voice, leadership and decision-making

Fully engage men and boys to take an active part in achieving gender equality and the empowerment of all women and girls, including those in rural areas, and the elimination of all forms of discrimination and violence against women and girls both in 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 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 all women and girls for the benefit of both women and men, girls and boys. (paragraph 46(sss))

3. Caregiving and the Sharing of Family Responsibilities

The Beijing Platform for Action 1995

Mission statement:

The Platform for Action is an agenda for women's empowerment. It aims at accelerating the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women and at removing all the obstacles to women's active participation in all spheres of public and private life through a full and equal share in economic, social, cultural and political decision-making. This means that **the principle of shared power and responsibility should be established between women and men at home, in the workplace and in the wider national and international communities.** Equality between women and men is a matter of human rights and a condition for social justice and is also a necessary and fundamental prerequisite for equality, development and



peace. A transformed partnership based on equality between women and men is a condition for people-centred sustainable development. A sustained and long-term commitment is essential, so that **women and men can work together for themselves, for their children and for society** to meet the challenges of the twenty-first century. (Chapter 1, paragraph 1)

Global Framework

The upbringing of children requires shared responsibility of parents, women and men and society as a whole. (Chapter II, paragraph 29)

The boundaries of the gender division of labour between productive and reproductive roles are gradually being crossed as women have started to enter formerly male-dominated areas of work and **men have started to accept greater responsibility for domestic tasks**, including child care. **However, changes in women's roles have been greater and much more rapid than changes in men's roles.** In many countries, the differences between women's and men's achievements and activities are still not recognized as the consequences of socially constructed gender roles rather than immutable biological differences. (Chapter II, paragraph 27)

F. Women and the Economy

Women's share in the labour force continues to rise and almost everywhere women are working more outside the household, although **there has not been a parallel lightening of responsibility for unremunerated work in the household and community.** (Chapter IV.F, paragraph 153)

Women still also perform the great majority of unremunerated domestic work and community work, such as caring for children and older persons, preparing food for the family, protecting the environment and providing voluntary assistance to vulnerable and disadvantaged individuals and groups. This work is often not measured in quantitative terms and is not valued in national accounts. Women's contribution to development is seriously underestimated, and thus its social recognition is limited. **The full visibility of the type, extent and distribution of this unremunerated work will also contribute to a better sharing of responsibilities.** (Chapter IV.F, paragraph 156)

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

Actions to be taken By Governments:

Adopt policies to ensure the appropriate protection of labour laws and social security benefits for part-time, temporary, seasonal and homebased workers; promote career development based on **work conditions that harmonize work and family responsibilities.** (Chapter IV.F, paragraph 179.a)

Ensure, through legislation, incentives and/or encouragement, **opportunities for women and men to take job-protected parental leave and to have parental benefits;** promote the equal sharing of responsibilities for the family by men and women. (Chapter IV.F, paragraph 179.c)

Develop policies, inter alia, in education to **change attitudes that reinforce the division of labour based on gender in order to promote the concept of shared family responsibility** for work in the home, particularly in relation to children and elder care (Chapter IV.F, paragraph 179.d)



Examine a range of policies and programmes, including social security legislation and taxation systems, in accordance with national priorities and policies, to determine how to promote gender equality and flexibility in the way people divide their time between and derive benefits from education and training, paid employment, family responsibilities, volunteer activity and other socially useful forms of work, rest and leisure. (Chapter IV.F, paragraph 179.f)

Actions to be taken by Governments, the private sector and non-governmental organizations, trade unions and the United Nations, as appropriate:

Adopt appropriate measures involving relevant governmental bodies and employers' and employees' associations so that **women and men are able to take temporary leave from employment, have transferable employment and retirement benefits and make arrangements to modify work hours without sacrificing their prospects for development and advancement at work and in their careers.** (Chapter IV.F, paragraph 180.a)

Design and provide educational programmes through **innovative media campaigns and school and community education programmes** to raise awareness on gender equality and non-stereotyped gender roles of women and men within the family. (Chapter IV.F, paragraph 180.b)

Provide support services and facilities, such as on-site child care at workplaces and flexible working arrangements. (Chapter IV.F, paragraph 180.b)

G. Women in power and decision-making

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

CSW40, Agreed Conclusions 1996/3: Child and dependant care, including sharing of work and family responsibilities

Questions relating to child and dependant care, to sharing of family tasks and responsibilities and to unremunerated work must be taken fully into account in mainstreaming a gender perspective, in gender analysis and in all other relevant methodologies used to promote equality between men and women. (Paragraph 1)

B. Increasing the role of men in family responsibilities

Family responsibilities rest equally with men and with women. Greater participation of men in family responsibilities, including domestic work and child and dependant care, **would contribute to the welfare of children, women and men themselves. Even though this change is bound to be slow and difficult, it remains essential**(Paragraph 5)



These changes, which imply a change in outlook, can be encouraged by Governments, notably through education and by promoting greater access on the part of men to activities hitherto regarded as women's activities. (Paragraph 6)

C. Changing attitudes and stereotypes

It is important to **change attitudes** towards the status of unremunerated work and the relative role of women and men in the family, the community, the workplace and society at large. **Measures taken to this end must be aimed as much at women as at men, and at the different generations, with particular attention to adolescents.** (Paragraph 7)

D. Adapting the legal system

There is a need, through legislation and/or other appropriate measures, to **rebalance the sharing of family responsibilities between men and women,** and to inform them of the existing legislative provisions. (Paragraph 10)

Reconciliation of work-related and family responsibilities and the development of a legislative framework for ensuring child and dependant care (particularly of the elderly and disabled) must be promoted by society as a whole, including social partners, and by Governments. The latter must be the main agents of change. (Paragraph 11)

Promote legislative measures, incentives and/or measures of encouragement that would **enable men and women to take parental leave and receive social security benefits.** Such measures should protect working men and women against dismissal and guarantee their right to re-enter employment in an equivalent post. (Paragraph 12c)

Promote conditions and a way of organizing work that would enable women and men to reconcile their family and professional life, particularly through the **introduction of flexi-time for women and men.** (Paragraph 12d)

Encourage **social security regimes** to take into account the time spent by working men and women on child and dependant care. (Paragraph 12.j)

E. Adopting and promoting a family support policy and encouraging reconciliation of family and professional life for women and men

The State and society at large have a responsibility for child and dependant care. This responsibility is reflected in the adoption of an integrated approach at the local and national levels in order to ensure access to affordable and reliable services for the children and dependants (particularly those who are elderly and disabled) of women and men who are working, undergoing training, studying or seeking employment. This responsibility can also take the form of incentives for parents and employers, of a partnership between local authorities, management and labour, non-governmental organizations and the private sector, and of the provision of technical assistance and access to vocational training. (Paragraph 14)

Child and dependant care can constitute a major source of **new jobs for women and men.** (Paragraph 16)

F. Developing research and information exchange

Research could be conducted drawing on the capabilities of the various United Nations organizations, particularly in the following areas, when compatible with the system-wide medium-term plan for the advancement of women, 1996-2001: (a) Changes in the situation and attitudes of men and women with regard to the reconciliation of family and professional life and the sharing of family responsibilities - in particular, a study should be conducted in the context of SubSaharan Africa. (e) Time-use surveys of unremunerated work of women and men, with a view to measuring its impact on the use and monitoring of economic and social policies. (Paragraph 18)

CSW41 Agreed Conclusions 1997/3: Women and the Economy

Governments, international organizations and the private sector should recognize the contributions women make to economic growth through their paid and unpaid work and as employers, employees and entrepreneurs. They should adopt the following:

Full integration of women into the formal economy and, in particular into economic decision-making, means **changing the current gender-based division of labour into new economic structures where women and men enjoy equal treatment, pay and power. To this end, better sharing of paid and unpaid work between women and men is required.** Governments should take or encourage measures, including, where appropriate, the formulation, promotion and implementation of legal and administrative measures to facilitate the reconciliation of work and personal and/or family life, such as child and dependant care, **parental leave and flexible working schemes for men and women and, where appropriate, shorter working hours.** (Paragraph 15)

CSW42 Agreed Conclusions 1998/1: Violence against Women

F. Change attitudes

Actions to be taken by Governments and civil society, including non-governmental organizations:

Encourage the promotion in media portrayals of **positive images of women and of men, presenting them as cooperative and full partners in the upbringing of their children.** (Section F)

CSW48 Agreed Conclusions 2004/11: The Role of Men and Boys in Achieving Gender Equality

The Commission urges Governments and, as appropriate, the relevant funds, programmes, and organizations and the specialized agencies of the United Nations system, the international financial institutions, civil society, including the private sector and non-governmental organizations, and other stakeholders to take the following actions:

Promote understanding of the **importance of fathers, mothers, legal guardians and other caregivers to the well-being of children** and the promotion of gender equality and the need to develop policies, programmes and school curricula that **encourage and maximize their positive involvement in achieving gender equality** and positive results for children, families and communities. (Section 6a)



Create and improve training and education programmes to enhance awareness and knowledge among **men and women of their roles as parents**, legal guardians and caregivers and the importance of sharing family responsibilities, **and include fathers as well as mothers in programmes that teach infant childcare development.** (Section 6c)

Develop and include in education programmes for parents, legal guardians and other caregivers information on ways and means to increase the capacity of men to **raise children in a manner oriented towards gender equality.** (Section 6d)

Adopt and implement legislation and/or policies to close the gap between women's and men's pay and promote reconciliation of occupational and family responsibilities, including through the reduction of occupational segregation, the introduction or expansion of **parental leave, flexible working arrangements, such as voluntary part-time work, tele-working and other home-based work.** (Section 6m)

CSW53 Agreed Conclusions 2009: The equal sharing of responsibilities between women and men, including caregiving in the context of HIV/AIDS

The Commission reiterates 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 conventions and treaties, provide **a legal framework and a comprehensive set of measures for the promotion of equal sharing of responsibilities between women and men.** (Paragraph 3)

The Commission notes that the **costs of unequal sharing of responsibilities** include weaker labour market attachment for women (forgone jobs, shorter working hours, confinement to informal work, and lower wages), weaker access to social security benefits, and less time for education/training, leisure and self-care, and political activities. (Paragraph 8)

The Commission recognizes that caregiving work at the household, family and community levels includes the support and care of children, older persons, the sick, persons with disabilities, and caring associated with family kinship and community responsibilities, which is affected by factors such as size of household and number and age of children, with 2 significant differences between developed and developing countries in the availability of infrastructure and services supporting caregiving. The Commission also recognizes that **gender inequality and discrimination contribute to the continuing imbalance in the division of labour between women and men and perpetuate stereotypical perceptions of men and women.** The Commission further recognizes that changes in demographics in ageing and youthful societies, and in the context of **HIV/AIDS, have increased the need for, and scope of, care.** (Paragraph 9)

The Commission reaffirms the commitment to the **equal participation of women and men in public and political life** as a key element in women's and men's equal participation in caregiving. (Paragraph 13)

The Commission urges Governments, including local authorities, to take the following actions, as appropriate, with the relevant entities of the United Nations system, international and regional organizations, within their respective mandates, as well as civil society, the private sector, employer organizations, trade unions, media and other relevant actors:

Consider, as a matter of priority, the ratification and implementation of the **Workers with Family Responsibilities Convention, 1981 (Convention No. 156)** of the International Labour



Organization, and the implementation of its corresponding Recommendation (No. 165), which provide a framework for reconciling work and family responsibilities. (Paragraph 15(c))

Adopt, implement, evaluate and, where necessary, review gender-sensitive legislation and policies that promote balance between paid work and family responsibilities, reduce occupational and sectoral segregation, advance equal remuneration, and **ensure that workers with flexible arrangements are not discriminated against.** (Paragraph 15(t))

Promote **understanding between women and men** in order to strengthen women's access to resources and decision-making in policies and programmes to support caregiving, including in the context of HIV/ AIDS. Ensure that **men and boys, whose role is critical in achieving gender equality, are actively involved in policies and programmes that aim to improve the equal sharing of responsibilities with women and girls,** so as to foster changes in attitudes and behaviour patterns in order to promote and protect the human rights of women and the girl child. (Paragraph 15(i))

Ensure that women and men have **access to maternity, paternity, parental and/or other forms of leave, and consider providing incentives to men to avail themselves of such leave** for caregiving purposes, and take measures to **protect women and men against dismissal, and guarantee their right to resume the same or equivalent post after utilizing such leave.** (Paragraph 15(u))

Develop and improve sustainable and adequate **social protection and/or insurance schemes,** including pension and savings schemes, that meet basic minimum needs, and **recognize leave periods for caregiving in the calculation of respective benefits.** (Paragraph 15(w))

Strengthen the capacity of national statistical offices and, when necessary, measurement systems, to effectively collect comprehensive information on all categories of activities, including through time-use surveys, to inform policy development that facilitates the sharing of unpaid work between women and men. (Paragraph 15(vv))

Design, implement and promote family friendly policies (...) and campaigns to **sensitize public opinion** and other relevant actors on equal sharing of employment and family responsibilities between women and men. (Paragraph 15(o))

Promote greater understanding and recognition that caregiving is a **critical societal function** and should be equally shared between women and men within the family and households, and strengthen dialogue and coordination between all relevant stakeholders (Paragraph 15(p))

Develop and implement appropriate policies and **programmes to address stereotypical attitudes** and behaviours to promote the equal sharing of responsibilities between women and men across the life cycle. (Paragraph 15(oo))

Take measures to **increase the participation of men in caregiving both within households and in care professions,** such as information and awareness campaigns, education and training, school curriculum, peer programmes and government policies to promote men's participation and responsibilities as fathers and caregivers, and to **encourage men and boys to become agents of**



change in promoting the human rights of women and in challenging gender stereotypes, in particular as they relate to **men's roles in parenting and infant development**. (Paragraph 15(qq))

Address gender stereotypes in the context of equal sharing of responsibilities between women and men by **encouraging media to promote gender equality and the non-stereotypical portrayal of women and girls and men and boys** (Paragraph 15(rr))

Address gender stereotypes (.....) by carrying out and **publishing research on views, especially of men and boys, on gender equality and perceptions of gender roles**, as well as by assessing the impact of efforts undertaken in achieving gender equality. (Paragraph 15(rr))

Conduct research and collect sex- and age-disaggregated data and develop gender-sensitive indicators, as appropriate, to inform policymaking, conduct assessments in a coordinated manner, and measure progress in the sharing of responsibilities between women and men, including in the context of HIV/AIDS, and **identify the obstacles and stereotypes men may face in assuming increased caregiving responsibilities**. (Paragraph 15(uu))

CSW58 Agreed Conclusions 2014: Challenges and achievements in the implementation of the Millennium Development Goals for women and girls

The Commission urges Governments, at all levels, and as appropriate, with the relevant entities of the United Nations system, 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, the private sector, employer organizations, trade unions, media and other relevant actors, as applicable, to take the following actions:

Recognize that caregiving is a critical societal function and therefore emphasize the need **to value, reduce and redistribute unpaid care work** by prioritizing social protection policies, including accessible and affordable social services, including care services for children, persons with disabilities, older persons and persons living with HIV and AIDS, and all others in need of care; the development of infrastructure, including access to environmentally sound time- and energy-saving technologies; employment policies, including family-friendly policies with maternity and paternity leave and benefits; and the promotion of the equal sharing of responsibilities and chores between men and women in caregiving and domestic work to reduce the domestic work burden of women and girls and to change the attitudes that reinforce the division of labour based on gender (paragraph 42 (gg))

CSW60 Agreed Conclusions 2016: Women's Empowerment and the link to Sustainable Development

The Commission further recognizes that achievement of the 2030 Agenda requires the full integration of women into the formal economy, including through their effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life and through **changing the current gender-based division of labour** to ensure that **unpaid care and domestic work is equally shared and recognized, reduced and redistributed**. (Paragraph 11)

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:

Undertake all appropriate measures to **recognize, reduce and redistribute unpaid care work** by prioritizing social protection policies, including accessible and affordable quality social services, and care services for children, persons with disabilities, older persons, persons living with HIV and AIDS and all others in need of care, and promote the equal sharing of responsibilities between women and men. (Paragraph 23 (g))

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. (Paragraph 23(t))

Encourages States to recognize **shared work and parental responsibilities** between women and men in order to promote women's increased participation in public life, and take appropriate measures to achieve this, including measures to reconcile family, private and professional life. (Paragraph 23(ii))

CSW61 Agreed Conclusions 2017: Women's economic empowerment in the changing world of work

The Commission recognizes that **the sharing of family responsibilities creates an enabling family environment for women's economic empowerment in the changing world of work**, which contributes to development, that **women and men make a significant contribution to the welfare of their family**, and that, in particular, women's contribution to the home, including unpaid care and domestic work, which is still not adequately recognized, generates human and social capital that is essential for social and economic development (paragraph 16)

The Commission expresses concern about occupational segregation, including its vertical and horizontal dimensions, in all sectors. It recognizes that **expanding equal opportunities for women and men in the labour market and for decent work**, skills enhancement, participation and leadership in high-level positions for women can address the root causes of occupational segregation in working life and



empower women and men to enter professions in the public and private sectors that are dominated by the opposite sex (paragraph 18).

The Commission stresses the need **to recognize, reduce and redistribute the disproportionate share of unpaid care and domestic work** by promoting the equal sharing of responsibilities between women and men and by prioritizing, inter alia, social protection policies and infrastructure development (paragraph 30).

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:

Strengthening normative and legal frameworks

Strengthen laws and regulatory frameworks that promote the reconciliation and sharing of work and family responsibilities for women and men, including by designing, implementing and promoting family-responsive legislation, policies and services, such as **parental and other leave schemes**, increased flexibility in working arrangements, support for breastfeeding mothers, development of infrastructure and technology, and the provision of services, including affordable, accessible and quality childcare and care facilities for children and other dependents, and **promoting men's equitable responsibilities with respect to household work as fathers and caregivers**, which create an enabling environment for women's economic empowerment in the changing world of work (paragraph 40(i))

Strengthening education, training and skills development

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 remain in and return to school, providing them with access to health-care and social services and support, including childcare and breastfeeding facilities and crèches, and to education programmes with accessible locations, flexible schedules and distance education, including e-learning, and **bearing in mind the important role and responsibilities of, and challenges faced by, fathers, including young fathers**, in this regard (paragraph 40(n))

Implementing economic and social policies for women's economic empowerment

Recognize the **social significance of maternity, paternity, motherhood, fatherhood** and the role of parents in the upbringing of children, and promote **paid maternity, paternity or parental leave** and adequate social security benefits for both women and men, take appropriate steps to **ensure they are not discriminated against when availing themselves of such benefits and promote men's awareness and use of such opportunities**, as a means of enabling women to increase their participation in the labour market (paragraph 40(y))

Take all appropriate measures to **recognize, reduce and redistribute women's and girls' disproportionate share of unpaid care and domestic work** by promoting policies and initiatives supporting the reconciliation of work and family life and the **equal sharing of responsibilities**



between women and men, through flexibility in working arrangements without reductions in labour and social protections, through the provision of infrastructure, technology and public services, such as water and sanitation, renewable energy, transport and information and communications technology, as well as accessible, affordable and quality childcare and care facilities and by **challenging gender stereotypes and negative social norms and promoting men's participation and responsibilities as fathers and caregivers** (paragraph 40(z))

CSW62 Agreed Conclusions 2018: Challenges and opportunities in achieving gender equality and the empowerment of rural women and girls

The Commission recognizes the contribution of rural families to sustainable development and that the **sharing of family responsibilities creates an enabling family environment for the empowerment of all women and girls**, including those in rural areas and that **women and men make a significant contribution to the welfare of their families and communities**. (paragraph 27)

The Commission recognizes that rural women and girls undertake a disproportionate share of unpaid care and domestic work and that such uneven distribution of responsibilities is a significant constraint on women's and girls' completion of or progress in education and training, on women's entry and re-entry and advancement in the paid labour market and on their economic opportunities and entrepreneurial activities, and can result in gaps in social protection, pay and pensions. **It also recognizes that addressing attitudes and social norms by which women and girls are regarded as subordinate to men and boys at the household and community levels creates an enabling environment for the social and economic empowerment of all rural women and girls**. The Commission stresses the need to recognize and adopt measures to reduce and redistribute the disproportionate share of unpaid care and domestic work by promoting the equal sharing of responsibilities between women and men within the household and by prioritizing, inter alia, infrastructure development, social protection policies and accessible, affordable and quality social services, including care services, childcare, maternity, paternity or parental leave. (paragraph 29)

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, inter alia, women's organizations, including rural women's organizations, producer, agricultural and fisheries organizations, youth-led organizations, feminist groups, faith-based organizations, the private sector, national human rights institutions where they exist, and other relevant stakeholders, as applicable, to take the following actions:

Implement economic and social policies for the empowerment of all rural women and girls

Recognize, reduce and redistribute rural women and girls disproportionate share of unpaid care and domestic work, as well as contributions to on-farm and off-farm production, by promoting policies and initiatives supporting the reconciliation of work and family life and the equal sharing of responsibilities between women and men, through flexibility in working arrangements without reductions in labour and social protections, and through the provision of infrastructure, technology and public services, such as water and sanitation, renewable energy, transport and information and communications technology, as well as accessible, affordable and quality childcare and care facilities and maternity, paternity or parental leave and by **challenging**



gender stereotypes and negative social norms and facilitating men's increased participation in unpaid care and domestic work and family responsibilities, including as fathers and caregivers.
(paragraph 46(gg))

CSW63 Agreed Conclusions 2019: Social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls

Make infrastructure work for women and girls

(hhh) Integrate a gender perspective into the planning and use of public spaces, the design and development of smart cities, communities and rural areas and intelligent mobility planning processes; and **promote the mobility and empowerment of women and girls**, including those with disabilities and those who are homeless, and promote inclusive societies, including through adequate housing, and in doing so ensure that public urban, rural and peripheral transport, including land and water transport systems and infrastructure, are sustainable, accessible, safe, affordable and gender-responsive, **that they take into account the different needs of women and men, girls and boys and are adapted to be used by persons with disabilities and older persons;**

23. The Commission recognizes that social protection systems, access to public services and sustainable infrastructure have not adequately addressed the needs of caregivers and care recipients. It further recognizes that women and girls often undertake a disproportionate share of unpaid care and domestic work, including caring for children, older persons, persons with disabilities and persons living with HIV and AIDS, which continues to be undervalued and underrecognized. Such uneven distribution of responsibilities between women and men is a significant constraint for women's completion of, or progress in, education and training, on entry and re-entry and advancement in the paid labour market and on their economic opportunities and entrepreneurial activities, and can result in gaps in social protection, pay and pensions. **It also recognizes that creating an enabling environment for the social and economic empowerment of all women and girls requires addressing attitudes and negative social norms by which women and girls are regarded as subordinate to men and boys at the household and community levels.**

The Commission stresses the need to recognize and adopt measures to **reduce and redistribute the disproportionate share of unpaid care and domestic work by promoting the equal sharing of responsibilities between women and men** within the household and by prioritizing, inter alia, sustainable infrastructure, nationally appropriate social protection policies and accessible, affordable and quality social services, including care services, child care, maternity, paternity or parental leave.

Strengthen normative, legal and policy frameworks

(n) **Fully engage men and boys as agents and beneficiaries of change, and as strategic partners and allies** in: promoting women's and girls' access to social protection systems, public



services and sustainable infrastructure; eliminating all forms of violence and discrimination against women and girls, in both public and private spheres, **by understanding and addressing the root causes of gender inequality, such as unequal power relations, gender stereotypes and practices that perpetuate discrimination against women and girls**; designing and implementing national policies and programmes that address the **roles and responsibilities of men and boys, including the equal sharing of responsibilities between women and men in care and domestic work**; ensuring the enforcement of child support laws; and transforming, with the aim of eliminating, negative social norms that condone violence against women and girls and attitudes by which women and girls are regarded as subordinate to men and boys;

4. Sexual and Reproductive Health and HIV/AIDS

The Beijing Platform for Action 1995

B. Education and Training of Women

The lack of sexual and reproductive health education has a profound impact on women and men. (Chapter IV.B, paragraph 74)

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

Actions to be taken by Governments, educational authorities and other educational and academic institutions:

Encourage, with the guidance and support of their parents and in cooperation with educational staff and institutions, the elaboration of educational programmes for girls and boys and the creation of **integrated services in order to raise awareness of their responsibilities and to help them to assume those responsibilities**, taking into account the importance of such education and services to personal development and self-esteem, as well as the urgent need to avoid unwanted pregnancy, the spread of sexually transmitted diseases, especially HIV/AIDS, and such phenomena as sexual violence and abuse. (Chapter IV.B, paragraph 83(l))

C. Women and Health

Young men are often not educated to respect women's self-determination and to share responsibility with women in matters of sexuality and reproduction. (Chapter IV.C, paragraph 93)

Shared responsibility between women and men in matters related to sexual and reproductive behaviour is also essential to improving women's health. (Chapter IV.C, paragraph 97)

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

Actions to be taken by Governments, in cooperation with non-governmental organizations, the mass media, the private sector and relevant international organizations, including United Nations bodies, as appropriate:



Reinforce laws, reform institutions and promote norms and practices that eliminate discrimination against women and encourage both women and men to take responsibility for their sexual and reproductive behaviour; ensure full respect for the integrity of the person, take action to ensure the conditions necessary for women to exercise their reproductive rights and eliminate coercive laws and practices. (Chapter IV.C, paragraph 107(d))

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

Actions to be taken by Governments, international bodies including relevant United Nations organizations, bilateral and multilateral donors and non-governmental organizations:

Facilitate promotion of programmes to educate and **enable men to assume their responsibilities to prevent HIV/AIDS** and other sexually transmitted diseases. (Chapter IV.C, paragraph 108(e))

Design specific programmes for men of all ages and male adolescents, recognizing the parental roles referred to in paragraph 107 (e) above, aimed at providing complete and accurate information on safe and responsible sexual and reproductive behaviour, including **voluntary, appropriate and effective male methods for the prevention of HIV/AIDS and other sexually transmitted diseases through, inter alia, abstinence and condom use.** (Chapter IV.C, paragraph 108(l))

CSW42 Agreed Conclusions 1998/IV: The Girl Child

C. Health needs of girls

Actions to be taken by Governments, civil society and the United Nations system, as appropriate:

Make widely available information and counselling to adolescent girls and boys, especially on human relationships, reproductive and sexual health, sexually transmitted diseases and adolescent pregnancy, that are confidential and easily accessible and emphasize the equal responsibility of girls and boys (Section C)

CSW43 Agreed Conclusions 1999/1: Women and Health

The CSW proposes, in order to accelerate the implementation of the strategic objectives of chapter IV.C of the Beijing Platform for Action, that the following actions be taken by Governments, the United Nations system and civil society, as appropriate:

Educate women and men, **particularly young people,** with a view to encouraging men to accept their responsibilities in matters related to sexuality, reproduction and child rearing and to promoting equal relationships between women and men (Paragraph 7, 2(e))

Educate, counsel and **encourage men and women infected with HIV/AIDS and sexually transmitted diseases to inform their partners to help protect them from infection,** and ensure that the spread of these diseases is curtailed(Paragraph 7, 3(f))

CSW45 Agreed Conclusions 2001/5A: Women, the girl child and human immunodeficiency virus/acquired immunodeficiency syndrome



In order to accelerate the implementation of the strategic objectives of the conferences and documents mentioned in paragraph 4 above, especially of those objectives related to women, the girl child and HIV/AIDS, the Commission recommends that the following actions be taken by Governments, the United Nations system and civil society, as appropriate:

2. Prevention

Promote gender equality in relationships, and provide information and resources to **promote informed, responsible and safe sexual behaviour and practices**, mutual respect and gender equality in sexual relationships (Paragraph 10, 2(g))

Request the Joint United Nations Programme on HIV/AIDS and its co-sponsors to continue in their efforts aimed at providing complete and accurate sexual and reproductive health education for young people, within a cultural and gender-sensitive framework, while, inter alia, encouraging them to delay sexual initiation, or/and to use condoms and, in this context, urge that **greater attention be given to the education of men and boys about their roles and their responsibilities in preventing the transmission of sexually transmitted diseases, including HIV/AIDS**, to their partners (Paragraph 10,2(f))

Encourage active involvement of men and boys through, inter alia, youth-led and youth-specific HIV education projects and peer-based programmes, in challenging gender stereotypes and attitudes as well as gender inequalities in relation to HIV and AIDS, as well as their full participation in prevention, impact alleviation and care, and design and implement programmes to encourage and enable men to adopt safe and responsible sexual and reproductive behaviour and to use effectively methods to prevent unwanted pregnancies and sexually transmitted infections, including HIV/AIDS. (Paragraph 10,2(i))

Strive to ensure that **schools at all levels, other education institutions and non-formal systems of education play a leading role in preventing HIV infection**, preventing and combating stigmatization and discrimination through the provision of an environment free of all forms of violence that promotes compassion and tolerance, and provide gender-sensitive education, including on responsible sexual behaviour, and practices, life skills and behaviour change. (Paragraph 10, 2(m))

Work together with civil society, **including traditional, community and religious leaders to identify the customary and traditional practices that adversely influence gender relations**, and to eliminate those practices that increase the vulnerability of women and girls to HIV/AIDS. (Paragraph 10, 2(n))

CSW48 Agreed Conclusions 2004/11: The role of men and boys in achieving gender equality

The Commission urges Governments and, as appropriate, the relevant funds, programmes, and organizations and the specialized agencies of the United Nations system, the international financial institutions, civil society, including the private sector and non-governmental organizations, and other stakeholders to take the following actions:

Encourage the **active involvement of men and boys**, through education projects and peer-based programmes, **in eliminating gender stereotypes as well as gender inequality, in particular in**



relation to sexually transmitted infections, including HIV/ AIDS, as well as their full participation in prevention, advocacy, care, treatment, support and impact evaluation programmes. (Paragraph 6(o))

Ensure men's access to and utilization of reproductive and sexual health services and programmes, including HIV/AIDS-related programmes and services, and **encourage men to participate** with women in programmes designed to prevent and treat all forms of HIV/AIDS transmission and other sexually transmitted infections. (Paragraph 6(p))

Design and implement **programmes to encourage and enable men to adopt safe and responsible sexual and reproductive behaviour** and to use effectively methods to prevent unwanted pregnancies and sexually transmitted infections, including HIV/AIDS. (Paragraph 6(q))

CSW51 Agreed Conclusions 2007: Elimination of all forms of discrimination and violence against the girl child

The Commission, taking into account the primary responsibility of Governments in the fight against all forms of discrimination, exploitation and violence against the girl child, urges Governments and/or the relevant funds and programmes, organs and specialized agencies of the United Nations system, within their respective mandates, and invites the international financial institutions and all relevant actors of civil society, including nongovernmental organizations and the private sector, to:

Educate men and boys to accept their role and responsibility in the spreading of HIV/AIDS and in matters related to sexuality, reproduction and child-rearing and to promote equality between women and men, girls and boys. (paragraph 14.4(c))

CSW53 Agreed Conclusions 2009: The equal sharing of responsibilities between women and men, including caregiving in the context of HIV/AIDS

The Commission urges Governments, including local authorities, to take the following actions, as appropriate, with the relevant entities of the United Nations system, international and regional organizations, within their respective mandates, as well as civil society, the private sector, employer organizations, trade unions, media and other relevant actors:

Emphasize the importance of HIV prevention as a long-term strategy to reduce the number of new HIV infections and, consequently, to reduce the burden of caregiving responsibilities on both women and men through universal access to comprehensive prevention, treatment, care and support programmes, including sexual and reproductive health and services, and to increase access to voluntary and confidential counselling and HIV testing, investments in HIV/AIDS and **sex education and awareness, based on full and accurate information in a manner consistent with the evolving capacities of the child**, with appropriate direction and guidance, research and development of, and access to, new, safe, quality and affordable HIV/ AIDS prevention products, diagnostics, medicines and treatment commodities, including female-controlled methods, and new preventive technologies and microbicides and AIDS vaccines. (Paragraph 15(II))

Design and implement programmes, including awareness-raising programmes, to promote the active involvement of men and boys in eliminating gender stereotypes as well as gender inequality and gender-based violence and abuse, and educate men, including young men, to understand



their role and responsibility in the spread of HIV/AIDS and in matters related to their sexuality, reproduction, child-rearing and the promotion of equality between women and men and girls and boys, and enable women and men to **adopt safe and responsible, non-coercive sexual and reproductive behaviour**, including increased access to an appropriate and comprehensive package of prevention programmes and support, to prevent the transmission of HIV and other sexually transmitted infections, including through increased access to education, including in the areas of sexual and reproductive health, for young people, and **encourage the full participation of men and boys in caregiving, prevention, treatment, support and impact evaluation programmes.** (Paragraph 15(nn))

CSW58 Agreed Conclusions 2014: Challenges and achievements in the implementation of the Millennium Development Goals for women and girls

The Commission urges Governments, at all levels, and as appropriate, with the relevant entities of the United Nations system, 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, the private sector, employer organizations, trade unions, media and other relevant actors, as applicable, to take the following actions:

A. Realizing women's and girls' full enjoyment of all human rights

Develop and implement educational programmes and teaching materials, including **comprehensive evidence-based education for human sexuality, based on full and accurate information, for all adolescents and youth, in a manner consistent with their evolving capacities**, with the appropriate direction and guidance from parents and legal guardians, with the involvement of children, adolescents, youth and communities and in coordination with women's, youth and specialized non-governmental organizations, in order to modify the social and cultural patterns of conduct of men and women of all ages, to eliminate prejudices and to promote and build informed decision-making, communication and risk reduction skills for the **development of respectful relationships and based on gender equality and human rights**, as well as teacher education and training programmes for both formal and non-formal education (Paragraph 42, (x))

CSW52 Agreed Conclusions 2018: Challenges and opportunities in achieving gender equality and the empowerment of rural women and girls

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, inter alia, women's organizations, including rural women's organizations, producer, agricultural and fisheries organizations, youth-led organizations, feminist groups, faith-based organizations, the private sector, national human rights institutions where they exist, and other relevant stakeholders, as applicable, to take the following actions:

Implement economic and social policies for the empowerment of all rural women and girls

Develop policies and programmes with the support, where appropriate, of international organizations, civil society and non-governmental organizations, giving priority to formal, informal



and non-formal education programmes, including scientifically accurate and age-appropriate comprehensive education, relevant to cultural contexts, that provides adolescent girls and boys and young women and men in and out of school, consistent with their evolving capacities, and with appropriate direction and guidance from parents and legal guardians, with the best interests of the child as their basic concern, **information on sexual and reproductive health and HIV prevention, gender equality and women’s empowerment, human rights, physical, psychological and pubertal development and power in relationships between women and men, to enable them to build self-esteem and informed decision-making, communication and risk reduction skills and to develop respectful relationships**, in full partnership with young persons, parents, legal guardians, caregivers, educators and health-care providers, in order to, inter alia, enable them to protect themselves from HIV infection and other risks. (paragraph 46(oo))

CSW63 Agreed Conclusions 2019: Social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls

Strengthen normative, legal and policy frameworks

(zz) Develop policies and programmes with the support, where appropriate, of international organizations, civil society and non-governmental organizations, giving priority to formal, informal and non-formal education programmes, **including scientifically accurate and age-appropriate comprehensive education that is relevant to cultural contexts, that provides adolescent girls and boys and young women and men in and out of school**, consistent with their evolving capacities, and with appropriate direction and guidance from parents and legal guardians, with the best interests of the child as their basic concern, information on sexual and reproductive health and HIV prevention, gender equality and women’s empowerment, human rights, physical, psychological and pubertal development **and power in relationships between women and men**, to enable them to build self-esteem and foster informed decision-making, communication and risk-reduction skills and to develop respectful relationships, in full partnership with young persons, parents, legal guardians, caregivers, educators and health-care providers, in order to, inter alia, enable them to protect themselves from HIV infection and other risks;

5. Education and Changing Attitudes

The Beijing Platform for Action 1995

B. Education and training of women

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



Curricula and teaching materials remain gender-biased to a large degree, and are rarely sensitive to the specific needs of girls and women. **This reinforces traditional female and male roles** that deny women opportunities for full and equal partnership in society. Lack of gender awareness by educators at all levels strengthens existing inequities between males and females by reinforcing discriminatory tendencies and undermining girls' self-esteem. **The lack of sexual and reproductive health education has a profound impact on women and men.** (Chapter IV.B, paragraph 74)

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

Actions to be taken by Governments, educational authorities and other educational and academic institutions:

Elaborate recommendations **and develop curricula, textbooks and teaching aids free of genderbased stereotypes** for all levels of education, including teacher training, in association with all concerned - publishers, teachers, public authorities and parents' associations. (Chapter IV.B, paragraph 83(a))

Develop training programmes and materials for teachers and educators that raise awareness about the status, role and contribution of women and men in the family, as defined in paragraph 29 above, and society; in this context, **promote equality, cooperation, mutual respect and shared responsibilities between girls and boys from preschool level onward** and develop, in particular, educational modules to ensure that **boys have the skills necessary to take care of their own domestic needs and to share responsibility for their household and for the care of dependants.** (Chapter IV.B, paragraph 83(b))

Develop appropriate education and information programmes with due respect for multilingualism, particularly in conjunction with the mass media, that **make the public, particularly parents, aware of the importance of non-discriminatory education for children and the equal sharing of family responsibilities by girls and boys.** (Chapter IV.B, paragraph 83(i))

Encourage, with the guidance and support of their parents and in cooperation with educational staff and institutions, the elaboration of educational programmes for girls and boys and the creation of **integrated services in order to raise awareness of their responsibilities and to help them to assume those responsibilities,** taking into account the importance of such education and services to personal development and self-esteem, as well as the urgent need to avoid unwanted pregnancy, the spread of sexually transmitted diseases, especially HIV/AIDS, and such phenomena as sexual violence and abuse. (Chapter IV.B, paragraph 83(l))

C. Women and health

Young men are often not educated to respect women's self-determination and to share responsibility with women in matters of sexuality and reproduction. (Chapter IV.C, paragraph 93)

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



Actions to be taken by Governments, in cooperation with non-governmental organizations, the mass media, the private sector and relevant international organizations, including United Nations bodies, as appropriate:

Give priority to both formal and informal educational programmes that support and enable women to develop self-esteem, acquire knowledge, make decisions on and take responsibility for their own health, achieve mutual respect in matters concerning sexuality and fertility and **educate men regarding the importance of women's health and well-being**, placing special focus on programmes for both men and women that emphasize the elimination of harmful attitudes and practices, including female genital mutilation, son preference (which results in female infanticide and prenatal sex selection), early marriage, including child marriage, violence against women, sexual exploitation, sexual abuse, which at times is conducive to infection with HIV/ AIDS and other sexually transmitted diseases, drug abuse, discrimination against girls and women in food allocation and other harmful attitudes and practices related to the life, health and well-being of women, and recognizing that some of these practices can be violations of human rights and ethical medical principles. (Chapter IV.C, paragraph 107(a))

D. Violence against women

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

Actions to be taken by Governments:

Adopt all appropriate measures, especially in the field of education, to **modify the social and cultural patterns of conduct of men and women, and to eliminate prejudices, customary practices and all other practices based on the idea of the inferiority or superiority of either of the sexes and on stereotyped roles for men and women**. (Chapter IV.D, paragraph 124(k))

F. Women and the economy

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

Actions to be taken By Governments:

Develop policies, inter alia, in education to **change attitudes that reinforce the division of labour based on gender in order to promote the concept of shared family responsibility** for work in the home, particularly in relation to children and elder care (Chapter IV.F, paragraph 179.d)

Design and provide educational programmes through **innovative media campaigns and school and community education programmes** to raise awareness on gender equality and non-stereotyped gender roles of women and men within the family. (Chapter IV.F, paragraph 180.b)

I. Human rights of women

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

Actions to be taken by Governments:



Develop a comprehensive human rights education programme to raise awareness among women of their human rights and **raise awareness among others of the human rights of women**. (Chapter IV.I, paragraph 230(i))

L. The Girl Child

Gender-biased educational processes, including curricula, educational materials and practices, teachers' attitudes and classroom interaction, reinforce existing gender inequalities. (Chapter IV.L, paragraph 261)

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

Strategic objective L.3. Promote and protect the rights of the girl child and increase awareness of her needs and potential

Actions to be taken by Governments and international and non-governmental organizations:

Educate women, men, girls and boys to promote girls' status and encourage them to work towards **mutual respect and equal partnership between girls and boys**. (Chapter IV.L, paragraph 278 (c))

CSW40, Agreed Conclusions 1996/3: Child and dependant care, including sharing of work and family responsibilities

C. Changing attitudes and stereotypes

It is important to **change attitudes** towards the status of unremunerated work and the relative role of women and men in the family, the community, the workplace and society at large. **Measures taken to this end must be aimed as much at women as at men, and at the different generations, with particular attention to adolescents**. (Paragraph 7)

CSW41 Agreed Conclusions 1997/4: The Education and Training of Women

The development of gender-sensitive teaching materials, classroom practices and curricula and of awareness-raising and regular gender training for teachers is a prerequisite for breaking down gender stereotypes and developing non-discriminatory education and training aimed at the physical and intellectual development of girls and boys. **Teacher training is an essential component in the transmittal of gender-sensitive programmes for eliminating the differential behavioural expectations of girls and boys that reinforce the division of labour by gender**. Techniques for improving teachers' capabilities to deliver gender-sensitive instruction need to be researched and widely disseminated in order to support the development of multicultural, gender sensitive curricula in all areas of instruction. (Paragraph 14)

CSW42 Agreed Conclusions 1998/12: Violence against Women

F. Change attitudes



Actions to be taken by Governments and civil society, including non governmental organizations:

Support programmes of **peer mediation and conflict resolution for schoolchildren** and special training for teachers to equip them to encourage cooperation and respect for diversity and gender. (Section F)

Work to create violence-free societies by implementing **participatory educational programmes on human rights, conflict resolution and gender equality**, for women and men of all ages, beginning with girls and boys. (Section F)

CSW43 Agreed Conclusions 1999/1: Women and Health

The CSW proposes, in order to accelerate the implementation of the strategic objectives of chapter IV.C of the Beijing Platform for Action, that the following actions be taken by Governments, the United Nations system and civil society, as appropriate:

Educate women and men, **particularly young people**, with a view to encouraging men to accept their responsibilities in matters related to sexuality, reproduction and child rearing and to promoting equal relationships between women and men (Paragraph 7, 2(e))

CSW45 Agreed Conclusions 2001/5A: Women, the girl child and human immunodeficiency virus/acquired immunodeficiency syndrome

In order to accelerate the implementation of the strategic objectives of the conferences and documents mentioned in paragraph 4 above, especially of those objectives related to women, the girl child and HIV/AIDS, the Commission recommends that the following actions be taken by Governments, the United Nations system and civil society, as appropriate:

2.Prevention

Strive to ensure that **schools at all levels, other education institutions and non-formal systems of education play a leading role in preventing HIV infection**, preventing and combating stigmatization and discrimination through the provision of an environment free of all forms of violence that promotes compassion and tolerance, and provide gender-sensitive education, including on responsible sexual behaviour, and practices, life skills and behaviour change. (Section 2(m))

CSW45 Agreed Conclusions 2001/5B. Gender and all forms of discrimination, in particular racism, racial discrimination, xenophobia and related intolerance

8. The Commission recommends that the following actions be taken:

1. An integrated, holistic approach to address multiple forms of discrimination against women and girls, in particular racism, racial discrimination, xenophobia and related intolerance

Acknowledge the need to address the issues of **racism, racial discrimination, xenophobia and related intolerance** as and where they affect young women and men, boys and girls and recognize the role they play in the fight against racism, racial discrimination, xenophobia and related intolerance, including particular forms of racism experienced by young women and girls, and



support the fundamental role played by youth non-governmental organizations in educating young people and children to build a society based on respect and solidarity. (Paragraph 8.1(a))

3. Change attitudes and eliminate stereotypes and prejudice

Develop gender sensitive education and training programmes aimed at eliminating discriminatory attitudes towards women and girls, and adopt measures to address the intersection between racist and gender-based stereotypes. (Paragraph 8.3(a))

Develop strategies to **increase awareness among men and boys with respect to their shared responsibility in promoting gender equality and combating all forms of discrimination**, in particular racism, racial discrimination, xenophobia and related intolerance as well as multiple discrimination. (Paragraph 8.3(e))

CSW48 Agreed Conclusions 2004/11: The role of men and boys in achieving gender equality

The Commission urges Governments and, as appropriate, the relevant funds, programmes, and organizations and the specialized agencies of the United Nations system, the international financial institutions, civil society, including the private sector and non-governmental organizations, and other stakeholders to take the following actions:

Encourage the design and implementation of programmes at all levels to accelerate a **sociocultural change towards gender equality, especially through the upbringing and educational process**, and by **changing harmful traditional perceptions of and attitudes regarding male and female roles** in order to achieve the full and equal participation of women and men in society. (Paragraph 6(f))

Develop and implement programmes for **preschools, schools, community centres, youth organizations, sport clubs and centres and other groups dealing with children and youth**, including training for teachers, social workers and other professionals who deal with children, in order to **foster positive attitudes and behaviours on gender equality**. (Paragraph 6(g))

Promote critical reviews of school curricula, textbooks and other information education and communication materials at all levels in order to recommend ways to strengthen the promotion of gender equality that involves the engagement of boys as well as girls. (Paragraph 6(h))

Develop and implement strategies to educate boys and girls and men and women about **tolerance, mutual respect for all individuals and the promotion of all human rights**. (Paragraph 6(i))

Identify and fully utilize all contexts in which a large number of men can be reached, particularly in male-dominated institutions, industries and associations, in order to sensitize men on their roles and responsibilities in the promotion of gender equality and the full enjoyment of all human rights by women, including in relation to HIV/AIDS and violence against women. (Paragraph 6(v))

CSW51 Agreed Conclusions 2007: Elimination of all forms of discrimination and violence against the girl child

Gender stereotypes



The Commission, taking into account the primary responsibility of Governments in the fight against all forms of discrimination, exploitation and violence against the girl child, urges Governments and/or the relevant funds and programmes, organs and specialized agencies of the United Nations system, within their respective mandates, and invites the international financial institutions and all relevant actors of civil society, including nongovernmental organizations and the private sector, to:

Recognize that **eliminating stereotypes calls for a deep societal** change that needs to be supported through the development of strategies to eliminate gender stereotypes in all spheres of life, and foster the positive portrayal of women and girls at all levels, including as leaders and decision makers, including through developing and implementing appropriate legislation, policies and programmes, as well as awareness campaigns, to address stereotypical attitudes and behaviours that contribute to discrimination and violence against girls. (Paragraph 14.3(a))

Target and work with men and boys, as well as women and girls and other actors, such as parents, **teachers, religious and traditional leaders and educational and media institutions**, to address stereotypical attitudes and behaviours, and encourage decision makers at all levels with responsibilities for policies, legislation, programmes and allocation of public resources to play leadership roles in the elimination of all forms of discrimination and violence against girls and in the promotion of girls empowerment. (Paragraph 14.3(b))

Ensure that men and women, and boys and girls are educated on girls' rights and their responsibility to respect the rights of others, inter alia, by integrating girls' rights into appropriate curricula at all levels, including in schools and the vocational training of health workers, teachers, law enforcement personnel, military personnel, social workers, the judiciary, community leaders, the media and others and **encourage men and boys to speak out strongly against all forms of discrimination and violence against women and girls and not to protect perpetrators or condone their violence**. (Paragraph 14.3(c))

Encourage the **active participation of boys, from an early age**, in the elimination of discrimination and violence against girls, including through the promotion of gender-sensitive socialization processes, targeted programmes and **creation of spaces and environments where boys and girls can be guided in challenging gender stereotypes and negative attitudes towards girls**. (Paragraph 14.3(f))

CSW58 Agreed Conclusions 2014: Challenges and achievements in the implementation of the Millennium Development Goals for women and girls

The Commission urges Governments, at all levels, and as appropriate, with the relevant entities of the United Nations system, 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, the private sector, employer organizations, trade unions, media and other relevant actors, as applicable, to take the following actions:

A. Realizing women's and girls' full enjoyment of all human rights



Implement concrete and long-term measures to transform discriminatory social norms and gender stereotypes, including those that limit women's roles to being mothers and caregivers (Paragraph 42(a))

Fully engage men and boys, including community leaders, as strategic partners and allies in the elimination of all forms of discrimination and violence against women and girls both in the family and in society, design and implement national policies that aim to transform those social norms that condone violence against women and girls, and work to counteract attitudes 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. (Paragraph 42(e))

Develop and implement educational programmes and teaching materials, including **comprehensive evidence-based education for human sexuality, based on full and accurate information, for all adolescents and youth**, in a manner consistent with their evolving capacities, with the appropriate direction and guidance from parents and legal guardians, with the involvement of children, adolescents, youth and communities and in coordination with women's, youth and specialized non-governmental organizations, in order to **modify the social and cultural patterns of conduct of men and women of all ages, to eliminate prejudices and to promote and build informed decision-making, communication and risk reduction skills for the development of respectful relationships** and based on gender equality and human rights, as well as teacher education and training programmes for both formal and non-formal education. (Paragraph 42(x))

CSW60 Agreed Conclusions 2016: Women's Empowerment and the link to Sustainable Development

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:

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. (Paragraph 23(t))

CSW52 Agreed Conclusions 2018: Challenges and opportunities in achieving gender equality and the empowerment of rural women and girls

The Commission recognizes that, despite gains in providing access to education, rural girls are still more likely than rural boys, and urban girls and boys, to remain excluded from education, and recognizes also that among gender-specific barriers to girls' equal enjoyment of their right to education are the feminization of poverty, child labour that girls undertake, child, early and forced marriage, female genital mutilation, early and repeat pregnancies, all forms of gender-based violence in and outside of school, including sexual violence and harassment on the way to and from and at school, the lack of safe and adequate sanitation facilities, the disproportionate share of unpaid care and domestic work, and **gender stereotypes and negative social norms that lead families and communities to place less value on the education of girls than boys**. (paragraph 21)

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, inter alia, women's organizations, including rural women's organizations, producer, agricultural and fisheries organizations, youth-led organizations, feminist groups, faith-based organizations, the private sector, national human rights institutions where they exist, and other relevant stakeholders, as applicable, to take the following actions:

Implement economic and social policies for the empowerment of all rural women and girls

Eliminate gender disparities and commit to scale up financing and investments in public education systems to fulfill the right to education for women and girls in rural areas by **addressing gender-based discrimination, negative social norms and gender stereotypes in education systems, including in curricula, textbooks and teaching methodologies; combat gender norms that devalue girls' education and prevent women and girls from accessing education**; provide inclusive, safe, non-violent and accessible schools with gender- and disability-sensitive infrastructure, including lighting, and safe, accessible and affordable transportation to school; maintain separate and adequate sanitation facilities; train, recruit and retain qualified teachers in rural areas, especially women teachers where they are underrepresented; support rural women and girls with disabilities at all levels of education and training; ensure that rural women and girls have equal access to career development, training, scholarships and fellowships, and promote an effective transition from education or unemployment to decent work and active participation in public life. (paragraph 46(kk))

Intensify efforts to prevent and eliminate violence and sexual harassment against girls at, and on the way to, school, including, inter alia, by implementing effective violence prevention and response activities in schools and communities, engaging men and boys, **educating children from a young age regarding the importance of treating all people with dignity and respect**,



designing educational programmes and teaching materials that support gender equality, respectful relationships and nonviolent behaviour. (paragraph 46(kk))

CSW63 Agreed Conclusions 2019: Social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls

Strengthen normative, legal and policy frameworks

(n) **Fully engage men and boys as agents and beneficiaries of change, and as strategic partners and allies** in: promoting women's and girls' access to social protection systems, public services and sustainable infrastructure; eliminating all forms of violence and discrimination against women and girls, in both public and private spheres, **by understanding and addressing the root causes of gender inequality, such as unequal power relations, gender stereotypes and practices that perpetuate discrimination against women and girls**; designing and implementing national policies and programmes that address the **roles and responsibilities of men and boys, including the equal sharing of responsibilities between women and men in care and domestic work; ensuring the enforcement of child support laws; and transforming, with the aim of eliminating, negative social norms that condone violence against women and girls and attitudes by which women and girls are regarded as subordinate to men and boys**;

(aa) Eliminate occupational segregation by **addressing structural barriers, gender stereotypes and negative social norms, promoting women's equal access to and participation in labour markets and in education and training**, supporting women so as to diversify their educational and occupational choices in emerging fields and growing economic sectors, such as science, technology, engineering and mathematics and information and communications technology, and recognizing the value of sectors that have large numbers of women workers

(zz) Develop policies and programmes with the support, where appropriate, of international organizations, civil society and non-governmental organizations, giving priority to formal, informal and non-formal education programmes, **including scientifically accurate and age-appropriate comprehensive education that is relevant to cultural contexts, that provides adolescent girls and boys and young women and men in and out of school**, consistent with their evolving capacities, and with appropriate direction and guidance from parents and legal guardians, with the best interests of the child as their basic concern, information on sexual and reproductive health and HIV prevention, gender equality and women's empowerment, human rights, physical, psychological and pubertal development **and power in relationships between women and men**, to enable them to build self-esteem and foster informed decision-making, communication and risk-reduction skills and to develop respectful relationships, in full partnership with young persons, parents, legal guardians, caregivers, educators and health-care providers, in order to, inter alia, enable them to protect themselves from HIV infection and other risks;

23. The Commission recognizes that social protection systems, access to public services and sustainable infrastructure have not adequately addressed the needs of caregivers and care recipients. It further recognizes that women and girls often undertake a disproportionate share of unpaid care and domestic work, including caring for children, older persons, persons with disabilities and persons living



with HIV and AIDS, which continues to be undervalued and underrecognized. Such uneven distribution of responsibilities between women and men is a significant constraint for women's completion of, or progress in, education and training, on entry and re-entry and advancement in the paid labour market and on their economic opportunities and entrepreneurial activities, and can result in gaps in social protection, pay and pensions. **It also recognizes that creating an enabling environment for the social and economic empowerment of all women and girls requires addressing attitudes and negative social norms by which women and girls are regarded as subordinate to men and boys at the household and community levels.**

6. The Media

The Beijing Platform for Action 1995

B. Education and training of women

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

Actions to be taken by Governments, educational authorities and other educational and academic institutions:

Develop appropriate education and information programmes with due respect for multilingualism, particularly in conjunction with the mass media, that **make the public, particularly parents, aware of the importance of non-discriminatory education for children and the equal sharing of family responsibilities by girls and boys.** (Chapter IV.B, paragraph 83(i))

D. Violence against women

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

Actions to be taken

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

Raise awareness of the **responsibility of the media in promoting non-stereotyped images of women and men, as well as in eliminating patterns of media presentation that generate violence,** and encourage those responsible for media content to establish professional guidelines and codes of conduct; also raise awareness of the important **role of the media in informing and educating people about the causes and effects of violence against women and in stimulating public debate on the topic.** (Chapter IV.D, paragraph 125(j))

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



Actions to be taken by Governments, regional organizations, the United Nations, other international organizations, research institutions, women's and youth organizations and non-governmental organizations, as appropriate:

Encourage the media **to examine the impact of gender role stereotypes, including those perpetuated by commercial advertisements** which foster gender-based violence and inequalities, and how they are transmitted during the life cycle, and take measures to eliminate these negative images with a view to promoting a violence-free society. (Chapter IV.D, paragraph 129(d))

J. Women and the media

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

Actions to be taken by the media, non-governmental organizations and the private sector, in collaboration, as appropriate, with national machinery for the advancement of women:

Promote the equal sharing of family responsibilities through media campaigns that emphasize gender equality and non-stereotyped gender roles of women and men within the family and that disseminate information aimed at eliminating spousal and child abuse and all forms of violence against women, including domestic violence. (Chapter IV.J, paragraph 245(a))

CSW40 Agreed Conclusions 1996/2: Women and the Media

B. Self-regulation, voluntary guidelines and responsiveness to civil society

The Platform for Action states that **self-regulatory mechanisms by the media should be encouraged** and, consistent with freedom of expression, should include the development of professional guidelines and codes of conduct and other forms of self-regulation so as to **eliminate gender-biased programming and to promote the presentation of non-stereotypical images of women and balanced and diverse portrayals of women and men.** (Paragraph 4)

With regard to the presentation of violence in the media, initiatives by Governments and other relevant actors, as appropriate, should be taken to raise awareness of the role of the media in promoting non-stereotyped images of women and men and in eliminating patterns of media presentation that generate violence; to encourage those responsible for media content to establish voluntary professional guidelines and codes of conduct; and to raise awareness also of the **important role of the media in informing and educating people about the causes and effects of violence against women.** (Paragraph 6)

CSW42 Agreed Conclusions 1998/1: Violence against Women

A. An integrated, holistic approach

Actions to be taken by Governments and the international community:

Encourage the media to take measures against the **projection of images of violence against women and children.** (Section A)

F. Change attitudes



Actions to be taken by Governments and civil society, including non-governmental organizations:

Encourage the promotion in media portrayals of positive images of women and of men, **presenting them as cooperative and full partners in the upbringing of their children.** (Section F)

CSW48 Agreed Conclusions 2004/11: The role of men and boys in achieving gender equality

The Commission urges Governments and, as appropriate, the relevant funds, programmes, and organizations and the specialized agencies of the United Nations system, the international financial institutions, civil society, including the private sector and non-governmental organizations, and other stakeholders to take the following actions:

Develop and utilize a variety of methods in public information campaigns on the role of men and boys in promoting gender equality, including through **approaches specifically targeting boys and young men.** (Paragraph 6(j))

Engage media, advertising and other related professionals, through the development of training and other programmes, on the importance of promoting gender equality, non-stereotypical portrayal of women and girls and men and boys and on **the harms caused by portraying women and girls in a demeaning or exploitative manner,** as well as on the enhanced participation of women and girls in the media. (Paragraph 6(k))

CSW51 Agreed Conclusions 2007: Elimination of all forms of discrimination and violence against the girl child

Gender stereotypes

The Commission, taking into account the primary responsibility of Governments in the fight against all forms of discrimination, exploitation and violence against the girl child, urges Governments and/or the relevant funds and programmes, organs and specialized agencies of the United Nations system, within their respective mandates, and invites the international financial institutions and all relevant actors of civil society, including nongovernmental organizations and the private sector, to:

Encourage cooperation and dialogue between Governments and all relevant actors so that media contents, including the portrayal of gender stereotypes, prejudices and violence, are reviewed, consistent with freedom of expression, and that the quality of programmes broadcast can be improved. (Paragraph 14.3(e))