

1. The Commission on the Status of Women reaffirms the Beijing Declaration and Platform for Action, the outcome documents of the twenty-third special session of the General Assembly and the declarations adopted by the Commission on the occasion of the tenth, fifteenth and twentieth anniversaries of the Fourth World Conference on Women. [no comments]

2.

The Commission reaffirms that the Convention on the Elimination of All Forms of Discrimination against Women and the Convention on the Rights of the Child, and the Optional Protocols thereto, as well as other relevant conventions and treaties, provide an international legal framework and a comprehensive set of measures for realizing gender equality and the empowerment of women and girls and the full and equal enjoyment of all human rights and fundamental freedoms by all women and girls throughout their life cycle. [verbatim para 2, CSW60]

3.

Facilitator proposal: The Commission recognizes the importance of relevant International Labour Organization (ILO) conventions, and notes related recommendations, for the realization of women's right to work and rights at work.

4.

The Commission reaffirms the commitments to gender equality and the empowerment of all women and girls made at relevant United Nations summits and conferences, including the International Conference on Population and Development and its Programme of Action and the key actions for its further implementation. [verbatim first part of para 4, CSW60]

4 bis.

The Commission reaffirms that the Beijing Declaration and Platform for Action and the outcome documents of its reviews, and the outcomes of of relevant major United Nations conferences and summits and the follow-up to those conferences and summits, have laid a solid foundation for sustainable development and that the full, effective and accelerated implementation of the Beijing Declaration and Platform for Action will make a crucial contribution to the implementation of the 2030 Agenda for Sustainable Development. [verbatim para 5, CSW60]

4ter.

Facilitator proposal. 11 merged with 12 and 15.

The Commission emphasizes the mutually reinforcing relationship between women's economic empowerment in the changing world of work and the full, effective and accelerated implementation of the Beijing Declaration and Platform for Action and the gender-responsive implementation of the 2030 Agenda for Sustainable Development. It reiterates that gender equality, women's empowerment and women's full and equal participation and leadership in the economy are vital to achieve sustainable development, enhance economic growth and productivity, end poverty in all its forms everywhere and ensure the wellbeing of all.

10 merged with 26

Facilitator proposal. The Commission acknowledges the important contribution of women and girls to economic and social development, prosperity and peaceful societies. It also acknowledges that the economic empowerment of women and girls is a critical factor in the eradication of poverty, leaving no one behind in the changing world of work.

5.

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

6.

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

7.

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

8.

9.

Assigned to small group on violence/ discrimination/ sexual harassment

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

10. Moved

11. Merged

12. Merged

National policy space

13. Assigned to small group, national policy space/ sovereignty

The Commission notes that the 2030 Agenda is of unprecedented scope and significance. It is accepted by all countries, is applicable to all and will be implemented within countries and at the regional and global levels. [The Commission also reaffirms that the SDGs and their targets will be implemented within countries and at the regional and global levels, taking into account different national realities, capacities and levels of development and respecting national policy space for sustained, inclusive and sustainable economic growth, in particular for developing States, while remaining consistent with relevant international rules and commitments. The Commission affirms that Governments have the primary responsibility for the follow-up to and review of the 2030 Agenda at the national, regional and global levels with regard to progress made.]

Men and boys

14.

Facilitator proposal. The Commission recognizes the importance of fully engaging men and boys as agents and beneficiaries of change for the achievement of gender equality and the empowerment of all women and girls. It stresses the role of men as allies in the realization of women's economic empowerment in the changing world of work.

15. Merged

16.

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

Violence against women

17.

Assigned to small group on violence/ discrimination/ sexual harassment

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

women impedes the social and economic development of communities and States, and imposes heavy direct and indirect costs on individuals in terms of psychological and physical impact as well as expenses for health care, legal sector, social welfare, and specialized services and lost economic output.]

Sexual harassment

18.

Assigned to small group on violence/ discrimination/ sexual harassment

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

Family work balance

19.

Assigned to small group on family/ work life balance

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

Family

20.

Assigned to small group on family/ work life balance

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

21.

Facilitator proposal. The Commission expresses its concern especially about the continuance of significant gender gaps in labour force participation and leadership, wages, income, pensions and

social protection and access to productive assets. It also expresses its concern about common barriers to women's economic empowerment, including discriminatory laws and policies, gender stereotypes and social norms. It is also concerned about unequal working conditions, limited opportunities for career advancement, violence and harassment against women in the work place, and women's disproportionate share of unpaid domestic and care work. It is further concerned about the growing high incidence of informality and non-standard forms of employment in many regions.

21 bis. (36 merged with 37)

The Commission expresses concern about occupational segregation in all sectors and women's over-representation in certain sectors such as health and social sectors. It recognizes that investments in these sectors could expand opportunities for decent work, skills enhancement, participation and leadership positions for women.

Feminization of poverty

22.

Facilitator proposal. The Commission expresses concern that the feminization of poverty persists, and emphasizes that the eradication of poverty in all its forms and dimensions, including extreme poverty, is an indispensable requirement for women's economic empowerment. The Commission acknowledges the mutually reinforcing links between the achievement of gender equality and the empowerment of all women and girls and the eradication of poverty, and the need to ensure an adequate standard of living for women and girls throughout the life cycle, including through social protection systems. (from para 8, CSW 60)

22 bis.

Facilitator proposal. The Commission also expresses concern over the growing disparity between the minimum wage earned and a living wage to provide women with decent and dignified living conditions for themselves and their families, and recognizes the important role of trade unions and social dialogue in addressing persistent economic inequalities.

Climate change

23.

The Commission reiterates its concern over the challenge climate change poses to the achievement of sustainable development and economic empowerment of women and that women and girls, who face inequality and discrimination, are often disproportionately affected by the impacts of climate change and other environmental issues, including, inter alia, desertification, land degradation, deforestation, dust storms, natural disasters, persistent drought, extreme weather events, sea level rise, coastal erosion and ocean acidification. Furthermore, the Commission recognizes, in line with the Paris Agreement adopted under the United Nations Framework Convention on Climate Change, that countries should, when taking action to address climate change, respect, promote, and consider gender equality and the empowerment of women and girls. (para 14, CSW 60)

Globalization

24.

Facilitator proposal. The Commission recognizes that globalization can be a positive force through broad and sustained efforts to create a shared future that is fully inclusive and equitable for all, including women and girls. It also recognizes that while globalization has created opportunities for women’s entry into paid labour, it has also reproduced gender inequalities by concentrating women workers at the bottom of the global value chain.

Multiple forms of discrimination

25.

Assigned to small group on violence/ discrimination/ sexual harassment

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

26. Merged

Education

27.

Facilitator proposal. The Commission reaffirms that the realization of the right to education contributes to the achievement of gender equality and the empowerment of all women and girls. It notes with concern the lack of progress in closing gender gaps in access to, retention in, and completion of secondary education and emphasizes the importance of lifelong learning opportunities. It recognizes that new technologies, which are changing the structure of labour markets provide new and different employment opportunities that require skills for women and girls ranging from basic digital literacy to advanced technical skills in science, technology, engineering and math (STEM) and information and communications technology (ICT).

Investment/external environment

28.

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

29.

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

30.

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

Access to resources

31.

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

32.

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

Accountability

33.

African Group to work on it

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

33.bis

Facilitator proposal

The Commission recognizes that care and domestic work continue to be undervalued and invisible because it is carried out by women and girls, many of whom are migrants and/or in vulnerable situations.

Unpaid care work/shared responsibility

34.

Assigned to small group on unpaid care work

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

35.

Assigned to small group on unpaid care work

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

Health work force

36. Merged/ Moved

37. Merged/ Moved

38. Deleted

Rural women

39.

Facilitator proposal. The Commission recognizes the important role and contribution of rural women and girls to poverty eradication and environmental sustainability, and to the achievement of food security and nutrition, especially in poor and vulnerable households. The Commission also recognizes the importance of the empowerment of rural women and their full, equal and effective participation at all levels of decision-making.

Indigenous women

40.

Facilitator Proposal. The Commission recognizes the important role and contribution of indigenous women and girls and their traditional knowledge and livelihoods in enhancing sustainable development, and that their social, economic, political, and cultural empowerment is critical to addressing disadvantage and poverty in their communities.

Women of African descent

41.

Submitted by Brazil

The Commission recalls the commitments undertaken by States to mainstream a gender perspective when designing and monitoring public policies regarding the economic empowerment of women of African descent, bearing in mind the International Decade for People of African Descent 2015-2024 and the adoption of the Programme of Activities for its implementation, taking into account the specific needs and realities of women and girls of African descent and also recognizing their important contribution to the development of societies.

Migrant women

42.

Facilitator Proposal. The Commission acknowledges the important contribution of migrant women and girls, in particular women migrant workers, to sustainable development in countries of origin, transit and destination. It also acknowledges the value and dignity of migrant women's labour, including the labour of domestic and care workers, and recognizes the need to address the specific needs of migrant women and girls in vulnerable situations.

43.

The Commission is concerned that many migrant women, particularly those who are employed in the informal economy and in less skilled work are especially vulnerable to abuse and exploitation, underlining in this regard the obligation of States to protect the human rights of migrants so as to prevent and address abuse and exploitation, observing with concern that many women migrant workers are unable to access employment that is commensurate with their abilities and education, and thus must take on lower-skilled jobs in which they may be more vulnerable because of poor pay and inadequate social protection.

Women with disabilities

44.

African Group to work on

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

45.

CSOs

46.

The Commission welcomes the major contributions made by civil society, including women's and community-based organizations, feminist groups, women human rights defenders and girls' and youth-led organizations, in placing the interests, needs and visions

of women and girls on local, national, regional and international agendas, and recognizes the importance of having an open, inclusive and transparent engagement with them. **(from para 21, CSW 60)**

47.

Assigned to small group on national policy space/ sovereignty

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

48. (13.) Two options

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

OR:

Para 23 CSW60

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

African Group working on education section

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

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

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

build women's and girls' leadership skills and influence, and adopt measures that promote, respect and guarantee the safety of women and girls in the school environment and that support women and girls with disabilities and indigenous women and girls at all levels of education and training;

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

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

c (p.2)

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

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

d.

Consider ratifying or acceding to, as a matter of particular priority, the Convention on the Elimination of All Forms of Discrimination against Women and the Convention on the Rights of the Child, and the Optional Protocols thereto, limit the extent of any reservations, formulate any such reservations as precisely and as narrowly as possible to ensure that no reservations are incompatible with the object and purpose of the Conventions, review their reservations regularly with a view to withdrawing them, withdraw reservations that are contrary to the object and purpose of the relevant Convention and implement the Conventions fully by, inter alia, putting in place effective national legislation and policies; (CSW60 23(a) verbatim)

e.

Facilitator proposal: Consider ratification of ILO conventions and implementation of recommendations and core labour standards relevant to the realization of women's right to work and rights at work;

f.

Assigned to small group national policy space/sovereignty

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

g.

Assigned to small group discussion on violence/discrimination/sexual harassment

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

h.

Facilitator proposal

Enact legislation and undertake reforms to realize the equal rights of women and men, and where applicable girls and boys, to access economic and productive resources, including access to, ownership of, and control over land, property and inheritance rights, natural resources, appropriate new technology and financial services, including microfinance, and ensure women's ability to negotiate contracts on their own behalf; (parts of CSW60 23 (e))

i.

Facilitator proposal

Take steps to eliminate occupational segregation by addressing structural barriers, discriminatory social norms and gender stereotypes, promoting women's equal participation in labour markets, education and training, recognizing the value of sectors that have large numbers of women workers, supporting women's and men's entry into professions in the public and private sectors that have been historically dominated by the opposite sex, encouraging women to diversify their occupational choices in emerging fields and growing economic sectors such as science, technology, engineering and mathematics (STEM) and information and communications technologies (ICT);

j.

Facilitator proposal

Take measures to eliminate the gender pay gap by enacting and/or strengthening and

enforcing laws and regulations that uphold the principle of equal pay for **equal work or work of equal value in the public and private sectors as set forth in** international labour standards, provide **effective means of redress and access to justice in cases of non-compliance, and monitor implementation of equal pay policies through social dialogue, collective bargaining, job evaluations, pay transparency, gender pay audits, and certification and review of pay practices, increased availability of data and analysis on the gender pay gap, and awareness raising about workers' rights;**

Violence against women

k.

Assigned to small group on violence/discrimination/sexual harassment

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

l.

Assigned to small group on violence/discrimination/sexual harassment

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

m.

Assigned to small group on violence/discrimination/sexual harassment

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

n.

Assigned to small group on violence/discrimination/sexual harassment

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

Reconciliation work/family

o.

Assigned to small group on family/ work life balance

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

p.

Assigned to small group on family/ work life balance

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

Implementing economic and social policies for women's economic empowerment

Macroeconomic/labour/social policies

q. and r.

Facilitator proposal

Adopt, implement, and monitor the impact of, gender-responsive macroeconomic, labour and social policies that promote inclusive growth, protect women's right to work and rights at work, promote women's full and productive employment and

decent work, prevent and mitigate the effects of economic recession, and ensure that tax systems do not impact negatively on women’s participation in the labour market;

Pink tax

s.

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

Public financial management

t.

Facilitator Proposal

Support and institutionalize a gender-responsive approach to public financial management, including gender-responsive budgeting and tracking across all sectors of public expenditure, to address gaps in resourcing for gender equality and the empowerment of women **and girls**, and ensure that all national and sectoral plans and policies for gender equality and the empowerment of women **and girls** are fully costed and adequately resourced to ensure their effective implementation; **(based on CSW 60 23 (aa))**

Paid care and domestic work

u.

Facilitator Proposal

Promote decent paid care and domestic work for women and men in the public and private sectors by providing for equal pay for equal work or work of equal value, social protection and safe working conditions, and facilitating the transition of informal care and domestic work to the formal economy;

Safe transport and infrastructure enabling women’s work

v.

Facilitator proposal

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

Funding for social protection and care infrastructure

w.

Facilitator proposal

Take steps to provide adequate and targeted funding and, where necessary, optimize fiscal expenditures for gender-responsive social protection and care infrastructure, such as equitable, quality, accessible and affordable early childhood education, child care, elder care, health care, care and social services for persons with disabilities and persons living with HIV and AIDS, which meet the needs of both caregivers and

those in need of care, and paid family leave;

Social protection floors

x.

Facilitator proposal

Work towards establishing or strengthening universal social protection systems, including floors, to ensure access to social protection for all, without discrimination, including workers that transition from the informal to the formal economy and the working poor, and progressively achieve higher levels of protection in line with international labour standards on social security;

Retirement and pensions

y.

Facilitator proposal

Promote legal, administrative and policy measures that ensure universal access for women to retirement and disability pensions, independent of their employment trajectories, reduce gender gaps in benefit levels, including by recognizing leave periods for caregiving in the calculation of benefits, and provide solutions for self-employed women through their inclusion in existing pension systems or support for special schemes;

Health

z.

Assigned to small group on health

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

aa.

Assigned to small group on health

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

bb.

Assigned to small group on health

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

Maternity/paternity/parental leave

cc.

Assigned to small group on family/work life balance

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

Unpaid care and domestic work

dd.

Assigned to small group on unpaid care and sharing of responsibilities

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

Measurement of unpaid care and domestic work

ee.

Assigned to small group on unpaid care and sharing of responsibilities

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

Women with disabilities

ff.

Facilitator proposal

Promote gender equality and empowerment of women and girls with disabilities and the realization of their human rights, and ensure that women with disabilities have access to decent work on an equal basis with others in the public and private sectors, that labour markets and work environments are open, inclusive and accessible to persons with disabilities, and take measures to increase employment of women with disabilities and eliminate discrimination on the basis of disability with regard to all matters concerning all forms of employment, including recruitment, retention, promotion, and safe and healthy working conditions, in consultation with organizations of women with disabilities, to ensure their full and effective participation and inclusion in society;

gg. merged

From education to work

hh.

Facilitator proposal

Prioritize the entry into and advancement in labour markets of young people, especially young women, through labour market policies and practices that aim to eliminate structural barriers and address social expectations young women face in the transition from school to work, provide access to technical and vocational skills training, entrepreneurship development, job-matching and career guidance, including towards high wage and high growth occupations, and support workforce reintegration of women returning from care-related career breaks and the entry and re-entry of older women into the labour market;

(Note: to be moved into education section)

ii. merged

Rural women

jj. merged

kk. merged

ll.

Facilitator proposal

Strengthen and support the contributions of rural women and women farmers to the agricultural sector, food security and nutrition and the economic well-being of their families, and to enhancing agricultural and rural development, including small scale farming, and ensure that they have equal access to agricultural technologies, through investments and transfer of technology on mutually agreed terms, and innovation in small-scale agricultural production and distribution, supported by integrated and multisectoral public policies that raise their productive capacity and incomes and strengthen their resilience, and address the existing gaps in and

barriers to trading their agricultural products in local, regional and international markets;

mm. (k.2)

Support remunerative non-agricultural employment for rural women, including informal employment, by taking measures to improve working conditions, increase access to productive resources, invest in relevant infrastructure, public services and time and labour saving technologies, promote rural women's paid employment in the formal economy and address the structural and underlying causes of the difficult conditions faced by rural women;

(i.5) Take steps to ensure that women's and girls' unpaid work and contributions to on-farm and off-farm production are recognized, and promote shared responsibility within the household with a view to reducing and equitably distributing the burden of such unpaid work;

(i.6) Recognize, resource and support programmes that advance gender equality and women's rights in all areas of economic activities, including fisheries and aquaculture, to address food and nutrition security, and meaningfully facilitate women's contributions to small-scale and artisan fisheries and aquaculture, commercial fisheries, and the use and care of oceans and seas;

Indigenous women

nn.

Submitted by Australia

Merge nn and oo

Take measures to realize the economic rights of indigenous women and girls, including by ensuring/promoting their full and effective participation in [relevant] decision-making processes at all levels and in all areas *[or could list this out as provided in the previous nn: in the planning, design and implementation of [relevant] legislation, policies and programmes]* and by eliminating barriers to their participation, with their free, prior and informed consent, [and respecting and protecting their traditional and ancestral knowledge], [and ensuring the reproduction of life and conservation of land, territory and the environment] including as set out in the Outcome Document of World Conference on Indigenous Peoples;

oo. merged

Climate change

Assigned to Philippines

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

[Support] the critical role of women as agents of change and leaders in addressing climate change, and promote the integration of a gender perspective and the economic empowerment and equal participation of women and girls in environmental, climate change mitigation and adaptation and disaster risk reduction strategies, financing policies, processes and decision-making at all levels,

in line with international and regional agreements, toward building the resilience of women and girls to the adverse effects of climate change;

qq. (i.4)

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

Addressing the growing informality of work and mobility of women workers

rr.

Facilitator proposal

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

ss.

Facilitator proposal

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

tt.

Facilitator proposal

Recognize the significant contribution and leadership of women in refugee and migrant communities to sustainable development and promote their empowerment by ensuring their full, equal and meaningful participation in the development of local solutions and opportunities, incorporate a gender perspective into migration policies, institutions and programmes, combat violence and discrimination against women migrant workers, including trafficking in persons, and reduce the vulnerability of women migrant workers by promoting their access to justice, decent work, financial literacy and health care, and foster international, regional or bilateral cooperation among all stakeholders in countries of origin, transit and destination towards safe, orderly and regular migration in line with the New York Declaration for Refugees and Migrants;

uu. merged

vv. deleted

ww. merged

xx.

Submitted by Liechtenstein

Devise, strengthen **and enforce** effective gender- and age-sensitive measures **and enforce, as appropriate, legal frameworks** to combat and eliminate all forms of trafficking in women and girls, including for sexual, **labor** and economic exploitation, as part of a comprehensive anti-trafficking strategy that integrates a human rights perspective; take appropriate measures to reduce the vulnerability of women and girls to modern slavery and sexual exploitation; raise public awareness of the issue of trafficking in persons, particularly women and girls, including the factors that make **them** vulnerable to trafficking; to **tackle** the demand that fosters all forms of exploitation, including sexual exploitation and forced labour; and encourage media providers, including Internet service providers, to adopt or strengthen self-regulatory measures to promote the responsible use of media, with a view to eliminating the exploitation of women and children, **consistent with the freedom of expression**;

Managing technological and digital change for women's economic empowerment

yy.

Facilitator proposal

Support women's access, **throughout their life cycle**, to **decent work** in new and emerging fields, by expanding the scope of education and training opportunities, **inter alia**, science, technology, engineering and mathematics (STEM), information and communication technologies (ICT) and digital fluency, **and enhance women's and girls' participation as users, content creators, employees, entrepreneurs, innovators and leaders**;

zz.

Facilitate proposal

Strengthen science and technology education policies and curricula so that they are relevant to the needs of and directly benefit women and girls and address the gender digital divide, encourage investment and research in sustainable technology to enable women to leverage science and technology for entrepreneurship and economic empowerment in the changing world of work, especially in developing countries;

aaa.

Facilitator proposal

Ensure **equal** access to information and communications technologies, **including** broadband and mobile phones, so that **they** are economically, geographically, linguistically and **digitally available** to women workers **throughout their life cycle with multi-stakeholder involvement that supports full and productive employment and decent work for all women in the digital era**;

bbb.

Assigned to small group on violence/discrimination/sexual harassment

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

ccc. merged

Strengthening women's [collective] voice, leadership and decision-making

ddd.

Facilitator proposal

Take measures to ensure women's full, equal and effective participation and access to opportunities for leadership, including through temporary special measures as appropriate, in economic decision-making structures and institutions at all levels, as well as in enterprises and trade unions and on corporate boards, and strengthen participatory accountability mechanisms to ensure women's rights;

eee.

Facilitator proposal

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

fff.

Assigned to Canada

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

ggg.

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

hhh.

Facilitator proposal

Support tripartite collaboration among Governments, employers and women workers and their organizations, **including trade unions or other representative organizations**, to **prevent and remove barriers to gender equality and the empowerment of women** in the world of work;

iii.

Facilitator proposal

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

jjj.

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