

Commission on the Status of Women Fifty-third session, 2– 13 March 2009

Agreed conclusions

The equal sharing of responsibilities between women and men, including care-giving in the context of HIV/AIDS

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 declaration adopted by the Commission on the occasion of the tenth anniversary of the Fourth World Conference on Women. (*agreed conclusions on the elimination of all forms of discrimination and violence against the girl child, 2007, para 1*).
2. The Commission reaffirms the outcome of the 1994 International Conference on Population and Development, the 1995 World Summit for Social Development, and the 2002 Monterrey Consensus on Financing for Development and their follow-up processes and reaffirms further that their full and effective implementation is essential to achieve the equal sharing of responsibilities between women and men, including caregiving in the context of HIV/AIDS. (*new text*)
3. The Commission reiterates that the Convention on the Elimination of All Forms of Discrimination against Women and its Optional Protocol and the Convention on the Rights of the Child, as well as other Conventions and treaties, provide a legal framework and a comprehensive set of measures to promote the equal sharing of responsibility between women and men. (*based on the agreed conclusions on the elimination of all forms of discrimination and violence against the girl child, 2007, para 3*)
4. The Commission recognizes the Workers with Family Responsibilities Convention, 1981, (No. 156) and its corresponding Recommendation (No. 165) which provides a framework for reconciling paid work and family responsibilities. (*new text*)
5. The Commission welcomes the June 2006 Political Declaration on HIV/AIDS, which expressed concern that women and girls bear the disproportionate burden to care for and support those infected and affected by HIV/AIDS. (*based on the agreed conclusions on the elimination of all forms of discrimination and violence against the girl child, 2007, para 5; and A/RES/60/262 Annex*)
6. The Commission urges Governments, in cooperation with the United Nations system, the Bretton Woods institutions, international and regional organizations, non-governmental organizations, **[ADD: especially youth organizations and faith-based organizations,]** civil society, the private sector and other relevant actors, as appropriate, to take the following actions:

Norms and policies

- a. Intensify efforts to fully implement the Beijing Platform for Action, the outcome documents of the International Conference on Population and Development, the World Summit for Social Development, and the Monterrey Consensus on Financing for Development and the outcomes of their follow-up processes; (*based on the agreed conclusions on the elimination of all forms of discrimination and violence against the girl child, 2007, para 13(d)*)
- b. Ratify, without reservations, the Convention on the Elimination of All Forms of Discrimination against Women and the Convention on the Rights of the Child, including the Optional Protocols thereto, and ensure the full and effective implementation of the provisions of the Conventions and the concluding comments of the Committee on the Elimination of Discrimination against Women and the Committee on the Rights of the Child; (*E/CN.6/2009/2, para 78 (a)*)

c. ~~[DELETE: Promote the ratification and implementation of~~ **ADD: Ratify and implement**] the Workers with Family Responsibilities Convention, 1981 (No. 156), and ~~[DELETE: the implementation of]~~ its corresponding Recommendation (No. 165) which provide a framework for reconciling paid work and family responsibilities; *(based on E/CN.6/2009/2, para 78 (b))*

d. Take all appropriate measures to eliminate de jure and de facto discrimination against **[ADD: girls and]** women **[ADD: in all areas of life, especially]** in relation to marriage, family, inheritance and property laws; *(based on E/CN.6/2009/2, para 78 (c))*

[ADD: Take all appropriate measures to eliminate de jure and de facto discrimination against girls and women in relation to access to sexual and reproductive health education, health services and health care provision.]

[ADD: Take all appropriate measures to eliminate de jure and de facto discrimination against girls and women in relation to access to formal and non-formal education, services and programmes.]

e. Mainstream gender ~~[DELETE: perspectives~~ **ADD: equality**] into all legislation, policies and programmes, and incorporate gender-responsive budgeting processes across all policy areas, to promote the equal sharing of responsibilities between women and men, including caregiving in the context of HIV/AIDS; *(based on the agreed conclusions on the elimination of all forms of discrimination and violence against the girl child, 2007, para 14(15))*

[ADD: Ensure equal access and participation of girls and young women in political power and decision making, including developing channels to ensure women are in representative and public decision making positions and informal power roles such as community and civil society leadership roles. (Based on E/CN.6/2009/NGO/10)]

Valuing and measuring unpaid work

f. Promote ~~[DELETE: greater~~ **ADD: full]** recognition that care work should be shared between women and men, as well as between the State, the private sector, civil society **[ADD: non-governmental organizations, especially youth organizations and faith-based organizations]** and households; and strengthen dialogue and coordination between all relevant stakeholders, including Governments, employers, civil society, including **[ADD: girls and]** women's organizations and trade unions, and donors in this respect; *(based on E/CN.6/2009/2, para 78 (e))*

g. Recognize and incorporate the value and cost of care to households and society at large in national economic and social policies, strategies, plans and budgets across all relevant sectors, as well as in international development cooperation policies and programmes; *(based on E/CN.6/2009/4, para 59)*

h. Measure, in quantitative terms, unremunerated work **[ADD: mostly undertaken by girls and women]** that is outside national accounts, ~~[delete: work to]~~ accurately assess and reflect its value in satellite or other official accounts that are separate from but consistent with core national accounts; *(based on the agreed conclusions on women and the economy, 1997, para 20 (a))*

Labour and social policies

i. Adopt and implement gender-sensitive legislation and policies to improve rights, social protection, working conditions, and representation of both paid and unpaid caregivers; *(based on E/CN.6/2009/2, para 78 (f))*

[ADD: Elaborate and implement comprehensive national development and poverty reduction strategies, particularly investments in health care, that support families and communities in meeting their care responsibilities; (based on E/CN.6/2006/15 and E/CN.6/2008/11)]

j. Adopt and implement legislation and policies to ~~[DELETE: promote reconciliation of~~ **ADD: reconcile** work and family responsibilities, including ~~[DELETE: efforts to close~~ **ADD: elimination]** the gap between women's and men's pay, reduce occupational segregation, and increase flexibility in working arrangements such as part-time work; *(based on the agreed conclusions on the role of men and boys in achieving gender equality, 2004, para 6 (m), and E/CN.6/2009/2, para. 78 (h))*

[ADD: Ensure that businesses and corporations promote reconciliation of work and family responsibilities in partnership with employees and their families.]

k. Ensure the protection of workers with flexible working arrangements with regard to wages, social protection **[ADD: , economic security]** and other benefits; and target such measures to all workers; **[ADD: recognizing that women bear the burden of the greatest inequalities in this area.]***(based on E/CN.6/2009/2, para 78 (h))*

l. Ensure that both women and men **[ADD: ,especially young mothers]** have access to maternity and paternity leave, parental and other forms of leave, and provide incentives to men to avail themselves of this leave. ~~[DELETE: including inter alia through earmarked entitlements for fathers];~~ *(based on E/CN.6/2009/2, para 78 (g))*

m. Ensure that social protection measures such as health insurance, child and family allowances **[ADD: , economic security]** and information on these benefits are ~~[DELETE: widely]~~ **[ADD: universally]** available, that these measures do not inadvertently reinforce gender biases, that workers are not discriminated against when they avail themselves of the benefits available *(based on E/CN.6/2009/4, para 52)*, and that these benefits cover new, flexible and emerging forms of work, including in the informal sector; *(based on Outcome Document of 23rd special session, paragraph 74 (b)) (based on para E/CN.6/2009/2, para 78 (i))*

n. Develop minimum pensions independent of years of contribution to ensure that basic minimum needs are met, and recognize leave periods for caregiving in calculation of pension benefits; *(based on E/CN.6/2009/2, para 78 (j))*

o. Strengthen efforts to protect the rights and regulate the working conditions of domestic workers, **[ADD: paying particular attention to women who make up the majority of this work force,]** including working hours and wages, and to improve access to health-care **[ADD: education]** and other social and economic benefits; *(based on E/CN.6/2009/4, para 53)*

p. Take measures to ~~[DELETE: address]~~ **[ADD: eliminate the economic and sexual exploitation DELETE: the special needs]** of girls, including migrant girls, **[ADD: girls trafficked as sex workers, forced labourers and]** employed as domestic workers and of those performing excessive domestic chores in their own households **[ADD: and ensure their access to education.]** ~~[DELETE: ,and develop measures to prevent their labour and economic exploitation and sexual abuse;]~~ *(based on the agreed conclusions on the elimination of all forms of discrimination and violence against the girl child, 2007, para 14.6 (b))*

[ADD: Ensure the cessation of Human Rights abuses of girls and young women, especially sexual violence and other abuses committed by men. (Based on E/CN.6/2009/NGO/10)]

[ADD: Ensure the cessation of all activities that contribute to girls and women being exposed to HIV infection and increased maternal mortality. (Based on E/CN.6/2009/NGO/10)]

Provision of services/ infrastructure

q. Develop and/or expand the provision of quality and affordable care services for children, the elderly, the sick and people living with disabilities and ensure that such services meet the needs of ~~[DELETE: both]~~ caregivers, ~~[DELETE: and]~~ care-recipients **[ADD: and their dependents]** in terms of **[ADD: quality,]** proximity, opening hours and cost; *(based on E/CN.6/2009/2, para 78 (k))*

r. Increase investments **[ADD: and ensure access to]** in quality and affordable public services, including schools, **[ADD: youth services, public information]** and health services; *(based on E/CN.6/2009/2, para 78 (l))*

[ADD: Ensure access to comprehensive, objective, non-biased, gender and youth-specific information on HIV and AIDS and effective methods for protection, such as condoms, as well as HIV and AIDS education, and sexual reproductive health education, especially for girls and young women. (Based on E/CN.6/2009/NGO/10)]

s. Increase **[ADD: investments in and]** access to **[ADD: quality]** public infrastructure, such as **[ADD: schools, health care facilities,]** transportation, water, sanitation and energy, in particular in rural and slum areas, to reduce the care burden on households; *(based on E/CN.6/2009/2, para 78 (l))*

Caregiving in the context of HIV/AIDS

t. Integrate caregiving responsibilities of both women and men, including in home-based care, into all national HIV/AIDS policies, strategies, action plans and programmes; *(based on E/CN.6/2009/2, para 78 (n))*

u. Significantly scale up efforts **[ADD: and allocated resources]**, in the context of the HIV/AIDS pandemic, towards the goal of universal access to comprehensive prevention programmes, treatment, care and support by 2010, and ensure that those efforts ~~[DELETE: promote both]~~ **ADD: integrate gender equality and take into account the caregiving responsibilities of girls and]** women and **[ADD: boys and]** men; *(based on (E/CN.6/2009/2, para 78 (m); and A/RES/60/262 Annex, para 20)*

v. ~~[DELETE: Strengthen and improve]~~ **ADD: Ensure the provision of comprehensive]** public health care services **[ADD: that DELETE: to]** alleviate the current demands on women and girls to provide unpaid care services in their households and communities in the context of HIV/AIDS, including in rural areas; *(E/CN.6/2009/2, para 78 (o))*

w. Increase resource allocations to **[ADD: services and activities that DELETE: strengthen and]** support home-based care providers, including through improved access to information on HIV prevention, treatment, care and support, as well as training, basic equipment and resources; **[ADD: paying particular attention to the support, counselling and training needed by young caregivers who have not been able to access education and are left behind without the means to fend for themselves.]** *(based on E/CN.6/2009/2, para 78(p))*

x. Take measures to ~~[DELETE: encourage and support]~~ **ADD: ensure that]** men ~~[DELETE: to]~~ **ADD: take equal]** responsibility for home-based care in order to address the disproportionate burden borne by women and girls **[ADD: who perform domestic tasks including DELETE: in]** caring for the chronically ill;

(based on the agreed conclusions on the elimination of all forms of discrimination and violence against the girl child, 2007, para 14.5 (e))

y. Identify and address the needs of girls heading households in the context of the HIV/AIDS pandemic, for, inter alia, protection, access to financial resources, access to education and training, access to health care and support services, including affordable HIV/AIDS treatment; *(based on the agreed conclusions on the elimination of all forms of discrimination and violence against the girl child, 2007, para 14.5 (e))*

Eliminating gender stereotypes

z. Implement comprehensive and coordinated informational campaigns, involving, inter alia, **[ADD: formal and non-formal]** educational institutions **[ADD: and organizations]**, workplaces in both the public and private sector, the media and civil society, to challenge stereotypical gender roles and promote greater sharing **[ADD: between women and men]** of paid and unpaid **[DELETE: work] [ADD: responsibilities at work, at home and in caregiving DELETE: between women and men]**; *(E/CN.6/2009/2, para 78 (q))*

[ADD: Provide universal access to education, including non-formal education, for the girl child, young women and society at large to transform attitudes, prevailing norms and gender stereotypes and ensure that education is non-biased and non-discriminatory. (Based on E/CN.6/2009/NGO/10)]

aa. Encourage decision-makers at all levels, including those with responsibilities for policies, legislation, programmes and allocation of public resources, as well as parents, **[ADD: teachers and other adult and youth role models, political]** religious and traditional leaders and employers, to play leadership roles in challenging and eliminating stereotypical views of women's and men's roles and promoting increased sharing of paid and unpaid **[DELETE: work]** between women and men **[ADD: in the workplace, in the home and in the context of caregiving]**; *(based on the agreed conclusions on the elimination of all forms of discrimination and violence against the girl child, 2007, para 14.3 (a-b))*

bb. Create and improve training and **[ADD: formal and non-formal]** 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 and caring responsibilities; *(based on agreed conclusions on the role of men and boys in achieving gender equality, 2004, para 6 (c))*

cc. **[DELETE: Encourage ADD: Ensure that]** men, through training, education and peer programmes, **[DELETE: to]** participate fully in the care and support of others, including older persons, persons with disabilities, sick persons, children and other dependants; *(based on agreed conclusions on the role of men and boys in achieving gender equality, 2004, para 6 (n))*

Data collection, research, monitoring and evaluation

dd. Conduct research and collect sex- and age-disaggregated data, to inform policy making, measure progress in the sharing of responsibilities between women and men, including in the context of HIV/AIDS, and identify the barriers men face to assume increased caregiving responsibilities due to stereotypical expectations; *(based on E/CN.6/2009/2, para 78 (t))*

ee. Strengthen the capacity of national statistical offices to effectively conduct and utilize time-use surveys, which provide comprehensive information on all categories of activities, to inform policy development that facilitates the sharing of unpaid work between women and men. *(based on E/CN.6/2009/2, para 78 (s) and E/CN.6/2009/4 para 58)*