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Introductie

Van 10 februari tot en met 4 maart was ik in New York (met tussendoor een bezoek aan Washington) in het kader van de 55e Commission on the Status of Women. Centraal thema van deze CSW was toegang van meisjes en vrouwen tot onderwijs en wetenschap, met een bijzondere focus op exacte wetenschappen, en toegang tot werk (*access and participation of women and girls in education, training, science and technology, including for the promotion of women's equal access to full employment and decent work*).

Ik was aanwezig bij een historisch moment: de lancering van UN Women. Kerverse directeur Michelle Bachelet, voormalig president van Chili, was aanwezig bij een groot aantal sessies en side-events, waar zij het belang van integraal genderbeleid, ontwikkeld in nauwe samenwerking met NGO's, benadrukte. Ook Secretaris-General Ban Ki Moon sprak zich uit voor een focus op vrouwen en benadrukte dat investeren in meisjes en vrouwen een zeer groot rendement oplevert. Voorst onderstreepte hij het belang van de nieuw opgerichte UN Women en sprak zijn onverdeelde steun uit: "met al mijn energie zal ik mij inzetten voor het succes van UN Women", zo sprak hij op de lancering.

Behalve een aantal sessies tijdens de CSW en een groot aantal side-events, bezocht ik een aantal organisaties die zich direct danwel indirect met het thema vrouwenparticipatie bezighouden, en/of een belangrijke stakeholder zijn op het gebied van emancipatie, internationale samenwerking en ontwikkeling.

Hieronder volgt een beknopt overzicht van de meest relevante gesprekken, bijgewoonde bijeenkomsten en side-events.

In de annex treft u de volledige tekst met de agreed conclusions (annex 2), alsmede een statement van de EU hieromtrent (annex 3). Daarnaast is een verslag van een van de side-events bijgesloten (annex 1).

Mocht u naar aanleiding van dit verslag vragen, ideeën of suggesties hebben, dan hoor ik dat graag! U kunt mij per mail bereiken via info@thechangeagent.nl.

Meer lezen over de CSW? Rineke van Dam en Joni van de Sand van Women hielden een blog bij: <http://womeninnewyork.blogspot.com/>.

Afspraken

Doel van mijn afspraken was om het veld beter te leren kennen, zowel de Nederlandse vertegenwoordiging in de Verenigde Staten, als een aantal relevante NGOs en bedrijven die zich bezighouden met het centrale thema van de 55e CSW (*access and participation of women and girls in education, training, science and technology, including for the promotion of women's equal access to full employment and decent work*). Daarnaast heb ik getracht een beeld te krijgen van de nieuwe VN organisatie voor Gender Equality and the Empowerment of Women, UN Women (<http://www.unwomen.org/>).

Nederlands consulaat

Ontmoeting met consul generaal **Gajus Scheltema**, over CSW, VN, UN Women en publiek-private partnerships.

Ontmoeting met **Arjan Braamskamp**, economic development department, over VN, publiek-private partnerships en Women's Empowerment Principles

Nederlandse Permanente Vertegenwoordiging

Ontmoeting met **Hinke Nauta**, belast met CSW, over CSW

Ontmoeting met **Herman Schaper**, ambassadeur, over CSW, VN, Global Compact en Women's Empowerment principles

NGO briefing met Nederlandse delegatie (**Carlien Scheele** en **Charles de Vries**, OCW)

Nederlandse ambassade Washington

Ontmoeting met ambassadeur **Renee Jones**, over publiek-private partnerships, vrouwen in topfuncties, internationale samenwerking en strategische allianties.

Marokkaanse ambassade Washington

Ontmoeting met consul generaal **Mohamed Karmoune**, over diaspora engagement, jongerenparticipatie en awareness-raising.

German Marshall Fund

The German Marshall Fund of the United States (GMF) is a non-partisan American public policy and grantmaking institution dedicated to promoting better understanding and cooperation between North America and Europe on transatlantic and global issues.

Ontmoeting met **Emily Robichaux**, senior programme officer, over participatie van vrouwen in arbeidsproces, trans-atlantische samenwerking en publiek-private partnerships.

Voor meer informatie over de German Marshall Fund, zie: <http://www.gmfus.org/>

UN Women

Ontmoeting met **Laraine Mills** en **Joan Libby Hawk** over Women Empowerment Principles en publiek-private samenwerking

Ontmoeting met **Antonie de Jong**, outreach & business development advisor, over Women Empowerment Principles en publiek private samenwerking

Ontmoeting met **Lee Waldorf**, human rights advisor, over LGBT en interne organisatie UN Women

Ontmoeting met **Laura Turquet**, progress of the world's women report manager, over UN Women's progress of the world's women report.

Meer over de activiteiten van UN Women: <http://www.unwomen.org>.

Nike

Ontmoeting met **Gina Warren**, Senior Vice President Diversity & Inclusion, over vrouwenparticipatie en genderawareness in bedrijfsleven.

Digital Democracy

Digital Democracy (Dd) works with local partners to put information into the hands of people who need it most – those neglected, disenfranchised or abused. Dd emphasizes education, communication and participation to empower citizens to build and shape their own communities.

Ontmoeting met oprichter **Mark Belinsky** over digitale en mobiele technologie en vrouwenempowerment in Haïti, Afrika en Azië.

Meer over Digital Democracy: <http://digital-democracy.org/>

Personal Democracy Forum

Andrew Rasiej is the Founder of [Personal Democracy Forum](#), an annual conference and community website about the intersection of politics and technology. He is also the co-founder of [techPresident](#), an award winning group blog that covers how the 2008 presidential candidates are using the web, and how content generated by voters is affecting the campaign. He has served as an advisor to Senators and Congressman and political candidates on the use of Information Technology for campaign and policy purposes since 1999.

Ontmoeting met oprichter **Andrew Rasiej** over participatie vrouwen in IT

Meer over Personal Democracy Forum: <http://personaldemocracy.com/>

Side events

INTERACTIVE PARTICIPATORY WORKSHOP ON CSW 55 PRIORITY THEME NGO Committee on UNIFEM-UN Women

22 februari 2011

Interactieve workshop over publiek-private partnerships, waarbij in sub-groepen werd ingegaan op de volgende twee vragen:

- a) what are the major obstacles to women's equal participation in the economic life of your country
- b) what do you see as priority actions and policies that can be taken by the private sector in your country?

In mijn subgroep kwamen de volgende obstakels naar voren:

- ouderschapsverlof
- part-time werk
- loonkloof
- gebrek aan vrouwen in topposities
- bedrijfscultuur blijft masculien
- kinderopvang
- toegang tot training en opleidingen
- crisis raakt vrouwen meer dan mannen
- vrouwen onzichtbaar in statistiek

Als oplossingen werd in mijn subgroep het volgende aangedragen:

- betere ouderschapsverlof-regelingen en garantie op terugkeer
- part-time werk mogelijk maken, ook in managementposities
- focus op diversiteit in board rooms, raden van bestuur, commissarissen ect
- pro-actieve houding van bedrijfsleven bij diversiteit, niet wachten op quota vanuit overheid
- diversity procurement, focus op CSR in supply chain
- flexwerken en thuiswerken mogelijk maken

(een uitgebreid verslag van deze workshop is terug te vinden in annex 1)

LEFT BEHIND BY ECONOMIC POLICY: Race Gender and Class in the US Urban Justice Center

23 februari 2011

For 26 years, the Urban Justice Center has served New York City's most vulnerable residents through a combination of direct legal service, systemic advocacy, community education and political organizing. We assist our clients on numerous levels, from one-on-one legal advice in soup kitchens, to helping individuals access housing and government assistance, to filing class action lawsuits to bring about systemic change. The UJC represents an extraordinary array of the most deprived and abused people in our society, including members of the working poor, and issues related to discrimination and oppression. We often defend the rights of people who are overlooked or turned away by other organizations. The Urban Justice Center reaches a wide-ranging client base.

(zie voor meer informatie over de projecten van het Urban Justice Center: <http://www.hrpujc.org/>)

Presentatie van onderzoeksresultaten over (on)gelijke beloning, rechten en werkgelegenheid onder zwarte, migranten en vluchtelingenvrouwen in de Verenigde Staten. Bijzondere focus op de anti-

crisismaatregelen van de huidige regering-Obama, die weliswaar hebben geleid tot het creëren van nieuwe banen, maar slechts in zeer beperkte mate winst hebben opgeleverd voor vrouwen: slechts 9% van de nieuwe banen waren voor witte vrouwen, en slecht 1% voor *women of color*. “We have to admit there is a problem in order to start solving it”, aldus de Urban Justice Center. Dat betekent: meer nadruk op gender-specifiek statistisch onderzoek, en meer media-aandacht voor de verhalen van gemarginaliseerde vrouwen.

WOMEN: A NEW PARADIGM

Bahrain Women's Association

25 februari 2011

Hoe kunnen we de emancipatie van vrouwen bevorderen, gebruik makend van het referentiekader dat de Koran biedt? De Bahrain Women's Association presenteerde tijdens deze sessie interessante case-studies vanuit hun project “Women's Rights: An Enlightened View”. Door middel van discussieforums en samenwerking met Islamitische godsgeleerden werd gezocht naar een nieuw discours over vrouwenrechten, waarbij de Koran werd gebruikt als context. Er bleken veel teksten voor een nieuwe, vrouw-vriendelijker interpretatie geschikt. Meer over het interessante werk van de Bahrain Women's Association is te vinden op <http://www.bahrainws.org>.

CELEBRATING UN WOMEN: The Way Forward

Women's Learning Partnership

26 februari

“Women’s strength, women’s industry, women’s wisdom are humankind’s greatest untapped resource,” aldus Michelle Bachelet tijdens de opening van dit symposium, georganiseerd door Women's Learning Partnership, ter viering van de oprichting van UN Women. Met sprekers uit alle windstreken (oa **Wajeaha Al Baharna** uit Bahrein, **Sindi Medar-Gould** uit Nigeria, **Sakena Yacoobi** uit Afghanistan, **Farah Karimi** uit Nederland/Iran en **Mahnaz Afkhami** uit de VS/Iran) wierp dit symposium licht op de uitdagingen van vrouwen in hun dagelijkse realiteit en werden visies besproken voor fundamentele verandering. “We are not just at the table, we are transforming the shape of the table,” aldus Mallika Dutt, CEO van Breakthrough. Meer over dit symposium en de activiteiten van Women's Learning Partnership is te vinden op <http://www.learningpartnership.org>.

GRASSROOTS WOMEN SPEAK OUT

Huairou Commission

2 maart

In aanwezigheid van Michelle Bachelet, directeur UN Women, presenteerde een aantal vertegenwoordigers van het Grassroots Women netwerk van de Huairou Commission uit onder meer Azië, Latijns-Amerika en Afrika hun ervaringen en wensen. Als belangrijkste issues werden genoemd:

- huisvesting
- participatie van vrouwen in lokaal bestuur
- geweld tegen vrouwen
- financiering van grassroots vrouweninitiatieven
- armoede
- klimaatverandering en milieuvervuiling

Er werd aangedrongen op een intensievere samenwerking tussen UN Women en grassroots women. Zo werd de wens uitgesproken voorafgaand aan de volgende CSW een consultatie te organiseren met vertegenwoordigers van Grassroots Women uit verschillende regio's, om hun participatie in de besluitvormingsprocessen te waarborgen.

Meer over het werk van de Huairou Commission is te vinden op <http://www.huairou.org/>

THE SEVEN HABITS OF HIGHLY EFFECTIVE PEOPLE

Franklin Covey Institute

3 maart 2011

Sean Covey, zoon van Stephen Covey, auteur van wereldwijde bestseller “The Seven Habits of Highly Effective People”, presenteerde het onderwijs-innovatieproject The Leader In Me, dat erop gericht is scholieren al vanaf jonge leeftijd leiderschapskwaliteiten te leren, gebaseerd op de Seven Habits:

- Habit 1: Be Proactive® • *You're in Charge*
- Habit 2: Begin With the End in Mind® • *Have a Plan*
- Habit 3: Put First Things First® • *Work First, Then Play*
- Habit 4: Think Win-Win® • *Everyone Can Win*
- Habit 5: Seek First to Understand, Then to Be Understood® • *Listen Before You Talk*
- Habit 6: Synergize® • *Together Is Better*
- Habit 7: Sharpen the Saw® • *Balance Feels Best*

Meer over het programma The Leader In Me: <http://www.theleaderinme.org/>

DIVERSITY AND INCLUSION: Strengthening Partnerships Between the Business Sector and NGOs

United Nations Association

3 maart 2011

Panelgesprek olv. **Douglas Freeman** (Founder, World Diversity Leadership Summit and CEO of Virtcom Consulting) met bijdragen van **Rebekah Steele**, Research In Motion (RIM), Global Diversity Strategist, designer and manufacturer of the award-winning Blackberry smartphone, **Bruce Knotts**, Unitarian Universalist - United Nations Office, Executive Director, NGO Committee on Human Rights, Chair, **Lisa Dearborn**, Hitachi Data Systems, Vice President, Diversity, College Programs, and Communications en **Chevalier "Chevy" Cleaves**, Boston Scientific Corporation, Vice-President for Global Diversity and Inclusion.

Wat is de rol die het bedrijfsleven kan spelen bij het bevorderen van participatie van vrouwen? Panelleden waren het erover eens: die rol is groot. Maar ziet elk bedrijf de noodzaak te investeren in diversiteit en inclusie? En gaat de vooruitgang wel snel genoeg? “We have to be impatient”, aldus Lisa Dearborn. “De manier waarop we onze leiders recruterend zal moeten veranderen”, aldus Chevy Cleaves. Als mogelijke oplossing werd aangedragen: het mentoren van vrouwelijk talent door mannelijke senior executives. “A great way to increase understanding”, aldus de panelleden.

Annex 1

Report Interactive Participatory Workshop on CSW 55 Priority Theme: February 22, 2011

Women's Empowerment Principles are directed at helping the private sector do what is necessary for promoting gender equality in the workplace, marketplace and community.

(1) Describe the major obstacles to women's equal participation in the economic life of your country.

- Lack of access to resources and land that reinforce inequality.
- Stereotyping of women continues. We have to change the way we raise our children in terms of gender roles. Concern was expressed about the internet that perpetuates stereotypes.
- Existing patriarchic system ignores gender discrimination.
- Laws are often mandated to promote gender equality, but implementation is weak.
- Lack of commitment by governments to pressure companies to hire women.
- Employment structures: certain jobs are done by men but can be easily done by women.
- When returning from maternal leave there are fewer job opportunities, or women are often overqualified for jobs assigned to them. Moreover, there is a pay gap because of part time work.
- Lack of women in middle and upper management, and in the board rooms.
- Women's contribution in the workplace is not recognized
- Some companies reject quota proposals for women in the workplace.
- Lack of access to child care, family-friendly employment policies, and educational and employment opportunities.
- High rate of girls who drop out of schools which makes them less employable.
- Continuing problems of poverty and marginalized women: migrant or disabled.
- Continuing financial crisis that limits job opportunities.
- Fewer opportunities for women in rural areas than in the cities.

(2) What do you see as priority actions and policies that can be taken by the private sector in your country?

Eliminate traditional gender roles in the workplace that disadvantage women.

Increase the influence of private sector associations i.e., advertising, media groups to make sure that

laws which empower women in the economy are enforced.

Provide more opportunities for women in middle and upper management jobs.

The private sector should be proactive in the board room and not wait for regulations from the government.

Involve women-owned small business in the company's supply chain.

Introduce rotating workdays with opportunities to work at home.

Government should pass and enforce quota regulations.

Provide incentives to businesses by giving tax breaks to those that hire and promote women.

Donor countries should put pressure on governments to pass laws to bring women into the workplace and recognize their accomplishments.

Educate men to show them how women in the workplace can empower them as well.

Include men in balancing work and family issues.

Make job descriptions neutral so that there can be equal opportunities for women in the workplace.

Build women's coalitions and networks and strong support systems for issues like work and family.

Develop policies to re-orient women back to work after maternity leave.

Women must raise their voices to get gender equality in the workplace and share with other regarding the Women's Empowerment Principles

Submitted by:

Sybil Evans

UN Women-National Committee-US

New York Chapter

Annex 2

**Commission on the Status of Women
55th session
22 February to 4 March 2011**

Access and participation of women and girls in education, training, science and technology, including for the promotion of women's equal access to full employment and decent work

Agreed conclusions

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 and fifteenth anniversary of the Fourth World Conference on Women. **AGREED AD REF**
2. The Commission reiterates that the Convention on the Elimination of All Forms of Discrimination against Women, the Convention on the Rights of the Child, and the Convention on the Rights of Persons with Disabilities, and the Optional Protocols thereto, as well as other conventions and treaties, such as the relevant UNESCO and ILO Conventions, provide a legal framework and a comprehensive set of measures for the promotion of gender equality in education and employment. **AGREED AD REF**
3. The Commission recalls the United Nations Millennium Declaration and General Assembly Resolution 65/1 of 19 October 2010, and recognizes the interdependence of all the Millennium Development Goals. The Commission also recalls the Ministerial Declaration of the 2010 high-level segment of the Economic and Social Council on "Implementing the internationally agreed goals and commitments in regard to gender equality and empowerment of women". It takes note of the Budapest Science Agenda - Framework for Action adopted at the World Conference on Science, and of the Dakar Framework for Action adopted at the World Education Forum. **AGREED AD REF**
4. The Commission welcomes the establishment of the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and its operationalization, which will strengthen the ability of the United Nations to support the achievement of gender equality and the empowerment of women, and welcomes the appointment of Michelle Bachelet as the first Under-Secretary-General and Executive Director of UN Women. **AGREED AD REF**
5. 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 organizations, in advancing the implementation of the Beijing Declaration and Platform for Action and in promoting the full and equal access and participation of women and girls in education, training, science and technology. **AGREED AD REF**
6. The Commission stresses that education is a human right, and that equal access to education, training, science and technology empowers women and girls in a context of global economic and technological changes, and promotes development, all human rights, human rights

education and learning at all levels, as well as gender equality, the elimination of all forms of discrimination and violence against women and girls, and the eradication of poverty. **AGREED AD REF**

- 6 bis. The Commission reaffirms that the best interest of the child shall be the guiding principle of those responsible for his or her education and guidance in the exercise by the child of his or her rights, and that responsibility lies in the first place with his or her parents or legal guardians. **AGREED AD REF**
7. The Commission welcomes the progress made in increasing women's and girls' access to and participation in education and training, including science and technology education. The Commission recognizes the potential of education and training, and science and technology, to contribute to the economic empowerment of women, which also leads to accelerating progress towards achieving the internationally agreed development goals, including the Millennium Development Goals by 2015. **AGREED AD REF**
- The Commission notes that quality education and full and equal access and participation in science and technology for women of all ages are imperative for achieving gender equality and the empowerment of women, and are an economic necessity, and provide women with the knowledge, capacity, aptitudes, skills, ethical values and understanding necessary for lifelong learning, employment, better physical and mental health, including the prevention and control of maternal mortality, HIV and AIDS, other communicable and non-communicable diseases, as well as full participation in social, economic and political development. **AGREED AD REF**
9. The Commission welcomes the important contribution that women make to all fields of education, training, science and technology, and recognizes their work in the full spectrum of professions in science and technology. The Commission also acknowledges that women and men should continue to contribute to the promotion of the ethical dimensions of scientific and technological progress. **AGREED AD REF**
10. The Commission recognizes that science and technology research and development (R&D), and its dissemination, have insufficiently responded to women's needs. The Commission stresses the need for increased cooperation among countries, including through international cooperation and transfer of technologies on mutually agreed terms, especially to developing countries, to improve equal access of women, to science and technology and enhancing their participation in science and technology education. **AGREED AD REF**
11. The Commission expresses continued concern at the negative impact of the global crises such as the financial and economic crisis, the food crisis and continuing food insecurity, the energy crisis, as well as the challenges posed by poverty, natural disasters and climate change on women's and girls' empowerment, including their access and participation in education, training, science, and technology. **AGREED AD REF**
- 11 bis. The Commission expresses concern at the serious and persistent obstacles that still hinder the advancement of women and further affect their participation in decision-making, including the persistent feminization of poverty, the lack of equal access to health, education, training and employment, as well as armed conflict, the lack of security, and natural disasters. **AGREED AD REF**
- 11 ter. The Commission acknowledges that men and women continue to face gender stereotypes, as well as challenges and obstacles to changing discriminatory attitudes, and

stresses that challenges and obstacles remain in the implementation of international standards and norms to address the inequality between men and women. **AGREED AD REF**

12. The Commission expresses deep concerns about all legal, economic, social and cultural barriers that prevent women and girls from having equal access to education and training, and recognizes that some women and girls face multiple discrimination and disadvantages which prevent their participation in education, training and employment. **AGREED AD REF**

12 bis. The Commission 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 discrimination nor restrict the full participation of women in society. **AGREED AD REF**

13. The Commission expresses deep concern that discrimination and violence against women and girls, including sexual harassment and bullying, continue to occur in all parts of the world including in places of education and work. The Commission notes that those are obstacles to the achievement of women's and girls' equal access to and participation in education, including in science and technology education, and training, as well as impediments to the development of their full potential as equal partners with men in other aspects of life, including full employment and decent work. **AGREED AD REF**

14. The Commission also expresses concern that inadequate educational opportunities and low quality of education reduces the benefits of education and training for women and girls, men and boys, and that women's educational gains are yet to translate into equal access to full employment and decent work, with long-term adverse effects on the development of any society. It remains deeply concerned by the persistence of high female illiteracy rates and gender stereotyped roles of women and men which inhibit women's equal participation in employment, leading to occupational segregation including the widespread underrepresentation of women and girls in many fields of science and technology, which represents a loss of talent and perspectives, hinders economic development and women's economic empowerment, and can contribute to the gender pay gap. **AGREED AD REF**

15 integrated into 14

16. The Commission expresses concern about high drop-out rates from school of female students in many parts of the world, especially at the secondary level, and including at the tertiary level, owing to multiple discrimination and factors that impede girls' participation in education. **AGREED AD REF**

17. The Commission expresses concern that the unequal sharing of responsibilities of daily life, including caregiving between women and men, girls and boys, has a disproportionate impact on women's and girls' access to education, training, science and technology, and on their economic empowerment and long term economic security. **AGREED AD REF**

18. The Commission underlines that addressing the barriers to equal access of women and girls to education, training, science and technology requires a systematic, comprehensive, integrated, sustainable, multidisciplinary and multisectoral approach with policy, legislative and programmatic interventions, and as appropriate, gender responsive budgeting, at all levels. **AGREED AD REF**

19. The Commission urges Governments, at all levels, including local authorities and national machineries for the advancement of women, and/or, as appropriate, 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, and civil society, including non-governmental organizations, academia, educational, scientific research and funding institutions, the private sector, employer organizations, trade unions, professional associations, the media and other relevant actors, to take the following actions, as appropriate: **AGREED AD REF**

6.1 Strengthening national policies and programmes

20. Mainstream a gender perspective in legislation, policies and programmes within all governmental sectors, such as education, training, science and technology, academia, research institutions and research funding agencies, in order to address unequal access and participation of women and girls in education, training, science and technology, including for the promotion of women's equal access to full employment and decent work; **AGREED AD REF**
- 20 bis. Strengthen capacities to ensure that science education policies and curriculum are relevant to the needs of women and girls so that developments in science and technology can directly benefit them; **AGREED AD REF**
21. Improve and systematize the collection, analysis, and dissemination of sex-, age-, and disability-disaggregated data; enhance capacity development in this regard; and develop relevant gender-sensitive indicators to support legislative development, policy-making on education, training, science and technology. **AGREED AD REF**
22. Encourage providing institutional and financial support to studies in academia that can produce gender-specific knowledge and feed into all policies and programmes on education, training and research, and support research, including longitudinal policy research, to identify specific gaps in education and career pathways, so as to promote the retention of women and girls in different fields of science and technology, and other relevant disciplines; **AGREED AD REF**
23. Strengthen monitoring and evaluation, and where appropriate, reviewing, of existing policies and programmes to promote gender equality and the empowerment of women in education, training, science and technology, and access to full employment and decent work, so as to assess their effectiveness and impact, to ensure a gender perspective in all policy and programmes, and strengthen accountability; **AGREED AD REF**
24. Encourage, and as appropriate, increase public and private investment in education and training to expand women's and girls' access to quality education and training throughout the lifecycle, including inter alia through the provision of scholarships for study in science and technology in secondary and tertiary institutions, and to ensure that research and development (R&D) in the field of science and technology directly benefits women and girls; **AGREED AD REF**
25. Incorporate systematically a gender perspective into budgetary policies at all levels to ensure that public resources in education, training, science, technology and research, equally benefit women and men, girls and boys, and contribute to the empowerment of women and girls in particular; **AGREED AD REF**

- 25 bis. Urge developed countries that have not yet done so, in accordance with their commitments, to make concrete efforts towards meeting the target of 0.7 per cent of their gross national product for official development assistance to developing countries and the target of 0.15 to 0.20 per cent of their gross national product for official development assistance to least developed countries, and encourage developing countries to build on the progress achieved in ensuring that official development assistance is used effectively to help meet development goals and targets and help them, inter alia, to achieve gender equality and the empowerment of women; **AGREED AD REF**
- 25 ter. Strengthen international cooperation in the area of access and participation of women and girls to education, training, science and technology, including for the promotion of women's equal access to full employment and decent work and the promotion of women's participation in the exchange of scientific knowledge, and welcome and encourage in this regard South-South, North-South and triangular cooperation and recognize that the commitment to explore opportunities for further South-South cooperation entails not seeking a substitute for but rather a complement to North-South cooperation; **AGREED AD REF**
- 25 quat. Prioritize and encourage enhanced funding and capacity development efforts for the education and training needs of girls and women in development assistance programmes; **AGREED AD REF**
- 26 withdrawn
- 26 bis. Continue to strengthen policies relevant for women's economic empowerment aimed at addressing inequality affecting women and girls, in access to and achievement in education at all levels, including in science and technology, in particular to eliminate inequalities related to age, poverty, geographical location, language, ethnicity, disability, and race, or because they are Indigenous people, or people living with HIV and AIDS; **AGREED AD REF**
- 26 ter. Strengthen national efforts, including with the support of international cooperation, aimed at addressing the rights and needs of women and girls affected by natural disasters, armed conflicts, other complex humanitarian emergencies, trafficking in persons and terrorism, within the context of access and participation of women and girls to education, training, science and technology, including for the promotion of women's equal access to full employment and decent work. Also underline the need to take concerted actions in conformity with international law to remove the obstacles to the full realization of the rights of women and girls living under foreign occupation, so as to ensure the achievement of the above-mentioned goals; **AGREED AD REF**

6.2 Expanding access and participation in education

27. Ensure women's and girls' full and equal access to quality formal, informal and non-formal education and vocational training at all levels, including to free and compulsory primary education, and providing educational opportunities, including in science and technology, from early childhood and throughout the life cycle, including lifelong learning and retraining, human rights education and learning, and adult and distance education and e-learning, including in information and communications technology and entrepreneurial skills, in order to promote the empowerment of women, inter alia, through enhancing and facilitating women's access to full and productive employment, in particular to careers in science and technology; **AGREED AD REF**

- 27 bis. Improve and expand women's and girl's access to distance education, e-learning, tele-education, and community radio, including in rural and remote communities, due to their important role in women's development, including inter alia in helping to overcome issues related to time constraints, lack of accessibility, lack of financial resources and family responsibilities; **AGREED AD REF**
28. Increase enrolment and retention rates of girls in education, inter alia, by allocating appropriate and adequate budgetary resources, enlisting the support of parents and the community, as well as through campaigns and flexible school schedules, providing financial and other incentives targeted at families, including access to free education at primary level, and at other levels where possible, scholarships, teaching, learning, hygiene and health supplies, as well as nutritional and academic support, in order to minimize the costs of education, in particular to families, and to facilitate parents' ability to choose education for their children; **AGREED AD REF**
29. Ensure that pregnant adolescents and young mothers, as well as single mothers can continue and complete their education, in this regard design, implement and where applicable, revise educational policies to allow them to return to school, providing access to health 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; **AGREED AD REF**
30. Condemn all forms of violence against women and girls and take appropriate action to strengthen and implement legal, policy, administrative and other measures to prevent and eliminate all forms of discrimination and violence in order to, inter alia, ensure access and participation in education, training, full employment and decent work; **AGREED AD REF**
31. Improve the safety of girls at and on the way to school, including inter alia by improving infrastructure such as transportation, by providing separate and adequate sanitation facilities, improved lighting, playgrounds, and safe environments, by conducting violence prevention activities in schools and communities and by establishing and enforcing penalties for all forms of harassment and violence against girls; **AGREED AD REF**

6.3 Strengthening gender-sensitive, quality education and training, including in the field of science and technology

32. Improve the quality of education at all levels for both girls and boys, including in science and technology education, through improving learning conditions, continuous teacher training, teaching methodologies and curriculum development, implementing programmes to improve achievements for the most disadvantaged learners, as well as expanding recruitment and support for teachers, and particularly for women teachers in scientific and technological disciplines; **AGREED AD REF**
33. Ensure that education results in the acquisition by women and girls of literacy and numeracy skills, of knowledge and other skills that enhance and broaden their employment opportunities; **AGREED AD REF**
34. Expand and improve teacher education and training, and systematically integrate a gender perspective in such programmes, to eliminate all forms of discrimination and violence against women and girls and to overcome gender stereotypes; **AGREED AD REF**

35. Develop gender-sensitive curricula for educational programmes at all levels, and take concrete measures to ensure that educational materials portray women and men, youth, girls and boys in positive and non-stereotypical roles, particularly in scientific and technological subjects, in order to address the root causes of segregation in working life; **AGREED AD REF**

35 bis.

a. Remove legal, regulatory and social barriers, where appropriate, to sexual and reproductive health education within formal education programmes regarding women's health issues; **AGREED AD REF**

b. Ensure women's and girls' right to education at all levels as well as access to life skills and sex education based on full and accurate information and with respect to girls and boys, in a manner consistent with their evolving capacities, and with appropriate direction and guidance from parents and legal guardians, in order to help women and girls, men and boys, to develop knowledge to enable them to make informed and responsible decisions to reduce early childbearing and maternal mortality, to promote access to pre- and post-natal care and to combat sexual harassment and gender-based violence; **AGREED AD REF**

35 ter. Take steps to promote access for women and girls to education and training, including human rights education and learning at all levels, which can foster tolerance and mutual understanding and respect for all human rights, so that they can realize their full human potential by learning about the comprehensive framework of all human rights and fundamental freedoms; **AGREED AD REF**

35 quat. Provide quality education in emergency situations that is gender-sensitive, centered on learners, rights-based, protective, adaptable, inclusive, participatory and reflective of the specific living conditions of women, children and youth, and that pays due regard, as appropriate, to their linguistic and cultural identity, mindful that quality education can foster tolerance and mutual understanding and respect for the human rights of others; **AGREED AD REF**

36. Improve hands-on experimentation and collaborative work in science and technology classes, highlight the broad societal applications of science and technology in curricula and educational material, and expose girls and boys, women and men, to female role models in science and technology, in order to make science and technology, including engineering and mathematics, more attractive for girls and women; **AGREED AD REF**

37. Promote a positive image of careers in science and technology for women and girls, including in the mass media and social media and through sensitizing parents, students, teachers, career counselors and curriculum developers, and devising and scaling up other strategies to encourage and support their participation in these fields; **AGREED AD REF**

6.4 Supporting the transition from education to full employment and decent work

38. Address the different barriers women and girls face in the transition from school to work by: expanding the scope of education and training opportunities that are relevant to employment opportunities and aligned with rapidly changing labour market needs, particularly in emerging new and non-traditional fields; by helping women acquire business, trade, information and communication technology and entrepreneurship skills; by raising awareness of such opportunities and of their suitability to both women and men, particularly

among parents, teachers, career counselors and other advisors; and by encouraging interaction between educational systems, the private sector, and civil society, as appropriate; **AGREED AD REF**

39. Adopt policies and mechanisms to recognize women's prior learning and management skills, including those gained from informal and/or unpaid work, especially for women who discontinued their education or employment due to various reasons, to facilitate their access to education, training and employment opportunities; **AGREED AD REF**
40. Improve access to gender-sensitive career counseling, job search support services and include job readiness and job search skills in curricula for secondary and higher education and vocational training, to facilitate transition from school to work and re-entry into the labour market for women of all ages; **AGREED AD REF**
41. Work to eliminate occupational and sectoral segregation and the gender pay gap by recognizing the value of sectors that have large numbers of women workers, such as care and other service areas, improving career pathways and working conditions; as well as by undertaking, evaluating and where necessary reviewing legislation, policies and programmes, public awareness campaigns and other measures such as career management to promote women's entry into non-traditional sectors; **AGREED AD REF**
42. Promote the reconciliation of work and family responsibilities for women and men, as well as the equal sharing of employment and family responsibilities between women and men, including by designing, implementing and promoting family-friendly legislation, policies and services, such as; affordable, accessible and quality care services for children and other dependent persons; parental and other leave schemes; undertaking campaigns to sensitize public opinion and other relevant actors to these issues and promoting measures to reconcile care and professional life and emphasize men's equal responsibilities with respect to household work; **AGREED AD REF**
- 42 bis. Develop or strengthen policies and programmes to support the multiple roles of women in society, including in the fields of science and technology, in order to increase women's and girls' access to education, training, science and technology, while acknowledging the social significance of maternity and motherhood, parenting, the role of parents and other guardians in the upbringing of the children and caring for other family members; such policies and programmes should also promote shared responsibility of parents, women and men and society as a whole; **AGREED AD REF**
43. Encourage employers and research funding agencies to establish flexible and non-discriminatory work policies and arrangements for both women and men, such as time extension on research grants for pregnant researchers, leave schemes, quality care services and social protection policies, in order to improve the retention and progression of women in science and technology; **AGREED AD REF**
- 43 bis. Implement gender-sensitive policies and programmes for women migrant workers and provide safe and legal channels that recognize their skills and education and fair labour conditions, facilitate their productive employment and decent work and integration into the labour force, including inter alia in the fields of education, science and technology, and ensure that all women, including care workers, are legally protected against violence and exploitation; **AGREED AD REF**

6.5 Increasing retention and progression of women in science and technology employment

44. Encourage workplace environments and institutional practices that value all members and offer them equal opportunities to reach their full potential, ensuring that gender equality and gender mainstreaming are considered a necessary dimension of human resources management, in particular for the modernization of scientific and technological organizations and institutions, both in the public and private sectors; **AGREED AD REF**
45. Encourage the use of clear and transparent criteria for, and promote the achievement of gender balance in, recruitment, promotion and recognition in science and technology, both in the public and private sectors; train and sensitize leadership and staff, at all levels, to gender mainstreaming and gender equality issues and to prevent direct and indirect discrimination against women; and support leadership skill-building for women; **AGREED AD REF**
46. Develop career advisory, networking and mentoring programmes, including those that utilize information and communication technology (ICT), support role models, and facilitate programmes that link women scientists around the world; promote measures to improve female retention and progression in science and technology fields, with a special focus on women scientists in tertiary education and early-stage career, and women re-entering science and technology careers; **AGREED AD REF**
47. Take steps to ensure that science, technology and innovation policies take into account and address the specific constraints faced by women entrepreneurs, and facilitate their access to credit, training, information and business support services, including those provided in technology parks and business incubators centers; **AGREED AD REF**
48. Set concrete goals, targets and benchmarks, as appropriate, while supporting a merit-based approach, to achieve equal participation of women and men in decision-making at all levels, especially in science and technology institutions, such as science academies, research funding institutions, academia and the public and private sectors, and in the design of science and technology policies and research and development (R&D) agenda-setting; **AGREED AD REF**

6.6 Making science and technology responsive to women's needs

49. Utilize the full potential of science and technology, including in engineering and mathematics and their innovations to deliver improvements in infrastructure and sectors such as energy, transportation, agriculture, nutrition, health, water and sanitation, and ICT, in order to, inter alia, eradicate poverty, promote social development, and achieve women's economic empowerment; **AGREED AD REF**
50. Create awareness of the needs of women in science and technology, including by encouraging the media to sponsor popular science programming, and report on the differential impact of science and technology on women and men; **AGREED AD REF**
51. Encourage the integration of a gender perspective in the science and technology curricula throughout all stages of education and continuous learning, and the use of gender-based analysis and gender impact assessments in science and technology research and development (R&D), and promote a user-driven approach to technology development, in order to increase the relevance and usefulness of advancements in science and technology for both women and men; **AGREED AD REF**

52 deleted

53. Respect, preserve and maintain women's traditional knowledge and innovation while recognizing the potential of rural and indigenous women to contribute to the production of science and technology and of new knowledge to improve their lives and those of their families and communities; **AGREED AD REF**

- 53 bis. Formulate and implement public policies that increase women's and girls' access to digital technologies, including through conducting local communications campaigns. **AGREED AD REF**

54. The Commission recognizes the need for compilation and sharing of good practice examples and lessons learnt in mainstreaming a gender perspective in science, technology and innovation (STI) policy and programmes with a view to replicating and scaling up successes, and in this regard looks forward to any steps or actions that relevant United Nations bodies, especially the Commission on Science and Technology for Development, could take. **AGREED AD REF**

Annex 3

EU Statement on the Agreed Conclusions

Mr. President,

I am delivering this statement on behalf of the European Union.

The European Union wishes to thank Mr. Filippo Cinti, vice-president of the Commission on the Status of Women and facilitator of the agreed conclusions, as well as the Secretariat, for guiding us wisely and tirelessly through the negotiating process. We believe that, thanks to their commitment, as well as through the hard work of all participating delegations, we were able to draft the substantive agreed conclusions now before us/we have just adopted.

We hope that these conclusions will help to develop gender equality, and empower women and girls around the world in the important areas of Access and participation to education, training, science and technology. The EU attaches great importance to the full and equal involvement of women and girls in these areas and considers the equality of women and men a fundamental principle, an inalienable right and an integral and inseparable component of human rights; as such it welcomes the commitment shown by all participants during the long hours of negotiations. We especially applaud the inclusion of paragraphs that seek to remove the remaining obstacles that prevent women and girls from accessing quality education in science and technology and decent work, as well as the paragraphs that highlight the importance that education, including sex education and education on life skills as well as on sexual and reproductive health, plays in supporting young people in developing knowledge and skills to enable them to make informed and responsible decisions.

Furthermore the EU welcomes the fact that the text stresses and encourages the need to change the current gender-based division of labour, and the gender stereotypes prevailing in the labour market, into new economic structures where women and men enjoy equal treatment, pay and power, including sharing of paid and unpaid work.

However, we note with disappointment the concerns expressed throughout the negotiations by some delegations with regard to concepts such as “gender” and “gender stereotypes”. This language has been fully agreed in the past, including in the Beijing Declaration and Platform for Action, and is entirely consistent with efforts to promote the realization of gender equality. As such we were, and will remain, unwilling to go back to pre-Beijing concepts. Mr President, we hope that in the future, delegations can in fact move forward from agreed language and continue to further the overriding objective of the Commission, which is to accelerate and develop the full enjoyment and unhindered exercise of equal rights for women and girls all over the world.

Mr President, the European Union attaches great importance to the development of “green and sustainable jobs” and the possibilities that these jobs offer to women; and so we regret that it was not possible to recognize their important potential in the text. However, we are hopeful that, with time, as these concepts become integrated into agreed language, we will be able to discuss and include them in future agreed conclusions.

The European Union would like to reiterate its strong commitment to the promotion of access and participation of women and girls to education, training, science and technology throughout the life-cycle, including for the promotion of women’s equal access to full employment and decent work, and looks forward to continued efforts aimed at reaching this goal.

Thank you, Mr. Chairman.