OUTLINE OF THE PRESENTATION

• The context
  • 20 years after Beijing: challenges to the realization of women’s economic and social rights
  • Post-2015 development framework

• The framework
  • Substantive equality for women: connecting gender, human rights and public policy

• Three priority areas
  • Transforming work for women’s rights
  • Making social policy work for women
  • Creating an enabling macroeconomic environment

• Using Progress to influence change
  • Influencing debates
  • Catalyzing change at country level
A CHALLENGING CONTEXT FOR WOMEN’S RIGHTS

• 20 years after Beijing: the world has changed significantly

• Rise of extremism and escalating violent conflict, resurfacing of patriarchal and anti-rights values

• Recurrent and deepening economic crises, volatile food and energy prices, natural disasters and climate change

• Slow progress on women’s rights cannot be separated from broader questions of economic and social justice
  ➢ Rising inequalities
  ➢ Skewed resource allocation
  ➢ Perverse reward and incentive structures
  ➢ Achievements and further progress threatened by austerity
FROM FORMAL TO SUBSTANTIVE EQUALITY

• Conundrum: progress in formal equality since 1995 has not translated in equal outcomes

• Fewer remaining restrictions in law, but persistent gender gaps in practice

• Unlikely that women deliberately and systematically choose less remunerative livelihoods

• Gender equality laws are important, but not enough for achieving **substantive equality** (CEDAW) = concrete enjoyment of rights
TRANSFORMING WORK FOR WOMEN’S RIGHTS

**VISION**

- Equal access to paid work
- Decent work, with social protection
- Fair and adequate earnings
- Equal sharing of unpaid care work

**REALITY**

- 26: The percentage point gap between women’s and men’s labour force participation*
- 75%: The proportion of women’s employment that is informal and unprotected in developing regions
- 24%: The average global gender pay gap
- 2.5x: How much more time women spend on unpaid care and domestic work than men
POLICIES TO TRANSFORM WORK FOR WOMEN’S RIGHTS

• Policies to recognize, reduce and redistribute unpaid care work

• Policies to reduce gender wage gaps

• Policies to improve the quality of informal work

• Policies to support the viability of rural and urban informal self-employment
MAKING SOCIAL POLICIES WORK FOR WOMEN

SOCIAL POLICY

To guarantee women’s right to an adequate standard of living, employment policies aimed at the generation and regulation of decent work have to be accompanied by social protection and social services that provide income security and enable people to live their lives in dignity.

SOCIAL TRANSFERS

- Child benefits
- Unemployment benefits / public works*
- Old-age pensions

SOCIAL SERVICES

- Health services
- Care Services
- Water and sanitation
SOCIAL SERVICES REDUCE WOMEN’S UNPAID WORK

Percentage distribution of the water collection burden, in sub-Saharan African households without piped water on the premises, 2006-2009

Women and girls are the primary water carriers for their families in sub-Saharan Africa

- Women 62%
- Boys 6%
- Men 23%
- Girls 9%
TOWARDS GENDER-RESPONSIVE SOCIAL POLICIES

1. Closing gender gaps in access to social protection and social services, for example through
   • Universal on-contributory pensions (Bolivia, Botswana)
   • Universal health coverage reforms (Thailand, Rwanda)

2. Expanding public services that reduce and redistribute unpaid care and domestic work, for example by investing in
   • Water and sanitation (LICs)
   • Childcare services (MICs and HICs)

3. Transforming social protection and social services to promote women’s empowerment head-on, for example by
   • Making conditional cash transfers work for women (Pernambuco)
   • Making health services responsive to women’s needs (Rwanda, DR)
TOWARDS AN ENABLING MACROECONOMIC ENVIRONMENT

Investments in water and sanitation can help reduce and redistribute unpaid care and domestic work.

Health care, education, and basic services are essential for the cultivation of human potential.

A rigid focus on low inflation targets can lead to fewer employment opportunities.

Jobs scarcity and economic insecurity can heighten vulnerability and reinforce stereotypes, stigma, and violence.

Spending on health and education generates long-term economic benefits, with the potential to raise government revenues in the future.

Increase in GDP are important only as a means to better social outcomes, including greater gender equality.

National income, job creation, and price stability are crucial elements in an enabling macroeconomic environment.

Care of people is fundamental to the overall well-being of society.

Budget and tax policies must support macroeconomic stability and growth.

At the core is the cultivation of human potential, which is enhanced by investments in health, education, and basic services.
1. Typically assumed to be ‘gender-neutral’ and do not account for distributive consequences

2. Do not adequately consider the importance of unpaid care and domestic work

3. Artificially constrain the resources available to governments to finance policies and programmes for gender equality

4. Have failed to provide economic stability and prevent crises which tend to hit women particularly hard
A RIGHTS-BASED APPROACH TO MACROECONOMIC POLICY

• **Monetary policies**: finding a better balance between reducing inflation and promoting real economic activity, employment and incomes.

• **Fiscal policies**: mobilizing more resources to finance essential investments, rather than making cuts.
  - Combating tax evasion and avoidance
  - Improving the efficiency of tax collection (Rwanda)
  - Reprioritizing spending (Cambodia, Mauritius, Sri Lanka)
  - Broadening the range of taxes and earmarking for social investments (Bolivia, Botswana)
USING THE REPORT TO PROMOTE CHANGE

Influencing debates about women’s economic empowerment by
– Achieving extensive media coverage (global launch and ongoing media outreach)
– Feeding findings into global debates (CSW, FfD, Post-2015, HR bodies)
– Holding high-profile public events (CUNY)
– Working with other UN agencies

Catalyzing change at the country / regional level by
– Putting evidence into the hands of gender equality advocates
– Engaging stakeholders (national launches)
– Feeding recommendations into UNW’s programmatic development (flagship programs)
– Supporting national policy dialogues (policy briefs)
GLOBAL MEDIA LAUNCH

The Star

Wednesday, April 29, 2015

Why isn’t the global economy fit for women?

Our world is out of balance. It is both wealthier and more unequal today than at any time since World War II.

We are recovering from a global economic crisis—but the recovery has been uneven. We have the largest number of illiterate women, yet globally women are struggling to find work. Unequal opportunities are at historic highs in many countries, including those in the Middle East and North Africa, in Latin America and the Caribbean as well as in southern Europe.

Where women do have jobs, globally they are paid 21 percent less than men do. In some countries, women are part of a growing informal workforce, whether they are in domestic service, as street vendors, or as domestic workers—a sector where they comprise 31 percent of the workforce. Why isn’t the global economy fit for women?

In our flagship report Progress of the

The Hindu

South Asia has world’s most skewed gender wage gap: UN report

The Hindu

In developing regions, up to 51 percent of women’s employment is informal, in jobs that are unprotected by labor protections,” the report says, Photo: Mizenbey

The Guardian

Less pay, more work, no pension: the 21st-century woman’s lot laid bare

Report from UN Women claims poor policies and discriminatory attitudes are falling women worldwide and calls for rethink of global economic policy

U.N. Report: Women May Need ‘Different Treatment’ to Achieve Economic Equality

Charlotte Alter | April 27, 2015

It’s just like Sheryl Sandberg said: paid leave and affordable child care would help achieve gender equality on a global level

Equal opportunity is not enough to ensure gender equality, according to a groundbreaking new report from U.N. Women. Instead, governments must commit to social policies that treat women differently in order to help them achieve economic parity with men.

Assistant Secretary General Phumzile Mlambo-Ngcuka attends the 2015 International Women’s Day March at Dag Hammarskjold Place in New York City on March 8, 2015. Photograph: Marco Palladino/NY Daily News

UN Women

Progress of the World’s Women 2015-2016

Transforming Economies, Realizing Rights
• Making national social protection floors work for women
• How to reap a triple dividend from early childhood education and care service
• What can the private sector do to advance gender equality and women’s rights?
• Why macroeconomic policy matters for gender equality
• Women's income security in old age: Towards gender-responsive pension systems
“Progress is excellent...the overall approach is both new and exciting, in that it applies an explicitly human rights approach to economic policy.”

Duncan Green
OXFAM’s From Poverty to Power blog

“Progress is phenomenal: comprehensive, cogently argued, and a terrific use of data to support theoretical and programmatic claims. I've never seen anything like it!”

Mala Htun
University of New Mexico

“UN Women gets it: UN reports are not always the most exciting and innovative but I was on the edge of my seat reading this report.”

Craig Mokhiber
Chief of Development and Economic and Social Issues Branch of OHCHR
Thank you!

http://progress.unwomen.org