

PROGRESS OF THE WORLD'S WOMEN 2015-2016

# TRANSFORMING ECONOMIES, REALIZING RIGHTS



# 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

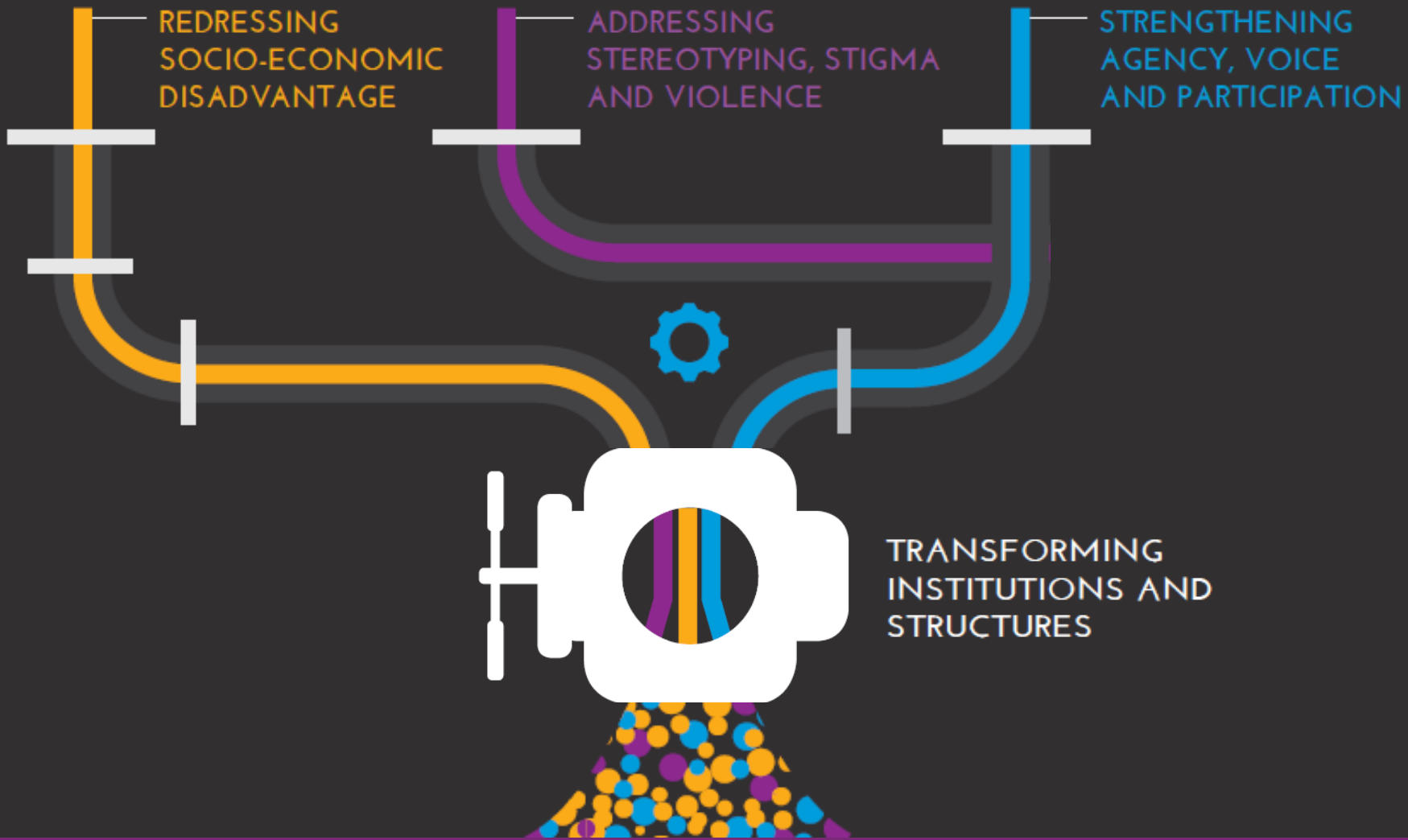
# A CHALLENGING CONTEXT FOR WOMEN'S RIGHTS

- 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

# SUBSTANTIVE EQUALITY: AN AGENDA FOR ACTION



# TRANSFORMING WORK FOR WOMEN'S RIGHTS



## 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

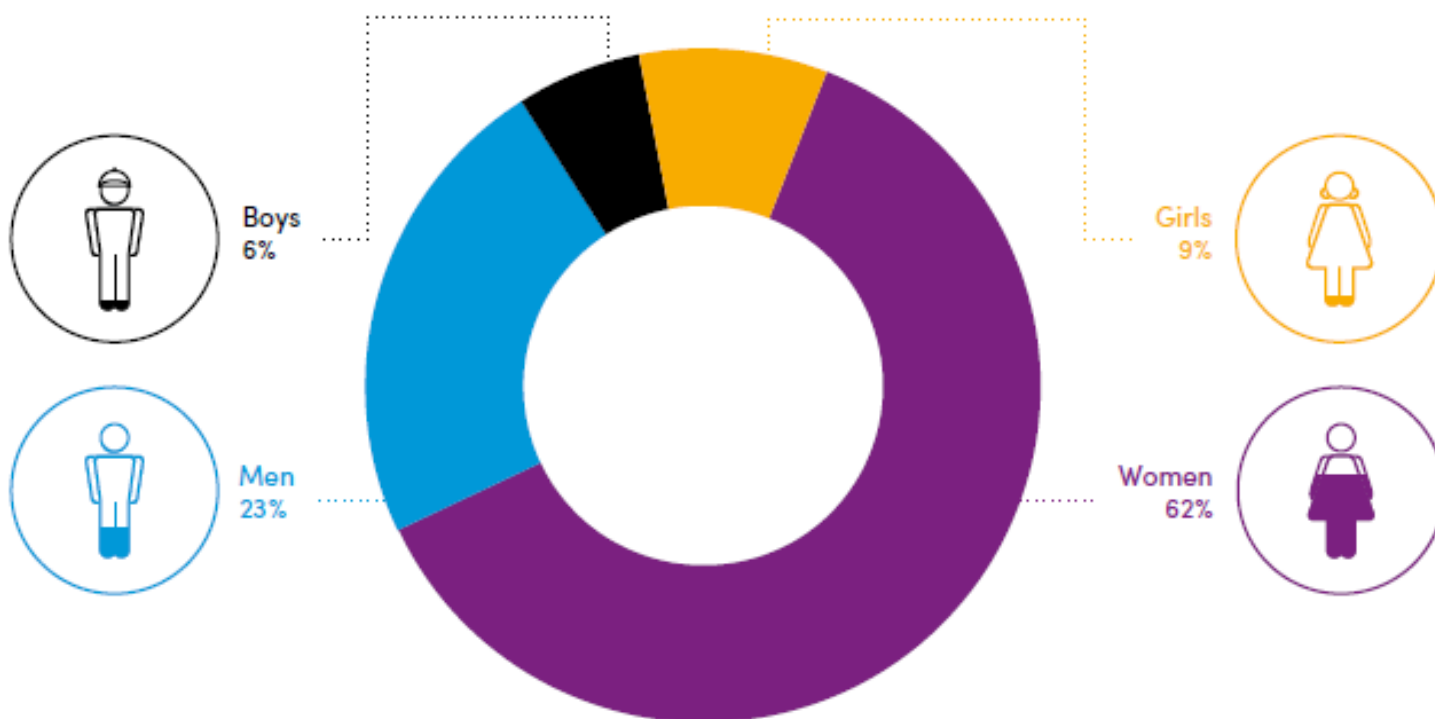
- Health services*
- Care Services*
- Water and sanitation*



# 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

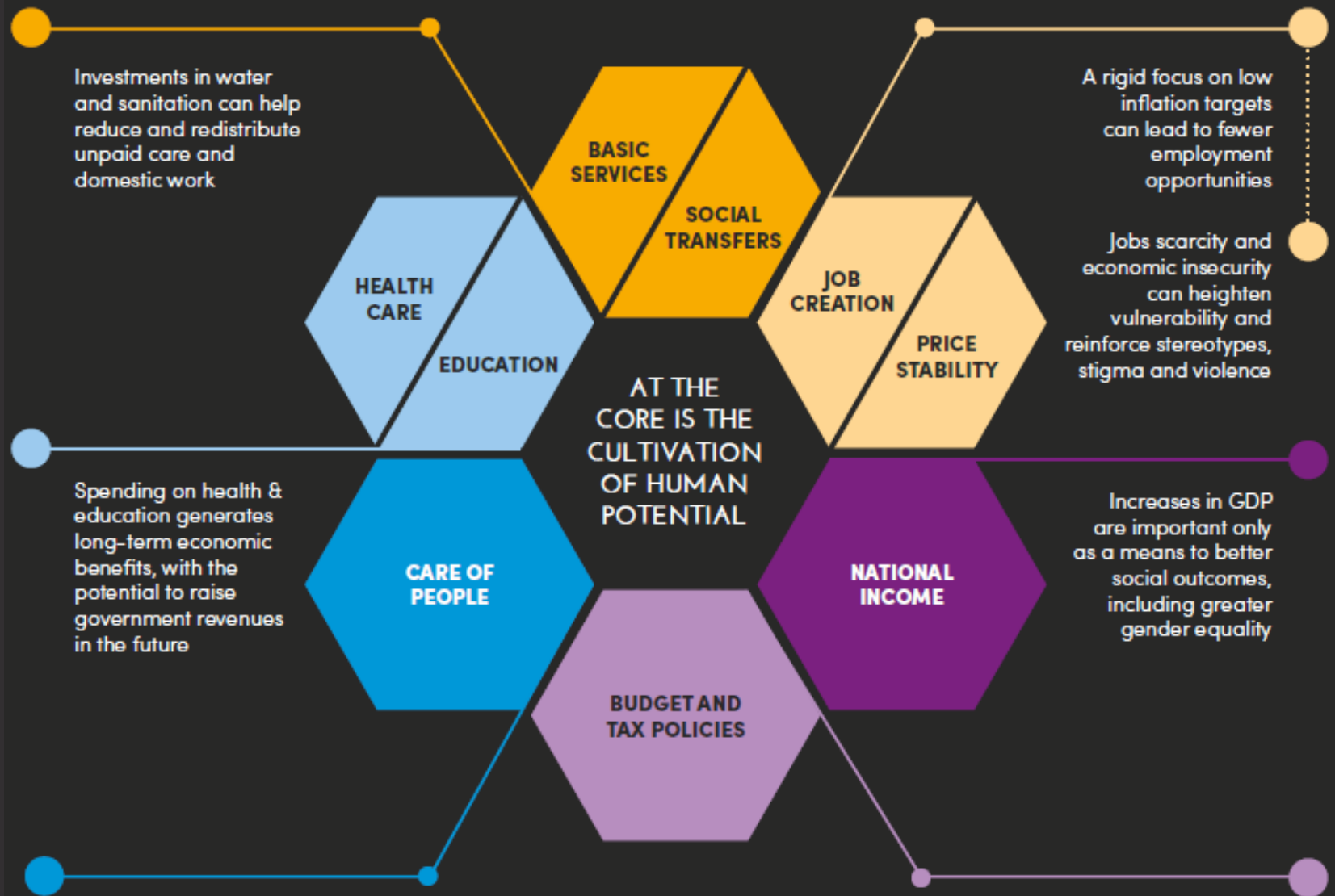
→ *Women and girls are the primary water carriers for their families in sub-Saharan Africa*



# 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



# WHAT'S WRONG WITH CURRENT MACROECONOMIC POLICIES?

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 Established 1887  
47 Sauer Street, Johannesburg

## Why isn't the global economy fit for women?

**O**UR 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 that recovery has been jobless. We have the largest cohort ever of educated women, yet globally women are struggling to find work. Unemployment rates 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, on average. For the most part, the world's women are in low-salaried, insecure occupations, like small-scale farming, or as domestic workers – a sector where they comprise 83 percent of the workforce.

Why isn't the global economy fit for women?

In our flagship report *Progress of the*

look particularly at the “invisible” economy of unpaid care and domestic work that anchors all economies and societies.

Conventional measures like GDP have historically been blind to a large proportion of the work women and girls do, and unhearing of the voices of those who would wish to allocate public resources to their relief, for example through investments in accessible water and clean energy.

We suggest the need to apply a human rights lens to economic problem-solving. We propose specific, evidence-based solutions for action by both the government and the private sector, to shape progress towards decent, equally paid jobs for women, free from sexual harassment and violence, and supported by good quality social services.

Our public resources are not flowing in the directions where they are most needed: for example to provide safe water and sanitation, quality health care, and decent child- and elderly-care

### COMMENT



PHUMZILE  
MLAMBO-NGCUKA



unfairly punishes women for stepping in when the state does not provide resources and it affects billions of women the world over. Data from France, Germany, Sweden and Turkey suggest that women earn between 31 and 75 percent less than men over their lifetimes. We need policies that make it possible for both women and men to care for their loved ones without having to forgo their own economic security, success and independence.

Our globalised economy seems to be working at cross-purposes with our universal vision of women's rights: it is limiting, rather than enabling them. Where there is no choice, there are few rights. But there are solutions. The report

revenue lost to developing countries due to trade mispricing, just one strategy used by corporations to avoid tax, is estimated at between \$80 billion (R1.1 trillion) and \$106bn. This is nearly \$20bn more than the annual capital costs needed to achieve universal water and sanitation coverage.

With the right mix of economic and social policies, governments can make transformative change: They can generate decent jobs for women and men and ensure that their unpaid care work is recognised and supported.

Well-designed measures such as family allowances and universal pensions can enhance women's income security, and their ability to realize their roles.

**theguardian**  
Winner of the Pulitzer prize 2014

## 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 failing women worldwide and calls for rethink of global economic policy



in a village near Udaipur, Rajasthan. Photograph: Marco Palladino/Alamy

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

Charlotte Alter @charlottealter | 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 Hammarskjöld Plaza in New York City on March 8, 2015.

## THE HINDU

NEWS » INTERNATIONAL

New Delhi, April 27, 2015

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



The Hindu  
In developing regions, up to 95 per cent of women's employment is informal, in jobs that are unprotected by labour protection," the report says. Photo: M.Srinath

## POLICY BRIEF SERIES

- 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



# WHAT PEOPLE SAY ABOUT *PROGRESS*

*“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>*