

**THE ANGLICAN COMMUNION OFFICE
AT THE UNITED NATIONS**

**ANGLICAN
COMMUNION**

IN OVER 165 COUNTRIES



**THE UNITED NATIONS COMMISSION ON THE
STATUS OF WOMEN 61st SESSION**

**NEW YORK CITY
MARCH 2017**

“REPORTS AND REFLECTIONS”

Contributors
Anglican Provincial Delegates
Anglican Communion Office at the United Nations Staff & Volunteers

The priority theme for the sixty-first session of the United Nations Commission on the
Status of Women (UNCSW61) was
“Women’s economic empowerment in the changing world of work.”

This booklet is dedicated

To all women and girls *who lack equality* in the changing world of work and are
struggling to obtain high-level jobs, similar wages to men, mobility in the formal
work sector, and economic independence.



WORDS OF GRATITUDE

The sixty-first session of the United Nations Commission on the Status of Women (UNCSW61) addressed a critical theme – *the empowerment of women in the changing world of work* – at a critical moment in world affairs. This is a time to come together, and that is precisely what we did at the UNCSW61.

On behalf of the Anglican Communion Office at the United Nations (ACOUN) we thank everyone who has assisted us in our journey through UNCSW61, including all the Anglican Communion delegates, many of whom traveled great distances to be with us in New York, for their tremendous enthusiasm, positive participation, knowledge, courage, and faith.

We are very grateful to our special guest speaker this year, Fereshteh Forough, Founder and Chief Executive Officer of Code to Inspire, a non-profit organization committed to educating female students in Afghanistan and improving their literacy. Born in Afghanistan, Fereshteh lived as a refugee in Iran in her youth. Upon returning to Herat, Afghanistan, with her family, Fereshteh received her bachelor's degree in computer science from Herat University, then a Master's degree from the University of Berlin in Germany. Her goal with Code to Inspire is to spread the message of peace and to empower women everywhere. The time she spent with us at the UNCSW61 was inspirational and uplifting.

Among those Anglican Communion friends and colleagues who came from London, we offer our heartfelt thanks to The Revd Terrie Robinson, Director for Women in Church and Society in the Anglican Communion Office, Adrian Butcher, Director for Communications, and Canon Sarah Snyder, The Archbishop of Canterbury's Adviser for Reconciliation. Their dedication to strengthening the ministry of the Anglican Communion cannot be understated.

The contribution of the Episcopal Church has been pivotal at the UNCSW over the years. We thank Lynnaia Main, Episcopal Church Representative to the United Nations, The Revd Canon Charles C. K. Robertson, Ph.D, Canon for Ministry Beyond The Episcopal Church, The Most Revd Michael B. Curry, 27th Presiding Bishop and Primate of The Episcopal Church, who hosted a reception for Anglican and Episcopalian delegates to the UNCSW. We also thank all our friends in The Episcopal Church Center's building services who graciously worked to make our participation at UNCSW61 hospitable. Additionally, we thank The Revd Canon Benjamin Musoke-Lubega, Director of Faith in Action – Trinity Church Wall Street, and The Revd Dr William Lupfer, Rector of Trinity Church Wall Street, for their committed support of this Office

We also thank Alec Dawson and the law firm of Morgan, Lewis & Bockius LLP for their hospitality and generosity, which included the dinner reception for all the delegates and special guests.

Over the years, our Treasurer, Marnie Dawson Carr, who was instrumental in the founding of our Office, has always been a great source of financial and moral support.

Grants received from the Archbishop of Canterbury's Anglican Communion Fund (ACF) include financial support specifically designated for our work with the UNCSW. This is a vital contribution for which we can only say "thank you."

In the Anglican Communion UN Office in New York, we thank Beth Adamson of Greystone Consulting, who consults us every year in preparing for the UNCSW, and Rachel Jimenez, student at Columbia University and Program Assistant for the Anglican Communion Office in New York. The contribution made by Ms Jimenez in support of the Anglican delegates cannot be emphasized enough.

Finally, we thank Rachel Chardon, General Program and Administrative Officer of the Anglican Communion Office at the UN in New York. Rachel's professionalism, dedication, and tireless effort in the planning for the success of UNCSW61, made the work and ministry of the enthusiastic and able Anglican delegation possible.



TABLE OF CONTENTS

DEDICATION

Ms Rachel Elizabeth Chardon	1
-----------------------------------	---

WORDS OF GRATITUDE

Revd Canon Jeff Golliher, Ph.D	2
--------------------------------------	---

UNCSW61 EMPOWERMENT

Ms Mariana Lang.....	5
----------------------	---

FORWARD

Ms Lesley Lewis	6
-----------------------	---

OVERVIEW

Revd Laura Marie Piotrowicz.....	7
----------------------------------	---

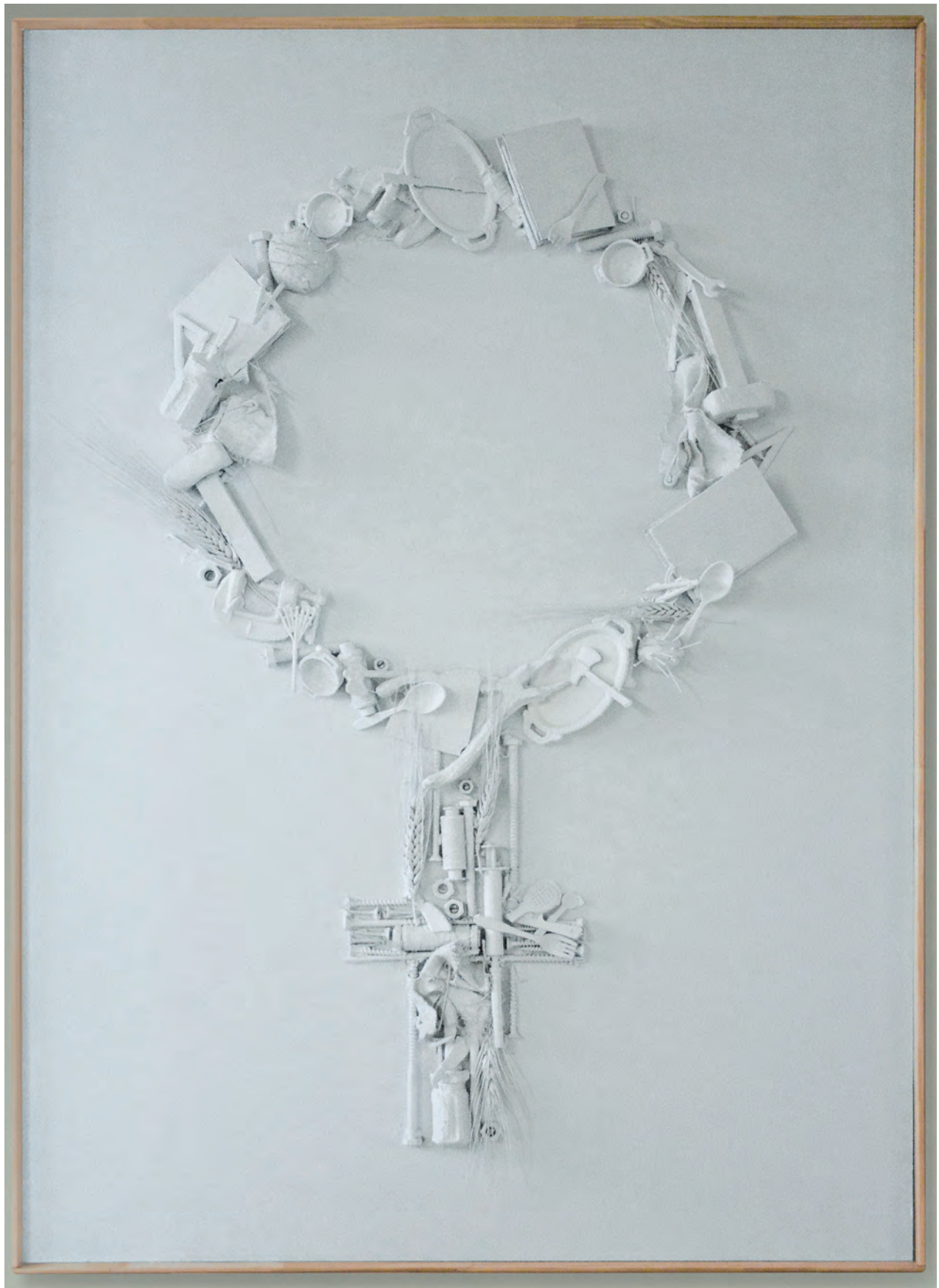
ANGLICAN PROVINCIAL DELEGATES AND COUNTRIES	8
--	----------

COUNTRY REPORTS

Provincial Delegates	9-39
----------------------------	------

APPENDICES

• Statement to the Anglican Consultative Council by UNCSW60 Delegation	41-43
• Acronyms.....	44
• Provincial Delegates' Program.....	45-47
• Agreed Conclusions.....	48-66
• Map of Delegates' Home Countries	67



UNCSW61 Empowerment
60.5 cm X 85 cm
Relief sculpture
M. Lang, 2017



FORWARD

Many societies, including Christian communities, have an embedded cultural history of male dominance over women and girls. No country has fully achieved gender equality, as androcentric and patriarchal attitudes and behaviours continue to oppress women.

Feminist movements have emerged in response to gender inequities that negatively impact women's experiences. Feminist movements act to challenge, address, and resolve gender related injustices, which include: patriarchal control, oppression, and violence towards women and girls. On this background, the United Nations established the Commission on Status of Women (UNCSW) in 1946 as the principal global body exclusively dedicated to promoting gender equality and empowering women.

Every annual UNCSW session brings neglected voices in from the periphery and elevates diverse voices on women's concerns onto the world stage. Priority themes are used to focus attention as member nations review progress, address emerging challenges, identify gaps; and commit to further action to promote women's ability to enjoy the same freedoms, rights, and responsibilities as men. This year's theme of *Women's economic empowerment in the changing world of work*, and the emerging focus area of *Empowerment of indigenous women*, provided focus and direction linking the myriad of side and parallel events.

Christianity manifests through expression in the Trinity, as it is experienced, and as it is received by the people of God. The body of Christ continues as a diverse and responsive people of faith facing the challenges of a constantly evolving world. Gender injustices are a significant concern for the Anglican Communion and other Christian denominations who believe that women are equally called, freed, and gifted by the Spirit to find meaning in faith, service, and worship to the Lord. The Anglican Communion is an advocate for gender justice and sends a delegation to participate in annual UNCSW sessions. Anglican Communion participation in UNCSW contributes to narrative repair through sharing experiences, learning lessons, and celebrating achievements that build counter narratives of women's inclusion, equality and empowerment.

The 2017 Anglican Communion delegation to the 61st UNCSW session completed a full agenda of activities including: visits to their country missions, participation in UN side events hosted by government missions, and attending parallel events organized by non-government organizations. Delegates engaged in a rich feminist theological experience with Ecumenical Women at the United Nations Church Center and the Episcopal Church Center. Where daily worship included ethnic voices, diverse languages and references to indigenous spirituality, women came to celebrate the place and contribution of women of faith within the theme of *Women's economic empowerment in the changing world of work*.



OVERVIEW

A group of twenty-two accomplished and articulate women from around the globe gathered to represent the Anglican Communion at the sixty-first session of the United Nations Commission on the Status of Women (UNCSW61) 13-24 March 2017. Anglican Communion Delegates (ACDs) were upheld in prayer, and supported by staff and volunteers at the UN Office. Anglican Communion staff were also present to help share the story of the important Anglican presence at the UNCSW.

The ACDs participated in, and were able to offer feedback through a variety of fora, from Ecumenical Women and NGOCSW sessions, Regional Caucus meetings, and a variety of receptions; additionally some delegates arranged meetings at their respective Permanent Mission offices. Involvement in side and parallel events allowed delegates to engage in areas of focus to their own interest and circumstance.

Additionally, the ACDs were blessed to participate in worship services, Ecumenical Women's networking dinners, an International Women's Rally, a panel discussion on "Women's Economic Empowerment Across the Anglican World," the launch of the Side by Side movement, a presentation by The Episcopal Church's Office of Government Relations, a Q&A session with The Most Revd Michael B. Curry, Presiding Bishop of The Episcopal Church, and the president of the House of Deputies, The Revd Gay Clark Jennings of The Episcopal Church.

A presentation by Fereshteh Forough, founder and Chief Executive Officer of Code to Inspire, a non-profit organization committed to educating female students in Afghanistan held the delegates captive. Even a snow day (which closed the UN and most of Manhattan) could not dampen the Anglican enthusiasm; from frolicking in midtown snow to a re-located delegates' workshop, the ACDs made the most of every moment together.

It was with pleasure that the UNCSW experienced morning briefings with high-profile UN staff including UN Secretary General Antonio Guterres, Under – Secretary-General and Executive Director of UN Women, Phumzile Mlambo-Ngcuka, and the UNCSW Chair, Antonio Patriota.

The UNCSW61 themes were at the heart of sessions, and discussions among ACDs. The priority theme "Empowering Women in the Changing World of Work" provided the focus to share experiences in such issues as precarious work, the unpaid care economy, education, decent work, and human trafficking. The review theme "Progress made in the challenges and achievements in the implementation of the Millennium Development Goals for women and girls" allowed the ACDs to consider the challenges and successes of countries and churches in committing to the transition to Agenda 2030 (Sustainable Development Goals); of particular focus was goal #5 (Gender Equality). The emerging theme, empowerment of indigenous women, promises to bring timely and essential conversation and action.

After two intense weeks together, the spirit of sisterhood, solidarity, and hope prevails among the ACDs. Technology allows delegates to stay in touch, sharing the prayers, energy, and sense of family which began in New York. The ACDs are assured of, and will share, the message of being one in the body of Christ, called to action, supported in prayer, and living in hope.



ANGLICAN PROVINCIAL DELEGATES TO THE UNCSW61

The United Nation's Commission on the Status of Women (**UNCSW61**)
will undertake a review and appraisal of the progress made
**in the challenges and achievements in the implementation of the
Millennium Development Goals for women and girls**

Name	Country
Ms Mariana Siglinda Lang	Argentina
Ms Lesley Lewis	Australia
Mrs Odete Lieber	Brazil
Mrs Mathilde Nkwirikiye	Burundi
Revd Laura Marie Piotrowicz	Canada
Mrs Njovu Murombedzi Shingaidzo	Central Africa
Ms Wendy Lee Ms Tam Yeuk Ming	Hong Kong (SAR China)
Ms Miki Hamai Ms Maya Kobayashi	Japan
Ms Okkyung Lee	Korea
Ms Sar Kabaw Htoo	Myanmar
Mrs Isadora Betham	New Zealand
Ms Khushbakht Humphrey Peters	Pakistan
Revd Immaculee Nyiransengimana	Rwanda
Ms Rachael Fraser	Scotland
Ms Maupi Letsoalo Ms Pumla Titus Ms Nomfuzo Mangisa Mrs Lungelwa Makgoba	South Africa
Mrs Harriet Baka Nathan Mrs Joy Kwaje Eluzai	South Sudan
Ms Erin Morey	United States



COUNTRY REPORTS

UNCSW61



MS MARIANA SIGLINDA LANG, THE ANGLICAN CHURCH OF SOUTH AMERICA

Introduction

Argentina is a country with a surface area of 2.78 million km². It has a population of 41.45 million inhabitants with the majority of the population concentrated in 3 big overcrowded cities, Buenos Aires, Rosario, and Córdoba. 48.7% of the total population are men while 51.3% are women. Argentina was first conquered and populated by Spain and then received many immigrants from mostly European countries (Italy, Spain, and in a minor percentage from Poland, England, Germany etc.). As a consequence of the harsh measures taken by the government, the indigenous population was reduced to 2.38%. Now days, Argentina has a lot of immigration from South America, mainly from adjacent countries such as Paraguay, Bolivia and Perú, as it is an immigrant friendly country, established by the Constitution in 1860.

Key Concerns

Taking into account the complete mismanagement of Argentina's statistics by the government, it could be said that Argentina has a 35% poverty rate. The several and continuous economic crises make it difficult for the state to improve the conditions for women's economic empowerment, especially for lower class women.

On the other hand, in education, some important improvements were made. At the university level, 57.4% of the students and 61.5% of graduates are women. However, in the professional field, these percentages don't translate; women's representation in high and powerful job positions is really low, versus its high representation in low remunerated job positions, often associated to service jobs. The non-remunerated work, such as, cooking, cleaning, and taking care of the family are still thought of as women's responsibilities; this is slowly starting to change with the new generations, mainly among the most educated ones. During the past four years, efforts were made to help domestic and textile workers enter the formal employment sector.

Government Programs

A law was made in 2012 concerning the exploitation of people in rural, textile, and sexual jobs but has had a poor outcome.

Due to the 1991 law that allowed 30% of women to participate in the political candidate lists and the 2016 law that allowed 50%, women are now able to participate in Parliament. In Argentina there are several private and state institutions working to capacitate women, in leadership job positions, and in economic entrepreneurship that stimulate women's empowerment. There are numerous institutions intended to protect women and provide them the means to report any harassment. Police, teachers, and sanitary professionals are being trained. In 2009, a law for women's protection was created; however, every 30 hours a women dies because of her gender. Since 2015, a social movement called "Ni una menos" started with the intention of making people aware of this problem and situation.

On the other hand, regarding indigenous populations, although there are laws that ensure their rights, they end up being unheard, unattended, and even repressed, which leaves women really far behind, regarding their empowerment.

Anglican Provincial Response

In the north of Argentina the church works with indigenous Anglican communities together with Mothers' Union, empowering women.



MS LESLEY LEWIS, THE ANGLICAN CHURCH OF AUSTRALIA

Introduction

Land Area	Population	Gender Ratio
Sixth largest country 149.4 million square kilometers	24 million (2.4% indigenous) Diverse: (1 in 4 residents born outside of Australia) Aging: (low fertility with increasing life expectancy)	98.8 males to 100 females

Australia is the lowest and flattest continent. More than 40% of its land mass is classified as desert. Australia does not have any land based borders with other countries. It has a very low population density of 2 people per square kilometer.

Government Programs

Australia has a solid background in promoting gender equity. The Australian Government sends a delegation to the Commission each year and is particularly active in negotiating the Agreed Conclusions in accordance with Australia's policy positions.

The Australian priorities for women are articulated as safety for women, women's economic empowerment and opportunity, and women's leadership. The government supports Australian women to have a voice globally through its participation in international forums and by meeting international reporting obligations. This is demonstrated with the inclusion of non-government delegates in the Australian CSW delegation since 1999. This year there are 3 NGO representatives, including 2 indigenous women. The Australian Office for women and formal delegation intentionally engages NGO representatives in a consultative and collaborative manner using emails, a pre-departure briefing, and social media networks.

Australia continues to implement and maintain systems and processes towards gender equity with many initiatives and commitments being articulated into governmental policy and processes. Three examples include the *National Action Plan on Women, Peace and Security 2012-2018*, *The Gender equality and women's empowerment strategy February 2016* (Department of foreign affairs and trade), and the establishment and funding of *The National Women's Alliances*. The Alliances were established as lead groups to ensure that the government hears the voices of as many Australian women as possible. The focus of the Alliances is to engage with women who have found it difficult to engage in advocacy and decision making.

The Gender equality and women's empowerment strategy of February 2016 (Department of foreign affairs and trade) outlines its commitment to the integration of gender equality in department activities (foreign policy, aid for trade investments and economic diplomacy, and investing in gender equality through the investment program) as well as committing to gender balancing ratios in senior leadership and executive roles. These policies and initiatives are independently evaluated and the outcomes are reported. The Australian National Action Plan underwent interim review in 2015. This review found that, while still a developing area, this critical first step has established a foundation and policy framework for action from which to continue.

Available grant funding is used to design and deliver educational programs in rural areas for women to gain the skills and confidence to stand for appointment or election to senior committees and company boards of management. Alumni from these courses have been, and continue to be, appointed to diverse fields from water trusts boards, education boards, hospital and health boards, and as elected representatives in local government.

The Gender balance on Australian Government boards (2016) report notes that women represent 40% of the board membership on government boards. It also notes that women represent 32% of the country's leadership (chair/ deputy chair). Women are represented in 46.5% of new appointments to board positions (improved from 38.5% in 2014-15).

In July of 2016, the Australian government implemented a target for 50% of government board positions overall to be held by women.

In the Health industry, there is a high participation of women in positions of leadership and authority. The Hume rural health region in Victoria covering 44,000 square kilometers has 17 public hospitals, where the Director of nursing is female in 14, and the CEO is female in 8.

From a rural perspective, I have consulted with women in leadership in the agricultural industry who reflect that women (including indigenous women) are seeking and maintaining employment in the industry working alongside males as accepted co-workers. The Australian Lot Feeding Association (ALFA) has a number of women on its board and is chaired by a woman. This association has a culture of supporting and mentoring both women and men into leadership positions. Women working in the feedlot industry commonly have an interest in jobs related to animal welfare and nutrition. Australian leaders reflect that programs such as the ALFA are good for their communities. In the past, young women would leave seeking education and employment in larger towns and cities; however, these programs now help retain young women in the community. The ALFA also note that the ability to engage with further education, leadership, and management courses (via on line streams and intensive modules), while maintaining their employment, is a major improvement. It is no longer uncommon for a woman to be appointed as farm and feedlot managers.

Conclusion

There are still areas for improvement. Gender violence is an ongoing issue of concern that continues to impact lives and communities. It is with a heavy heart that I reflect on two gender violence related deaths in my community last year. Karen was known to me, her children are with mine in school. She was taken, tortured, murdered, and left in Bushland. There are currently reports of her injuries and death in the media, as the case goes to trial. Reading these details has a different intensity of horror when you know the victim. Zoe was 11 when she was assaulted and murdered in her own bedroom during a party at her mother's house. The local community thought it was immune to this type of violence but these deaths increased the acknowledgment of gender based violence with a communal outpouring of grief. With both alleged perpetrators being male, and both having history of previous offences, these deaths were instrumental in the establishment of #ENOUGHISENOUGH. Initially, it started as a social media campaign advocating for stronger oversight of recidivist offenders. This group has become a vocal advocate for change by using social media, public rallies, political lobbying and other advocacy platforms. Karen and Zoe may you rest in peace.



MRS ODETE LIBER DE ALMEIDA ADRIANO, IGREJA EPISCOPAL ANGLICANA DO BRASIL

Introduction

Brazil has 200,000,000 people, 52% of which are women and girls.

Key Concerns

In Brazil violence hits women hard: 13 women are murdered every day. According to data in 2014, which was disclosed by the SIM (System for Information on Mortality - developed by the Ministry of Health), 4,757 women were killed by violent death. Although these facts are alarming, the debate on violence against women is sometimes hampered because of the greater figures of lethal violence amongst men or because people resist recognizing this issue as a public policy concern.

Government Programs

In Brazil, there is the Law 11,340, which is known as the Maria da Penha Law (LMP)¹. There is also the Law 13,104, established on March 9, 2015, which renders femicide a heinous crime. This represents a political milestone in the fight for women's rights. According to the 2016 Violence Atlas, without the LMP, women's homicide rate would have risen even higher. The data is more worrisome when compared with the data from the 180 Hotline, which is from the Department of Policies for Women of the Office of the President of the Republic, which states of a total of 52,957 whistleblowers of violence 77% said they were victims of aggression on a weekly basis. In 80% of violent cases, the perpetrators of aggression had an emotional bond with the victim (husband, boyfriend, and ex-companion). Regarding the tragedy described above, 80% of those victims have children and 64% of their children either witnessed or also suffered violence.

Anglican Provincial Response

Aiming to raise awareness to women in general and not only those in churches, and encourage those who experience such situations to take the lead in transforming their life stories, the IEAB (Anglican Episcopal Church of Brazil) has – through SADD (Anglican Service for Diakonia and Development) – conducted social projects and training programs for the economic empowerment of women. As part of the Actions for Tackling Violence against Women, in the past 6 years, the SADD has supported the Noeli dos Santos House (a shelter located in Ariquemes, state of Rondônia, which receives women and children who are victims of violence), by offering subsidies for the maintenance and capacity-building of the working team. This action has been given priority by the SADD planning. The IEAB also maintains a project called “Gender and Sexualities and Rights”.

The program's objective is to meet the social demands of the communities where it is located, and reflect in its content the commitment, as part of the Anglican Communion, to the promotion of rights, equity, and social justice. This program aims to have a direct influence on the promotion of gender equality within the perspective of promoting development.

In 2017, the program contributes to stamping out poverty and inequality, promoting gender equality, and empowering women. Devised in consonance with the IEAB priorities, set out in its Synod in 2013 (which pointed out the need to advance on the work concerning sexualities and the youth), this program confirms the Church's intention to couple its diaconal action with the guarantee of rights and the promotion of sustainable and equitable development in Brazil.

The SADD has sought to align its actions to the Mission of the Anglican Communion, which have been a parameter for the IEAB diaconal work.

¹Maria da Penha Law, passed on August 7, 2006, is named after a woman whose husband attempted to kill her twice, and who has since then devoted herself to the cause of fight against violence against women. This law ensures protection for women against any type of domestic violence, be it physical psychological, patrimonial or moral.



MRS MATHILDE NKWIRIKIYE, THE ANGLICAN CHURCH OF BURUNDI

Introduction

Burundi is a small country within the Eastern Region of Africa bordering the Democratic Republic of the Congo on the West, Rwanda in the North, and Tanzania on the East. Its size is 27,834 sq. km. According to the 2015 United Nations Human Development Report, Burundi has a population of 10,500,000 inhabitants of which 51% are female and 49% are male. The density per sq. km is 338 persons; the population growth is 3.3%. According to the Human Development Index report in 2014, Burundi was ranked 180/187, which has deteriorated further due to the present politico-social crisis. More than 64.6% of people are living under a dollar a day. The majority of our population lives in rural areas and depends on subsistence farming. This acute poverty mainly affects women and girls who do not have easy access to education and, therefore, to work.

Key Concerns

The main concern in our daily lives is a cultural resistance against the equality of women and girls to men. This is expressed when issues of inheritance and education are addressed. Since we are a farming community women do not have rights to land ownership; consequently, when there are problems in the family the wife loses almost everything. This dependency makes women and girls very vulnerable in the communities where they live. The second major challenge is domestic and sexual violence especially in situations of conflict and poverty. Women do not have the self-confidence to report what happened to them because they fear to be punished in the present male dominated system. Another challenge is the present political social instability in the country.

Government Programs

The constitution of Burundi guarantees 30% of women in parliament, government, and other political positions. This allows more women to participate in governance and be a voice to the voiceless. A new law on gender-based violence has been adopted that fights against the impunity of perpetrators. The government is encouraging girls to go to school and to remain in school as long as possible.

Anglican Provincial Response

The Anglican Church's intervention in empowering women and girls is inspired by the Biblical verse John 10:10 "... so that they may have life in its fullness". We have economic empowerment programs on loans and savings. We have literacy programs that enable women to access information, share their concerns, and find solutions for their contextual problems. Additionally, we have worked with police and government officials in sexual violence prevention. The Anglican Church of Burundi has joined the "We shall Speak Out" Network, in order to equip and mobilize the church and community members to be sensitive to women's issues, to speak out, and to care for the victims and survivors of Gender Based Violence (GBV).



REVD LAURA MARIE PIOTROWICZ, THE ANGLICAN CHURCH OF CANADA

Introduction

Covering 9.985 million square kilometers, the south of Canada borders the USA, the Atlantic, Pacific, and Arctic Oceans. The population is approximately 36 million people, 82% of which live within 100 miles of the southern border, mostly in large urban centers.

The population disaggregates overall to 49% M, 51% F, and by age demographic as well: 0-14 years 17% (51% M, 49% F); 15-65 years 68% (49.5% M, 50.5% F); 65+ years 15% (44% M, 56% F). Life expectancy is 81.5 years (79 M, 84 F); median age 40.5 (40 M, 41.5 F). Infant mortality is 4.6/1000; maternal mortality 12/100,000. The main ethnic origins are 77% European, 14% Asian, and 4.3% aboriginal.

Official languages are English and French, spoken by 98% of the population; less than 1% of the population speaks aboriginal languages. Canada celebrates its 150th anniversary of Confederation in 2017.

Key Concerns

The Prime Minister has identified working towards gender equality and improving relations with indigenous people as his key goals. While some progress has been noted (i.e. an Inquiry into Missing and Murdered Indigenous Women is acknowledging the epidemic), additional work is needed (esp. in areas of disproportionate gender-based violence, incarceration [esp. aboriginal and black], indigenous youth suicide, and human trafficking).

Canada's tumultuous history with indigenous populations included forced integrations and relocations. Current efforts demonstrate a desire to journey towards reconciliation (such as the Truth and Reconciliation Commission [TRC]). Canadian Indigenous women remain the lowest socio-economic cohort.

Government Programs

Status of Women Canada supports programs in areas of empowering indigenous women for stronger communities and empowering women for political and community action. While women now make up 50% of the appointed Cabinet, they remain underrepresented at other levels of government (26% elected Members of Parliament; 18% mayors, 28% city councilors, 18.6% First Nations Band Chiefs).

As of 2010, Canada was positively contributing to MDGs 1, 3, 4, 6 and falling short on goals 2, 5, 7, and 8. It is hoped that the change in the ruling political party (Nov 2015) will increase foreign aid.

Anglican Provincial Response

Despite 2/3 of Canadians identifying as Christian, Anglicans make up only about 5% of the population (RC 39%, United Church 6%). As a post-Christian society, 24% self-identify as having no religion.

The Anglican Church of Canada takes its role in working with indigenous peoples and the TRC seriously. There is concentrated effort on the parts of the Primate and the General Synod to uphold calls for gender equality, gender justice (ACC resolutions 16.02 and 16.03), and on matters of human trafficking (ACC resolution 15.10).



MRS NJOVU MUROMBEDZI NOREEN SHINGAIDZO, THE CHURCH OF THE PROVINCE OF CENTRAL AFRICA

Introduction

This paper provides perspectives on the interventions that Zambia has performed to economically empower women and outlines the registered economic gaps. It also highlights the role of the Anglican Church in promoting sustainable development, targeting women's participation, and contribution.

Zambia is a land locked country in Sub-Sahara Africa. It borders with Angola, Botswana, Democratic Republic of Congo, Malawi, Mozambique, Tanzania and Namibia. It covers a land area of 752,612 square kilometers. Administratively, the country is divided into ten provinces and 103 districts. The main urban provinces are Lusaka, the capital city, and Copperbelt. Other provinces are Central, Eastern, Muchinga, Northern, Luapula, North Western, and Western and Southern, which are predominantly rural.

Zambia has three seasons, the cool and dry winter from May-August, a hot and dry season during September and October and a warm and wet season from November to April, which gives it a tropical climate and vegetation. Additionally, Zambia is well-endowed with substantial water bodies. However, the country remains prone to adverse effects of climate change in the recent years, as the country has experienced droughts in certain circumstances.

The population of Zambia according to Census 2010 was 13,092,666. Out of this 7,919,216 (60.5%) represent the population in rural areas while 5,173,450 (39.5%) represent the population in urban areas. Males were 6,454,647 (49.3%) of the population while females were 6,638,019 (50.7%). In addition, the country has a youth population (15-24yrs) of 20.8% of the total population.

Key Concerns

Zambian women are largely challenged with socio-economic and cultural issues that have contributed to rising cases in gender-based violence, poverty, child marriages, lack of education for young women, and unavailability of sanitary pads, which perpetuate youth absenteeism from school. Although Zambia has a progressive policy on girls' retention in the school system (Re-entry Policy), the Citizens' Economic Empowerment Fund and Women's Fund under the Ministry of Gender, the lack of other supportive policies and legal framework to enhance women's entrepreneurship programs hinders women from actively engaging in productive sectors. These include: lack of tangible assets to use as collateral to obtain credit, lack of holistic opportunities for skills development, and constrained markets, all of which negatively impact the situation of women economically.

The level of education attained is very important to the empowerment of women and girls. In our country males are 82.7% literate compared to 67.5% of females (ZDHS 2013-14). However, there was an increase of girls being re-admitted to school in 2014 (5,322), as compared to 4,492 in 2013 translating into an 18.5% increase. From 2011 to 2014 there was a rise in re-admittance from 924 to 2,069 representing a 54.7% increase (Gender Status Report-Zambia 2012-2014).

Government Programs

The Ministry of Gender developed a program called the Agriculture Development through Value Chain Enhancement (ADVANCE), which is centered towards women and agricultural development in an effort for women to achieve food and nutrition security. This program provides agricultural equipment and start-up capital to various women in all parts of the country with the aim of improving their livelihood while at the same time contributes to the positive growth of the economy by focusing on the production of food and other products.

There is active capacity building for both women and girls through the social empowerment program in Zambia, which aims to help women and girls excel to key positions in decision-making. The Empowerment of Women is one of the key programs under the country's National Development Plan, as articulated both in the Revised Sixth and now Seventh National Development Plans. The program further recognizes the equal worth of men and women in the nation's development and addresses the challenges of street children, access to housing by women, and the general empowerment of women in communication and advocacy.

Anglican Provincial Response

The Anglican Church has, through the Zambia Anglican Council, set up a program called Zambia Anglican Council Outreach Programme (ZACOP), which has been in existence for the last ten years. Its aim is to reduce poverty, especially for the rural populations through the Church dioceses, while working with the Zambian government and other stakeholders to attain improved and sustained socio-economic development. The program strategically focuses on women's economic empowerment through the promotion of food security, adult literacy, income generating activities, child survival, HIV and AIDS community impact, sustainable agriculture, and livestock development. These programs are implemented using the Church's community mobilization processes.

Conclusion

Although more still needs to be done by both the church and government, all the above has contributed to prioritizing women's empowerment through interventions at the country level. Civil society should focus more advocacies towards convincing the government to make it easier for women to own land, other productive resources, and also provide strategic mechanisms for women to access financing to develop the land. These resources include: agricultural support grants, technical skills, incentives for value addition to various products and raw materials, among others. On the other hand, the church should encourage its members to prioritize education especially for the young girls and link up with existing cooperating partners to accelerate empowerment programs.



MS WENDY LEE AND MS TAM YEUK MING, HONG KONG SHENG KUNG HUI

Introduction

Hong Kong is a Special Administrative Region of the People's Republic of China ("Hong Kong SAR") and has high degree of autonomy in accordance with the principle of "One Country, Two Systems". Hong Kong SAR can exercise its own executive, legislative, and judicial powers, including the power of final adjudication. Hong Kong SAR has a total area of 1,104 square kilometers, and its total population is about 7.3 million as in 2015, among which 3.938 million were female and 3.367 were male.

Key Concerns

Women have equal opportunities to receive education in Hong Kong SAR. However, for the older generation, women tend to have lower education attainment when compared with men. Nowadays, the education for population, irrespective of gender, has much improved in Hong Kong SAR. There are increasing numbers of female students receiving higher education. The percentage of female students enrolled in funded education programs has increased from 50.1% in 1996/97 to 54.3% in 2015/16. In particular, female students enrolled in taught postgraduate level has increased from 36.2% in 1996/97 to 61.3% in 2015/16. At the undergraduate level, the percentage share of female student has increased from 49.6% in 1996/97 to 55% in 2015/16.

The proportion of female employed persons working as managers, administrators, professionals, and associate professionals increased from 19.6% in 1993 to 31.8% in 2015, although the corresponding proportion of male employed persons was still much higher at 45.2% in 2015. In the civil service, though the number of female directorate officers has increased from 35 in 1981 to 445 in 2015, it is still much lower than the number of their male counterparts (679 in 1981 and 859 in 2015).

Government Programs

To protect gender equality the Hong Kong SAR has legislation to outlaw domestic violence, sexual harassment, and discrimination on the grounds of sex, marital status, pregnancy, and family status. The Equal Opportunities Commission was established in 1996 to work towards the elimination of discrimination and harassment and to promote equality of opportunity between men and women.

In 2001, the Government of Hong Kong SAR established the Women's Commission, which is tasked to take a strategic overview over women's issues, develop a long-term vision and strategy for the development and advancement of women, and advise the Government on policies and initiatives that are of concern to women.

Since 2002, the Government of Hong Kong SAR started to adopt gender mainstreaming in different policy and program areas. Starting from 2015, the Hong Kong SAR Government requires all bureau and departments to apply gender mainstreaming to formulate major government policies and initiatives. In the 2016 Policy Address, the Government of Hong Kong SAR aimed to implement a pilot scheme to encourage NGOs in the social welfare sector to apply gender mainstreaming when formulating policies and program.

In Hong Kong SAR, the number of women participating in public affairs has increased significantly in recent years. However, the number is still much smaller when compared with their male counterparts. In the Executive Council of Hong Kong SAR, only 20% of its members are female. In the 2015 District Council Election, there were 79 females and 352 males in elected positions. In the 2016 Legislative Council election, there were 70 elected members (12 females and 58 males). The number of women representatives in the government advisory and statutory bodies is much lower than their male counterparts. In 2015, only 27.6% of non-official members serving on public sector advisory and statutory bodies were women.

There are more women than men living in poverty in Hong Kong SAR. In the press release issued by Oxfam Hong Kong on September 14th, 2016, it is said that there was more than one in six women who live below the poverty line in Hong Kong. Among all employed persons in poor households in 2015, women's monthly median income was HK\$6,700, which was a 34% increase from HK\$5,000 in 2001. However, during the same period, the monthly median income of men rose by 46.7%; which shows that the gender gap in poverty is worsening.

The number of sexual harassment complaints received by the Equal Opportunities Commission of Hong Kong SAR has always ranked high. Though there is legislation enforced in Hong Kong to protect women from violence, and offenders may face civil or criminal law sanction, it remains important to prevent violence against women and to educate women (in particular the foreign domestic helpers and the ethnic minority groups in Hong Kong SAR) about their rights.

Anglican Provincial Response

The Province of the Hong Kong Sheng Kung Hui consists of three dioceses and one missionary area in Macau. It was established in 1998 as the 38th Anglican province in the worldwide Anglican Communion. It has a long history of advocating gender equality for women and girls through education and the provision of welfare services. The Province is now operating more than 100 schools in Hong Kong SAR, providing education to both male and female students. The Hong Kong Sheng Kung Hui Welfare Council is the social welfare arm of Hong Kong Sheng Kung Hui, and it provides comprehensive social services in the Hong Kong SAR.

The Hong Kong Sheng Kung Hui has gender equality written within its constitution. The Province currently has 12 women priests out of a total number of 76. It was among one of the first areas where women priests were ordained in the Anglican Communion. The Provincial Standing Commission of Examining Chaplains has no prerequisite selection based on gender consideration but on all-round discernment on the candidates' personalities, abilities, spiritual, and academic backgrounds. All women priests in the Province are also eligible for the election of bishop if there is vacancy.

The Hong Kong Sheng Kung Hui (HKSKH) Women's League is a fellowship body under the Province of Hong Kong Sheng Kung Hui. It organizes seminars and workshops to provide women with spiritual growth training as well as inspire the women to take up their role and mission in the challenging world. It also recruits volunteers to visit elderly nursing homes, fundraise, and donate to the underprivileged families in Hong Kong, so as to bring the love of God and our care to the society. In 2014, the HKSKH Women's League had delivered questionnaires to all the member churches and received feedback from 34 churches. The collected data showed that 61% of churchgoers are female over 18 years old, 54% of them are between 30-50 years old, 79% are married (8% divorced) and 21% are single.

The most common problems they come across were found to be the following: marriage, jobs, beliefs, economic burden, care of their own children, health, emotional problems, and relationship problems with their mother-in-laws.

There were many measures done to help ease the women's burden, such as group gatherings, fellowships, seminars, training courses, workshops, retreat camps, home visits and counseling. A lunch time fellowship in a commercial area for working women has recently been organized to help working women take a break from their work for some spiritual nurturing. The swift response reflects the thirst for this kind of fellowship.

The Women's League is planning to perform a more in depth survey in 2017 in order to follow up on the situation, and consider whether we need to tailor programs to fulfill the needs of the women in Hong Kong.



MS MIKI HAMAI AND MS MAYA KOBAYASHI, THE ANGLICAN CHURCH OF JAPAN

Introduction

Japan (Nippon • 日本) has a total of 6,852 islands extending along the Pacific coast of East Asia.

About 73% of Japan is forested, mountainous, and unsuitable for agricultural, industrial, or residential use. The habitable zones, mainly located in coastal areas, have extremely high population densities. Japan is one of the most densely populated countries in the world.

Country of Japan	377,944km ² = 145,925sq.mi (62nd largest)	
Total population	126,860,000 (2016)	
Female population	65,130,000	girls (0-14years old) 7,680,000
Male population	61,730,000	boys (0-14years old) 8,070,000

Key Concerns

For the restoration in the postwar period from 1945, men in Japan worked very hard for a very long time, and people thought of it as an expected trait and action taken by men. Moreover, Japanese people traditionally thought that men should work outside the home, and women should do chores, raise children, and take care of their sick and aged family members at home. Though women also have begun to work in various fields after World War II, men's working hours are much longer than those of women. Working hard for a long time has led men to managerial posts, but women's short working hours have not. Besides, men have not been able to afford to help their wives with housework because of the shortage of time and energy at home.

In Japanese society, it is a characteristic of women to leave their jobs when they are pregnant, have a baby, devote themselves to childcare, or take care of aged family members.

Nowadays fatherless families are economically poor and in general, women's wages are low. Half of the mothers in such households are low-paid wage earners, because they need to take care of their children. Japan has not allocated enough public expenses to support childbirth and child-rearing.

The child poverty rate among these single-parent households is now up to 54.6%. The government needs to assess the real needs of such households and take effective measures to support them.

Government Programs

Japan was ranked 111th out of 144 countries in the World Economic Forum (WEF) 2016 ranking. Now various kinds of duty systems are desired. The urgent need today is to build up a labor system where men and women can equally get managerial posts, no matter how they work. On the other hand, it is politically important to increase the number of regular women employees, who can be promoted to managerial posts. "Equal pay for equal work" is today's aim, regardless of men and women. The old idea that men should work outside and women inside must be replaced by a new mentality that outlines women's ability to work longer and outside of the home. The Government should plan new policies and carry them out so that women can be more active in society and men can work at home and in communities.

Measures for women and children of low-income households such as introducing new scholarship programs and establishing no-cost kindergartens and nurseries will be difficult to be approved easily in terms of national or municipal budgets. The legislations about gender equality have been rising in Japan, but gender discrimination still exists in our society.

- 1985 Enactment of the Act on Securing Equal Opportunity and Treatment of Men and Women in Employment (Promulgated in '86)
- 1987 Amendment to the Labor Standards Act (Lowering of maximum working hours per week from 48 to 40)
- 1991 Enactment of the Child Care Leave Act (obligating the provision of childcare leave)
- 1992 Enactment of the Act on Special Measures for Improvement of Working Hours Arrangements
- 1995 Enactment of the Child Care and Family Care Leave Act (Obligating provision of family care leave from '99)
- 1997 Amendments relating to the Act on Securing Equal Opportunity and Treatment of Men and Women in Employment (Promulgated in '99)
- 2002 Amendment to the Child Care and Family Care Leave Act
- 2005 Amendment to the Child Care and Family Care Leave Act
- 2005 Promulgation of the Act on Advancement of Measures to Support Raising Next-Generation Children
- 2006 Amendments relating to the Act on Securing Equal Opportunity and Treatment of Men and Women in Employment
- 2006 Enactment of the Act on Special Measures for Improvement of Working Hours Arrangements
- 2007 Amendment to the Child Care and Family Care Leave Act
- 2015 Enactment of the Act of Promotion of Women's Participation and Advancement in the Workplace
- 2016 Amendment to the Child Care and Family Care Leave Act

Anglican Provincial Response

It is difficult for the Anglican Church in Japan (NSKK) to have some impact on economic policies, as the Christian population in Japan is less than 1%. However, Anglican women aim to play a part in the economic empowerment of women in cooperation with the ecumenical networks and NGOs. We have formed the Liaison Council of Women's Organization and joined the International Women's Year Liaison Group to have more opportunities for the exchange of information and cooperation with other groups. For example, Rigrima Japan, one of our groups, is supporting sustainable economic activities of women and girls in Bangladesh. Women's Desk is carrying on a campaign for equal participation in the decision-making process and is cooperating on "the 16 Days of Activism Against Gender-Based Violence Campaign".

It is also encouraging the House of Bishops and theological schools to understand more about the importance of SDGs and promote gender equality in our Church and society with Anglican Women in Korea. Furthermore, we must take part in deciding national policies to protect peace and the environment. Regarding these protections, the Anglican Church in Japan has been organizing the relief operation in disaster areas, to support the lives of vulnerable people in the unjust structure of society, especially of women and children living in poverty, victims of the nuclear power plant accidents, part-time workers, the elderly, and the challenged. The acceleration of women's active participation is essential.



MS SAR KABAW HTOO, THE CHURCH OF THE PROVINCE OF MYANMAR

Introduction

The Republic of the Union of Myanmar, previously known as Burma, is a sovereign state in South East Asia that shares borders with Bangladesh, India, China, Laos and Thailand. According to the country's 2014 census, the population is over 51 million people. The major ethnic group Bamar is 68% and the rest are indigenous groups making up 32% of the population. They are Shan, Karen, Rakhine, Mon, Kachin, Chin and Kayah. The percentage of women is more than men in Myanmar.

Key Concerns

Myanmar is in a transitional period progressing towards democracy after 50 years of military rule. Although Myanmar's reform is in process we cannot say that it will change because the military has used its voting power to curtail far-reaching reforms. As the country is opening up for development in economics, there are foreign investment companies involved in projects such as mining and hydropower. Projects through ethnic areas continue without proper consideration of local population. The lack of proper environmental and safety regulations such as the dangers of toxic waste, has led to the pollution of the land and drinking water. Additionally, the exposure of citizens to toxic chemicals is a huge concern.

Violence against women is a widespread and institutionalized problem in Myanmar. There is also religious oppression which creates communal conflict. The breakdown of the rule of law has led to violence against women cutting across religion, age, marital status, and ethnicity in conflict areas as well as non-conflict areas.

Government Programs

Myanmar suffers from a generally weak justice system without a stable and reliable rule of law, which interferes with the realization of women's rights. Investigation processes or practices are not survivor friendly and the Judiciary system lacks transparency on sexual violence and rape cases. The lawyers who are working with the women for justice are also biased. Because of a weak justice system in Myanmar and lack of education of women, especially the indigenous women in rural areas, achieving gender equality and women empowerment seem a long reach to achieving the Millennium Development goals in Myanmar.

Anglican Provincial Response

The Mothers Union of the Church of the Province of Myanmar is working hard on projects to help empower women, such as micro credit to help women in communities build up their own business and confidence, family counseling training, livelihood training, leadership training, and community based gender violence against women awareness training in every diocese. Mothers' Union is also involved in advocacy work at a national level coaching women on protection law together with a Gender Equality Network and a Women Organization Network.

It also helps raise awareness to a regional level about adolescent female rape cases and campaigns strenuously for the protection of young adolescent women. The Church is trying to implement a minimum sentence of 20 years in prison for child rapists and is trying to push for 30% of women participation in Parliament.

Conclusion

I would like to add that, "support is provided within legal structures, which empowers women through education while raising the level of awareness and understanding in the Church community moving forward".



MRS ISADORA BETHAM, THE ANGLICAN CHURCH IN AOTEAROA, NEW ZEALAND, AND POLYNESIA

Introduction

Although I represent the above mentioned province, this report will concentrate mainly on facts concerning the Diocese of Polynesia covering Fiji, American Samoa, Tonga, Samoa, and a Polynesian unit in New Zealand but specifically my country of Samoa. Samoa has an area of 2,842km², with a population of 195,000.

Key Concerns

The Anglican church of Aotearoa, New Zealand, and Polynesia are working on raising issues that are often invisible to the majority.

➤ Lack of implementation of equal pay, taking seriously the discrimination that women face in all aspects of society.	➤ Women are not good at supporting each other when it comes to putting women in top leadership roles.
➤ Cultural practices and perceptions.	➤ Family violence, how the media portrays women, reinforcing harmful and hateful images, and minimizing women and girls roles and voices.
➤ Uncomfortable truth that women are less likely to be appointed to senior leadership roles than their male counterpart.	➤ Platform for young people to discuss and be involved decision making bodies
➤ Legislation should not be based on sex. Plus, there needs to be a framework to create a quota for woman in Governing bodies (eg, boards).	➤ Changing conversations. Temporary measures ensured the appointment of a fifth woman to Parliament last year.

In Aotearoa, New Zealand there are many women who have been ordained, who are Vicars and Chaplains, in almost equal proportions to men. In December 2016, the General Synod of Anglican Church of Aotearoa, New Zealand and Polynesian moved a motion for equal gender representation on committees and decision making bodies in pastoral, financial, and legal roles. This motion was passed to applause across the synod. In 2015, the Diocese of Polynesia achieved gender equality in our delegations to our Synod the governing body of the church. Thanks to the leadership of our Archbishop, The Most Revd Dr Winston Halapua, who ensured that each parish is represented by a male and female delegate, we were able to accomplish this. In July, we have also achieved gender balance in our ministry team for Samoa, which comprises of 4 women priests and 4 male priests.

Government Programs

Training > Networking > Gathering > Mentoring > Publishing > Monitoring:

As a result of General Synod 2016, there are initiatives piloted to encourage more women in leadership roles. The Anglican Women Studies Center is proactive in offering mentoring, networking, and leadership development for women in ordained ministry and ensuring that women are well prepared to take up Senior leadership roles. Last year, the Diocese of Auckland established a program to address both issues that face women in leadership in the Church and also to develop further their leadership skills. In time, each Diocese will be able to provide their own Leading Women contextual model, customized to work with their local needs and cultural expectations.

In 2013, the Government of Samoa passed legislation to mandate 5 parliamentary seats for women. The passing of this legislation saw 28 women candidates vie for the 5 seats, of which 2 are currently Cabinet Ministers. For many years, efforts to support and increase political participation among women have focused on women themselves and there have been many workshops and seminars sponsored by development partners to educate women on opportunities and responsibilities of political life. Membership of village Councils and church senior membership roles are important factors for election. Education is also a vital area for election. Women who have advanced in their education, have a background in government or business, hold a chiefly title, have connections, status and most importantly a record of service within the community are more likely to win an election. In the economic sphere, Samoan women are close to achieving gender equality between men and women in Government senior leadership positions and in the Private Sector.

Cultural practices and perception, which lead us to say, “We have always done it this way,” prevents us from moving out of our comfort zones and traditional roles. The under-representation of Women in Senior Leadership positions within the Churches in Samoa is based on both customs and religious beliefs.

Anglican Provincial Response

The women in the church are passionate about gender balance, gender equality and have made Zero-Tolerance-of-Violence our church’s business. The Church is in support of recent General Synod/Te Hinota Whanui, in encouraging equal representation of women in Provincial bodies. A campaign organized by the House of Sarah in Fiji, led by the Diocese of Polynesia together with mainstream leaders of other denominations included “Gender based violence is a Sin”. The creation of Samoa’s Ombudsman, an Anglican ordained priest, Revd Maiava Iula Blakelock-Toma launched last year. Samoa’s First National inquiry into “Violence in the Samoan Home” in the wider community setting or in small units primarily focuses on Women and Children.

Conclusion

I would like to see more women, especially indigenous Maori and Polynesian women, in senior positions in various roles of decision making bodies in the church. Breaking walls in cultural barriers and changing conversation to recognize the economic benefits that can be harnessed out of women’s skills and talents is the change we need in the overall welfare of the nation.



MS KHUSHBAKHT HUMPHREY PETERS, THE UNITED CHURCH OF PAKISTAN

Introduction

The Islamic Republic of Pakistan is one of the countries of South Asia, covering a land area of 881,913 square kilometers. It is the sixth most populous country in the world having a population of 194,931,848 with women constituting 49.2% of the population and men constituting 50.8%. Overall, 35.4% of the population is under 15 years of age.

Key Concerns

The overall condition of the majority of women in Pakistan is deplorable. Two bills related to women's rights were passed.

1. Protection of Women Against Violence Bill 2015

The Provincial Assembly of the Punjab passed a bill "Protection of Women Against Violence Bill 2015" on the 24th of February 2016.

Salient features of the Bill: Physical violence, abusive language, stalking, cyber-crimes, sexual violence, psychological, and emotional abuse against women is a crime in Punjab. A toll-free Universal Access Number (UAN) will be established to receive complaints filed by women in conjunction with District Protection Committees that will investigate these complaints. Centers will be set up for the reconciliation and resolution of disputes. Every district will have women's shelters and district-level panels to investigate reports of abuse and will mandate the use of GPS bracelets to keep track of offenders. The bill also allows women to get a residence order and a protection order.

Opposition to the Bill: A broad collation of far-right political parties in Pakistan was created to oppose the bill, which include: Jamaat-e-Islami Pakistan, Jamiat Ulema-e-Pakistan Islami Tehreek, and Ahl al-Hadith. The Council of the Islamic Ideology has also opposed the bill while Maulana Fazal-ur-Rehman has called the law a way to 'fulfill the foreign agenda'.

Favor: The bill has been praised by academics including the National Students Federation, Punjab Chief Minister, Human Rights Commission of Pakistan, activists for human rights, political parties including the ruling Pakistan Muslim League (N), and opposition Pakistan Peoples Party. The only religious organization to support the bill is the All Pakistan Ulema Council.

2. Women's Protection Bill 2006:

Salient features: The Women's Protection Bill was passed by the National Assembly of Pakistan on the 15th of November 2006. It is an attempt to amend the heavily criticized 1979 Hudood Ordinance. Thousands of women had been imprisoned as a result of the bill. A rape victim is liable to prosecution for adultery if she cannot produce four male witnesses to the assault. Whipping and amputation were part of the 1979 Ordinance that has been removed as a punishment. The Bill allows rape to be proved on grounds other than witnesses, such as forensics and DNA evidence. The Bill remains controversial amongst many liberals and moderates in Pakistan who argue, it does not go far enough as stoning to death is still theoretically on a punishment, though not implemented by the courts, the liberals argue it should be removed entirely.

Opposition to the Bill: Representatives of more than 35 religious parties and groups came together for a conference called by Jamaat-i-Islami and condemned the women's protection law as un-Islamic.

Women's economic empowerment: The gruesome conditions in the struggle for women's protection in Pakistan have forced some like-minded individuals to advocate for the massive power of women that is being wasted in Pakistan. 75% of the total population in Pakistan lives in rural areas and 50% of that population is women. A lack of education and skills forces many women to concentrate either in the informal sector or secondary sector of the segmented labor market. Their occupational choices are limited due to social and cultural constraints. Their work is low paid, casual, and lacks potential upward mobility. Furthermore, there is lack of recognition of women's unpaid work as being productive.

Government Programs

Examples from the two Provincial Governments i.e. Punjab Province and Khyber Pakhtunkhwa Province have been taken into consideration:

- a) In the Punjab Province, the Women Development Department is working towards women employment in the public sector, establishing Day Care Centers in public sector offices, Career Development Centers in various universities, and providing Hostels for the Working Women.
- b) In the Khyber Pakhtunkhwa Province (i) Working Women Union, "Da Hawwa Lur" (Eve's daughter) is working to raise awareness of women's rights and to encourage them to join trade unions (ii) Aurat Foundation's (Women Foundation) focus is to enable women to increase their productivity and incomes, get recognition under labor laws, and become eligible for social protection.

Anglican Provincial Response

The United Church of Pakistan, in its humble capacity, has taken up a keen interest in the dignity and the well being of women in Pakistan. The struggle has two facets:

- I. Protection of Women's Dignity
- II. Equipping women to gain economic stability

Keeping in view the overall attitude of the majority Pakistanis where religious sentiments prevail, it is essential to work side by side on the women dignity and the women economic empowerment. While working on these two facets, the local Pakistani Church, a marginalized religious minority, has to be vigilant to its own protection and existence as well. Nevertheless, the Church of Pakistan has created an autonomous section i.e. "Women Synodical" within the SYNOD (the main policy and decision making body), to address and uncover solution as they work towards women's concerns. The Church of Pakistan has made it essential to have an active "Women Fellowship" starting from the Parish level. The Church of Pakistan has increased seats (participation) in the SYNOD. Every Diocese has a Women's Desk that conducts different activities for the dignity and promotion of women strengths. The Dioceses have initiated skill development, special technical trainings programs, legal assistance, job opportunities, and is also encouraging them to enter into home based businesses. All the Dioceses are encouraging women's presence and participation in the inter-faith and inter-religious activities/dialogues. Some of the Dioceses have also introduced Women Desks in their Inter-Faith groups.

Conclusion

The overall approach is proceeding ahead well; results, though slow, are much encouraging.



REVD IMMACULEE NYIRANSENGIMANA, PROVINCE DE L'EGLISE ANGLICANE AU RWANDA

Introduction

Rwanda is a small country of 26,338 square kilometres located in East Africa that neighbours Uganda, Burundi, the Democratic Republic of Congo, and Tanzania. Rwanda has a population of 12,988,423 of which 52% are female and 48% are male. Rwanda has one of the highest population densities in Africa (445 per square kilometre) and a high population growth rate. Demographic trends are seen as one of the major causes of poverty and hunger.¹ Population pressure is also causing land conflicts at the household level.

Politically, in 1994, Rwanda experienced genocide that decimated one million people. The Rwandan Genocide caused a total destruction of state structures and almost all the social and economic infrastructure. Rwanda has a very high proportion of widows due to the impact of the Genocide.²

Key Concerns

Rwanda has clear programs, strategies, and laws to empower women and girls. For example, the Constitution of Rwanda ensures that women make up 30% of political leadership positions. This empowers women's capacities in different aspects. For example, in Rwanda women represent 64% in parliament, and women and girls have rights on property inheritance from their parents just like their brothers. A lot has been done but women and girls are still challenged economically. In general, women are over-represented in the informal sector, in low-income activities, and in agriculture. However, the agricultural sector is facing major problems including a production system dominated by small farming operations of less than one hectare, rudimentary techniques, and a low rate of investment. Most women are also involved in unpaid work. Only 19% of women, as opposed to 38% of men, receive payment in cash. At the same time only 18% of women decide for themselves how earnings are used and 66% make joint decisions with their husbands. Women and girls face all forms of violence including economic violence.

Anglican Provincial Response

To take steps to address these issues, the Anglican Church of Rwanda is empowering women and girls in different ways.

Through the Mothers' Union, the Anglican Church of Rwanda has initiated a saving and credit program specifically for women. Through this program, women are encouraged to study the Bible and pray together, make asset assessment, build up their capacities, and initiate engagements that have helped improve household income, food security, decent shelter, improved nutrition, access to medical care, and keeping children in schools.

Fathers' Union was started as a platform where men meet together to receive teachings, share experiences on how to be involved in family affairs, and allow women to participate in decision making. The province of the Anglican Church of Rwanda has trained women and girls in technical skills needed in their areas of work to help them to earn money.

Conclusion

In brief, the Province of the Anglican Church of Rwanda is empowering women and girls in different ways because it recognizes that when you empower a woman, the whole family benefits.

¹ Vision 2020

²DHS 2005, 2010



MS RACHAEL FRASER, THE SCOTTISH EPISCOPAL CHURCH

Introduction

Country Name – Scotland

Land Size – 77, 933 km²

Population – 5,295,403

Female - 2,728,000 (51.5%)

Male - 2,567,400 (48.5%)

Women – 2,219,378

Men – 2,033,694

Girls – 508,622

Boys – 533,706

Ethnic Groups: 96% White; 2.7% Asian; 0.7% Mixed; 0.2% Arab; 0.1% Other

(Source: 2011 Census)

Key Concerns

Education - Gendered expectations in education (especially discouragement from STEM), sports, and employment aspirations/goals affect way girls think about the possibilities for their future, which then has a direct impact on women reaching their potential and obtaining a higher economic status later in life. Women perform better in education but tend to go into lower paid work.

Employment – Concerns about maternity leave and the lack of access to affordable childcare means that women are often unable to sustain full time, better-paid employment opportunities. British women on average perform twice as much childcare as their male partner. Common workplace attitudes mean that women feel the need to apologize frequently for being assertive in the workplace; pay inequalities, sexism and sexual harassment in the workplace also affect women's work.

Economic Inequalities – Both the overall economic inequality and women's economic inequality are high in the United Kingdom (UK). Women are more likely to be employed in low paid and part-time work, to head a single parent household, to have less financial assets, and to live in poverty, especially in older age. The majority of unpaid caregivers in the UK are women and female, and the economic inactivity rates are higher of women than of men. Also, there is a power gap between men and women in senior positions.

Benefits – These tend to make up around a fifth of the average women's incomes as opposed to one tenth of men's – yet almost 2/3 of the public-sector workforce in the UK is female.

Gender Pay Gap - Where they are compared like for like, women are closing the pay gap on men (the unadjusted pay gap between men and women fell from 27.5% in 1997 to 19.1% in 2014). But women are still not adequately represented in top jobs, and they are disproportionately located in lower paid occupations and jobs.

Political Representation – Scotland is the only country (at time of writing) in the world where the leaders of all the main parties in parliament are female. Both Scotland and the UK are led by women – First Minister of Scotland Nicola Sturgeon and Prime Minister Theresa May.

Government Programs

The UK Government Equalities Office launched a 'Women and the Economy: Government Action Plan' in November 2013, which recommended the policy of "Starting Out", (supporting girls and young women in the education system and supporting their transition into the labor market or into enterprise); "Getting On", (where women are looking to capitalize on the progress they have made, either by securing their positions or by looking to move into more senior and managerial roles); and "Staying On", (ensuring the skills and experiences of older women are not lost to the economy).

The Scottish Government launched “Maximizing Economic Opportunities for Women in Scotland” in March 2015. First Minister Nicola Sturgeon is a fierce proponent of women’s rights. She is launching a mentorship scheme where she will personally mentor a young Scottish woman for one year

Key Challenges

We need to combat structural sexism and gendered constructs from the most basic levels all the way up to the top levels in order to transform societal expectations and improve the outlook for women.

There seems to have been little progress from both the UK and Scottish Parliament on both programs mentioned, though it may be too early to tell. In any case, acknowledging the economic issues faced by women is only the first step. The Government Action Plan is concise and clearly addresses the shortcomings, but action needs to be taken

Signing onto the SDGs indicates acknowledgement of gaps left from the MDGs but it remains to be seen as to whether or not significant progress will be made with this new agenda

Anglican Provincial Response

The Episcopal Church issued a gender audit that was carried out of the church ten years ago, but besides that, there has been little to no effective engagement from the Church, as a whole, with structural gender issues in Scotland or economic empowerment.

There needs to be more engagement with gender issues, ways in which women’s role in the church can be better realized, and to address where economic gaps exist within the frameworks of our own church and how to address them.



MS MAUPI LETSOALO, MRS LUNGELWA MAKGOBA, MS NOMFUZO MANGISA, MS PUMLA TITUS, THE ANGLICAN CHURCH OF SOUTHERN AFRICA

Introduction

Situated at the Southern tip of Africa, the Anglican Church of Southern Africa (ACSA) consists of 27 Dioceses that are dispersed over 7 countries, i.e. 21 Diocese in South Africa; 2 Diocese in Mozambique and one Diocese each in Lesotho, Swaziland, Namibia, Angola and the Islands of St Helena.

The present delegations reside in South Africa and therefore are only able to get statistics from our own country as all other countries are autonomous and have their own programmes and legislation.

South Africa is the 25th largest country in the world with a land area of 1 219 090 km² and 51 770 560 people (Census 2011). 51.3% of this population is female while 48.7% is male. South Africa is a multi-ethnic country consisting of nine provinces which all have both urban and rural areas. Africans make up 79.2% of the population, with People of Color at 8.9%, Whites make up 8.9% of the population and 2.5% are Indians/Asians. About 66% of the population are young people below the age of 35 years old (StatsSA, Mid-year population estimate).

Key Concerns

South Africa is known for gaining its democracy in 1994 resulting in equal rights and privileges afforded to black people as white people. However, this change is still a mission in the business world. Black women are seen occupying positions at lower directorship levels while white women occupy higher executive managerial positions. The Women In Leadership Census 2015 reported that women only hold 2.4% of chief executive officer/managing director positions, 9.2% of chairperson positions and 21.8% of all directorships. This implies that women are still a minority in decision-making positions. There is, however, a decline in the stereotype of women being caregivers; most women in rural areas are now partaking in small-scale farming. Some challenges they face include: a lack of land, access to water, irrigation, tools, and seeding.

Youth unemployment is extremely high; 45.4% of males and 55% of females in the 15-24 year age group are unemployed. Among the same age group, 0.6% of males and 2.6% of females have HIV; the percentage of females is about 4 times the percentage of males. It is said that illiteracy has a big impact on this outcome and a huge percentage of the population does not even know how HIV is treated and can be avoided. Furthermore, teenage pregnancy is the biggest factor contributing to female dropouts. In 2009, over 45 000 female learners fell pregnant and only a third of this group returned to school.

Government Programs

Since 1999 the South African government has had its own Department of Women Affairs as a stand-alone Department, which shows the importance that our government has put on the empowerment of women. The Government of South Africa is progressing, as 42 women currently occupy positions in Parliament. We also have a Gender Commission that ensures Government programs and legislation is gender sensitive.

The Department of Trade and Industry has a Gender and Women Empowerment unit that was created to support women enterprises through programs and policies that ensure and accelerate the sustainable participation of women in the mainstream economy. There are a few other women's empowerment policies that are being implemented in various fields of work; however, despite these, South Africa still has a long way to go in empowering women.

One of the factors affecting women's growth in the economy is illiteracy. The Department of Education of the Government of the Kwa Zulu Natal Province started a 'Keep a girl child at school' drive, which donated sanitary pads to students at 3000 schools in the province. This initiative has gone viral and is occurring in all nine provinces. Developing provinces have selected primary and secondary schools that offer free education and are of a majority in rural areas to take part in the campaign. Due to the national #FeesMustFall March dedicated to freeing education at every institution of higher learning, the Government is still under discussion as to whether this will be economically feasible and successful in our country. There are feeding programs that exist in the majority of schools in the country, which aim to feed the children and contribute to eradicating poverty.

Anglican Provincial Response

The Church has a big role to play in society and the Anglican community is taking action. This year the ACSA is celebrating 25 years of the ordination of women. Two of Dioceses are led by women bishops. Presently, each week a woman clergy is profiled to show the strides that women are taking to empower other women. The Provincial Theological College is managed by the first woman Rector, Revd Dr Vicencia Kgabe. The majority of women and girls that occupy our churches are seen to be the ones who contribute the most to the church and community through outreach and different initiatives.

The Anglican Church has a tool of development, social change, liberation and action. The Provincial Women's Organizations, Mothers' Union and Anglican Women's Fellowship aim to empower women and girls and are supported by the Church. Archbishop Thabo Makgoba has a Development Trust that aims at tackling socio-economic challenges of inequality, poverty, and unemployment in Southern Africa. The Trust provides educational skills and promotes entrepreneurship especially through agriculture. A motion was passed at the 2016 Provincial Synod by the Archbishop concerning the national #FeesMustFall strike and this urged the Anglican Clergy to speak up and take its rightful place on sensitive issues experienced by communities. The church is demonstrating care, compassion, and the promotion of peace.

Conclusion

There is still a lot of work to be done and continued awareness and advocacy by all, especially those in organised faith based organisations, can help in the empowerment of women and eliminate all stereotypes to ensure that women are empowered.

'When women are empowered and can claim their rights and access to land, leadership, opportunities and choices, economies grow, food security is enhanced and prospectus are improved for current and future generations'
Michelle Bachelet – Under-Secretary-General and Executive Director of UN Women.



MRS HARRIET BAKA NATHAN AND MRS JOY KWAJE ELUZAI, PROVINCE OF THE EPISCOPAL CHURCH OF SOUTH SUDAN & SUDAN

Introduction

Land size: 619,745 Sq. Km (239,285 Sq. Miles)

Population: (2008 census) Southern Sudan population is 8.26 million.

Population statistic; disaggregated (broken out) for women & men, girls & boys

Languages: the official language of South Sudan is English.

There are over 64 indigenous languages, most classified under the Nilo-Saharan language family, collectively; they represent two of the first order divisions of Nile Sudanic and Central Sudanic.

Key Concerns

The South Sudan Millennium Development Goal Status Report, which was approved by the Council of Ministers in May 2013 identifies the concerns of South Sudan. The report outlines the current status in providing basic services, improvement in human development outcomes, and poverty reduction in South Sudan. In a number of areas, the report portrays a worrisome state of affairs; however, there is enough optimism of fronts, especially in the provision of primary education and water and in the promotion of gender equality.

- The proportion of people living below the poverty line and the proportion of population who live below the national poverty line is 50.6% (NBHS). The poverty gap ratio is 24% (NBHS).
- The prevalence of underweight children is 30% (SHHS3).
- The prevalence of severely undernourished children is 131/1000 (SHHS1) and 122/1000 (SHHS2).
- The proportion of the population below the minimum level of dietary energy consumption is 47%.
- The ratio of girls to boys in primary education is 0.8 (SHHS1) to 0.7 (NBHS).
- The ratio of girls to boys in secondary education is 0.4 (NBHS). We need to empower women and increase the literacy rate for women.
- The mortality rate among children under five is 135/1000 (SHHS1), the infant mortality rate is 105/1000 (SHHS2).
- The proportion of 01 year old children minimized against meals is 102/1000 (SHHS!) 75/1000 (SHHS2).
- The maternal mortality rate (per 100,000 live births) 2054/1000,000 (SHHS1) in 1989 (5th SPHC,2008) achieve by 2015.
- These are the proportions of TB cases under the DOTs: 36% (HMIS) 48% (HMIS).
- The amount of land property covered by forest is 32.9% (MAF/NBS/FAO).
- The proportion of the population using solid fuel is 99% (NBHS).
- The proportion of population with sustainable access to improved sanitation is 20% (NBHS) 36.9% (SHHS2).
- The net ODA as a percent of real Gross Domestic Product is 3.24%. The NBS press release cellular subscribers per 100 people 19% (NBHS).

Government Programs

The South Sudan Millennium Development Goal Status Report has 75 illustrations.

The report has analyzed:

The will of the government, through its line Ministries and development partners, took it upon itself to implement the MDG's. "After the signing of the CPA and the cessation of hostilities, the Government of Southern Sudan (GOSS) quickly proceeded to take necessary measures to provide for the welfare of its people and to make some progress towards the attainment of the MDG's."

The GOSS made wide consultation by involving stakeholders, including governmental and UN agencies as well as Non-Governmental Organizations (NGO's). This was done principally to ensure country ownership and to put in place proper coordination mechanisms that were necessary in preparing the report.

Four working groups were established in accordance with the themes of the eight MDG's Thematic Working Groups (TWG). The working groups are headed by a chairperson from a government agency, as it ought to, and are co-chaired by a representative from a development partner agency.

The National Bureau of Statistics (NBS), on behalf of the Government of the Republic of South Sudan (GRSS), conducted a series of media engagements to raise public awareness on MDG's Report and supported:

- Examining all available data sources and determining the adequacy or limitations of the data for deriving the indicators of their respective goals
- Identify data and information gaps and how they may be addressed:
- Providing the needed up to date data and information on their respective goals and targets
- And preparing a brief analytical paper on its respective goal and associated target and performance indicators
- The specific responsibilities of the Thematic working groups included:
- Gender child and social welfare and the Ministry of Telecommunications and Postal Service
- These agencies provided the primary raw materials and supplemented data generated by the National Bureau of Statistics with administrative records in a truly collaborative spirit.
- These are the agencies which participated actively in the work of the TWGS in many different ways:
 - o UN Agencies, NGO's and other development partners such as UNDP, UNICEF, UNFPA, UNWOMEN, UNAIDS, UNOCHA, UNHCR, WFP, WHO and the NGO's Forum.
 - o Other development partners, along with the government agencies, provided the information on the policy and programming interventions.
 - o The identification of the various challenges in meeting the MDG's and made recommendations for increased progress towards the attainment of the eight goals.
 - o UNDP provided technical and financial assistance in preparation of this report from inception to the very end.

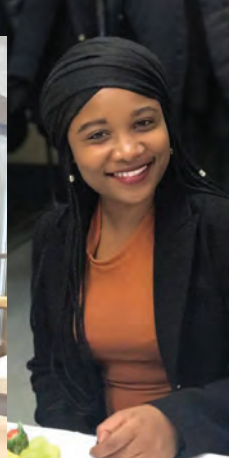
Anglican Provincial Response

It has taken education very serious most of the Dioceses have at least opened basic and Senior Secondary School to combat the high level of literacy in the communities. There is a lot of awareness/sensitization for young girls to be sent to school together with young boys, and there is also a special enrollment criterion in place. In the field of health most Parishes/ Dioceses have Primary Care Centers or dispensaries, but they have challenges recruiting health personnel and obtaining medical supplies.

The South Sudanese follow traditional indigenous religions, Christianity, and Islam. Prior to 2015, South Sudan was divided into 10 states, which also correspond to three historical regions: Bahr el Ghazal, Equatoria, and Greater Upper Nile. Most South Sudanese value knowing one's tribal origin, its traditional culture, and its dialect even while in exile and diaspora. The common languages spoken are Juba Arabic and English. Swahili is being introduced. The major ethnic groups present in South Sudan are the Dinka at more than 1 million, the Nuer, the Bari, the Azande, and more.

Conclusion

Women in indigenous communities are faced with power imbalances or hidden power that prevents them from accessing participation. Gender roles at community levels are not met for economic gains but rather are created to respect community duties. There is a cultural brain washing of how girls should act due to common societal norms and beliefs. Young girls of adolescent age are compelled to be mentored by elderly women who only teach them of their roles as house wives instead of income generating roles that would promote economic self-sufficiency. Women or girls who participate in income generating businesses in local markets or centers are considered spoiled by the society or community where they live. Or, if these women are allowed to participate in income-generating activities at all, the women will give all of their earnings to their husband who might carelessly spend the money and cause the family to suffer. Women's economic empowerment is limited due to political, social, economic, and religious factors.











MS ERIN MOREY, THE EPISCOPAL CHURCH

Introduction

The United States of America has a land area of 3.797 million square miles and a population of 323,995,528 with 31,182,660 males from 0-14 years old and 29,854,687 females.

15-24 years: male 22,360,342/female 21,252,215. 25-54 years: male 64,170,791/female 64,135,619 - 55-64 years: male 20,081,837/female 21,536,994. 65 years and over: male 21,895,128/female 27,525,255

**Note: even though I am from the United States, the Episcopal Church includes dioceses in 17 nations. We recognize that women in these different nations face different issues.*

Key Concerns

In this Summary, I would like to address the priority theme of Empowering Women Economically. (However, I would like to lift up the United States' Indigenous population. Our Church has a presence in Indigenous communities both in the United States and other countries in which The Episcopal Church is present. The office of our Missioner for Indigenous Ministries is in a current period of transition. As such I, as a non-Indigenous person, am reluctant to speak to the issues that concern the community. I will note, however, that our Church has issued a call to advocate for the rights of those working to protect the water supply of Indigenous communities and water protectors from oil pipelines. Our Church also works with indigenous communities to make sure their voices and concerns are lifted up at the United Nations)

The Episcopal Church has issued an advocacy statement in preparation for the 61st session of UNCSW addressing the theme of Empowering Women Economically. In that statement, the Church addressed the issue of women's economic empowerment in the changing world of work. That statement focuses on three urgent priorities: 1) promoting women's and girls' access to education and gender equality education for all; 2) expanding socio-economic benefits that support women's contributions at work; and 3) prioritizing resources and programs for marginalized groups of women and girls.

Government Programs

It is challenging to speak to current government policy in the US regarding the empowerment of women and girls. We recently elected a new presidential administration, and the policies of this administration with regard to women and girls do not seem to be an articulated priority at this point in time and are unclear. In the face of a global crisis of refugees and displaced people, our Church has prioritized the needs of this community. It is worth noting that there is legislation currently before the US House of Representatives that would withdraw the US from the UN and remove the headquarters from New York. That being said, such legislation has been introduced in previous years and been defeated. Likewise, it did appear that the presidential administration was prepared to issue an executive order that would drastically reduce US participation in international organizations that granted full membership to certain Palestinian groups, or support programs that fund abortion (which appears to have been aimed at UN membership); however, this order has not been issued.

The previous administration of the last eight years regularly lifted up women and girls as a priority area, most notably through the work of an Ambassador-at-Large and a Department of State on Global Women's Issues that reports directly to the Secretary of State. That office has helped to advance the notion of gender mainstreaming in U.S. foreign policy.

In spite of this commitment, the U.S. Congress has not ratified two important international conventions related to women's and girls' rights: the Convention on the Elimination of Discrimination Against Women and the Convention on the Rights of the Child. The U.S. is, in both cases, the only, or nearly the only, member state not to do so. However, the US has ratified the Paris Climate Agreement. Moreover, the US has reauthorized the Violence Against Women Act, a federal law that provides funding for prosecution of violent crimes against women, and for services that support them.

Anglican Provincial Response

The response of the Episcopal Church in the US (and abroad) has been highlighted in the priority themes noted above. The Church highlights the fact that all issues are women's issues. We strongly support the UN's theme in the SDGs of "leave no one behind." We believe in understanding the concerns and supporting the voices of marginalized women including: refugees and migrants, members of the LGBTQ community, and women living with disabilities. We are proud to feature a long history of involvement in promoting education, as well as working to end gender violence (especially domestic violence and human trafficking). For example, our Church has supported programs around the world to lift up women through Episcopal Relief and Development. The Episcopal Church is also committed to partnering with the Anglican Communion on women's and girls' empowerment. Our work together has included education on gender-based violence, supporting the Silent No More, 16 Days of Activism Against Gender Violence campaigns, and We Will Speak Out, participating together at the UN Commission on the Status of Women, Ecumenical Women, and in the International Anglican Women's Network (IAWN).



APPENDICES



STATEMENT TO THE ANGLICAN CONSULTATIVE COUNCIL
FROM THE ANGLICAN DELEGATION TO THE 61ST SESSION OF THE
UNITED NATIONS COMMISSION ON THE STATUS OF WOMEN,
MARCH 2017.

Who we are

The 2017 Anglican Communion Delegation (ACD) came to the sixty-first United Nations Commission on the Status of Women (UNCSW61) from around the world, as a diverse group of individuals from different circumstances, nations, and cultures. Most came to UNCSW61 for the first time; some returned to build on work from previous years. We leave UNCSW61 with a new worldwide network; each taking increased understanding of the gender challenges and disadvantages faced by our sisters in the global Anglican Communion. We acknowledge the lived disempowerment of women and girls also negatively impacts our brothers.

These new relationships relieve our isolation, and reassure us that others care and will pray, stand, and speak out with us. We have a new understanding and focus to direct outreach support. For all, this brings an appreciation of the power that one can make a difference when joining in a collective voice. We return to our home settings transformed, with new passion, energy, and many ideas to pursue gender justice, be it locally or on the international stage through networks established during UNCSW61.

Voice of youth

Equality is giving people the same things while equity is fairness in every situation. It is important to understand this, moreover to implement it. That is, between a woman and a young girl, a lot more work needs to be done on the girl. A lot of the young girls feel there is not enough being done in empowering the girl child. Our potential is being spoken of but not being enabled. We yearn for opportunities and resources that will mold us into the future leaders that everyone is expecting us to be. As much as we are the future, we are also the world's 'right now'. If nothing is done, the youth feel that Agenda 2030 (Sustainable Development Goals [SDGs]) of leaving no one behind will not be achieved, which would leave them vulnerable to actually being left behind. A country, a movement, or a person that does not value its youth and children, does not deserve its future. Inclusion and participation is key, especially at decision-making levels, to ensure that our needs are not compromised and overlooked.

The youth would like to challenge everyone to not only hear what we say but to also listen carefully as listening evokes action. Many times we are being spoken for and not given platforms or networks to speak for ourselves. Furthermore, unpaid labour is the biggest challenge that steals a girl child's time to investing in her education and on the contrary, affords a boy child the time to be in the lead in this matter. Family-sharing labour must be implemented. In the words of Josh Shipp, 'Every child is one caring parent away from being a success story'.

Priority theme - women's economic empowerment in the changing world of work

The ability of women to work and earn a living wage is critical to women's livelihood, independence, and ability to provide for their family. The world of work is swiftly changing, influenced by rapid innovation, increasing mobility and precarious employment. Other factors driving economic injustice to women include socio-political contexts, situations of conflict, changing patterns of work, international globalization, economic factors, and unsustainable environmental exploitation.

The economic empowerment of women can be facilitated by:

- Access to quality education and health services;
- Accelerating women's participation in the paid workforce and recognition of the value contributed to society by unpaid work;
- Breaking down cultural barriers to encourage women's full participation in all tiers of society;
- Supporting better access to finance, trade opportunities and information and communications technology;
- Including women in leadership and decision-making roles in all areas of society including at all levels of government, the private sector, and the broader community;
- Working with individuals and communities at the grassroots level.

Review theme - challenges and achievements in the implementation of the Millennium Development Goals (MDGs) for women and girls

The recently established Agenda 2030 in 2015 initiated the SDGs. This platform grew from the culmination of the work of the MDGs, whose 15-year agenda ended in 2015. As such, we reaffirm the voices of our sisters from UNCSW60, who declared to this body:

"the SDGs are a unique and remarkable platform for action on a vision that affirms our longing as Christians to work for the kingdom of God on earth. They reflect deep biblical themes of mutual responsibility for living well together, seeking the equality of all people created in the image of God, the responsibility to care for God's earth, and God's concern for the vulnerable and marginalized."

Emerging theme - Empowerment of Indigenous Women

Indigenous women are more severely impacted by gender injustices than other groups. This sector of society is one which transects geopolitical borders, sits at the lowest economic strata, and experiences some of the highest incidence of violence and oppression, including: gender-related violence, human trafficking, economic disadvantage, environmental racism, and loss of culture and language.

Lessons learned

Gender injustice is pervasive and prevalent across all tiers of society, though it may be overt, hidden, or simply invisible. The struggle for justice continues, and women and girls have more ability and strength than is recognised. The testimonies, panels, discussions, side and parallel events, and the experience of witnessing a UN document through its formation, has been an inspiration to us all. The Anglican Communion is an advocate and ally for the empowerment of women across continents, cultures, and communities.

Proposed Anglican Consultative Council (ACC) actions

- That the ACC continue to encourage participation from marginalized voices from both developing and developed nations, to represent the full and wonderful diversity of the Anglican Communion, including the necessity of language translation services to ensure that individuals can fully engage with UNCSW61 mechanisms.
- That the ACC encourage each Province to implement funding mechanisms to support the full and geographically balanced inclusion of Anglican voices at UNCSW61. There should be no barriers.
- That the ACC encourage Anglican Provinces to intentionally learn and act to ensure full participation of women and girls in church life through structural and systematic changes such as gender responsive budgeting.
- That the ACC encourage more interfaith dialogue, and dialogue with cultural leaders, to better understand and support each other regarding women's empowerment.
- That the ACC supports Provinces to encourage the full and faithful inclusion of women at all levels of leadership in the life of the church, to the glory of God and in His service. We further recommend that Provinces raise funds to train women to participate at church and government levels.
- That the ACC publicly and emphatically denounce leaders who are involved (implicitly and explicitly) in gender-based violence.
- That the ACC make a clear and strong commitment to the SDGs, a strategic unified focus, with specific goals, on addressing the intersectionality of issues. We acknowledge that the world is changing faster than the church (and society) can sometimes keep up.

Conclusion

We are profoundly grateful for the opportunity to have gathered in the name of Christ with the support of the Anglican Communion Office at the United Nations (ACOUN). This has been a life-changing and invaluable experience of spiritual and political benefit to us and to our communities. We vow to live the mission of Jesus and work for Him. We have been richly blessed by this journey, and we commit our current and future ministries to the God-given empowerment of all of God's children. Throughout the diverse experiences of us all, the underlying expression of the Anglican Communion Delegation has been one of solidarity, of hope, of sisterhood. Together we will change the world!



ACRONYMS

UNCSW-United Nations Commission on the Status of Women
UN-United Nations
US-United States
USA-United States of America
UK-United Kingdom
SDGs-Sustainable Development Goals
LGBTQ-Lesbian, Gay, Bi, Transgender, Queer
IAWN-International Anglican Women's Network
GOSS-Government of Southern Sudan
NGO-Non-Governmental Organization
TWG-Thematic Working Group
NBS-National Bureau of Statistics
GRSS-Government of the Republic of South Sudan
CPA-Comprehensive Peace Agreement
MDGs-Millennium Development Goals
UNDP-United Nations Development Program
UNICEF-United Nations International Children's Emergency Fund
UNFPA-United Nations population Fund
HIV/AIDS-Human Immunodeficiency Virus
UNOCHA-United Nations Office for the Coordination of Humanitarian Affairs
UNHCR-United Nations High Commissioner for Refugees
WHO-World Health Organization
ACSA-Anglican Church of Southern Africa
STEM-Science Technology Engineering and Math
Hong Kong SAR-Hong Kong Special Administrative Region of China
UAN-Universal Access Number
GPS-Global Positioning System
OECD-Organization for Economic Co-operation and Development
BPW-Business Professional World
NSKK- Nippon Sei Ko Kai
HK-Hong Kong
HKSKH-Hong Kong Sheng Kung Hui
ADVANCE-Agriculture Development through Value Chain Enhancement
ZACOP-Zambia Anglican Council Outreach Programme
TRC-Truth and Reconciliation Commission
ACC-Anglican Consultative Council
GBV-Gender Based Violence
LMP-Maria da Penha Law
IEAB-Anglican Episcopal Church of Brazil
SADD-Anglican Service for Diakonia and Development
ALFA-Australian Lot Feeding Association



Anglican Communion Office at the United Nations
 The 61st Session of the United Nations Commission on the Status of Women
 Priority Theme: *"Women in the Changing World of Work"*
 Program Schedule – UNCSW61, March, 2017
 Please see final pages for additional information and guidelines, which you will be expected to follow.

Date	Topic	Time	Venue
Friday, March 10	Dinner/Tutorial and Introductions-Anglican Communion Delegates	6:00-8:30pm	Morgan, Lewis & Bockius LLP 101 Park Avenue New York, NY 10178
Saturday, March 11	Ecumenical Women Orientation	8:30am-5:30pm	Church Center for the United Nations (CCUN) 777 1 st Avenue, East 44 th St, New York, NY 10017
Sunday, March 12	NGO CSW61 Consultation Day	9:00am-3:00pm	The Kaye Playhouse at Hunter College E. 68th St. between Park and Lexington Avenues New York, NY 10010
Official Opening UNCSW61 ----- Monday, March 13	Welcome Reception	9:00-10:00am	Episcopal Church Center Hospitality Space 815 Second Avenue, New York, NY 10017
	Webcast of Opening Plenary	10:00am-11:45am	Episcopal Church Center Chapel of Christ the Lord, 815 Second Avenue, New York, NY 10017
	UNCSW Opening Eucharist	12:10-1:00pm	Episcopal Church Center Chapel of Christ the Lord, 815 Second Avenue, New York, NY 10017
	UNCSW Orientation for Newcomers	1:00-2:00pm	Episcopal Church Center Chapel of Christ the Lord, 815 Second Avenue, New York, NY 10017
Tuesday, March 14	NGOCSW Parallel Event: South Sudan: Women of Faith building Peace and Economic Empowerment, led by Harriet Baka Nathan/Joy Kwaje Eluzai	8:30-10:00am	Chapel of the Community Church of New York 40 E 35th St, New York, NY 10016

	Light Lunch and Afternoon Tea/Tour Trinity Wall Street	11:00am-4:30pm	The Rectory 120 Broadway New York NY, 10271 (intersection: Broadway and Pine St)
	Dinner/Hosted by Trinity Wall Street	5:00–7:00pm	The Rectory 120 Broadway New York, NY 10271 (intersection: Broadway and Pine St)
Wednesday, March 15	Fereshteh Forough Speaker: The status of Afghan women and employment, alternative income streams, and financial independence	10:00-11:30am	Episcopal Church Center Chapel of Christ the Lord, 815 Second Avenue New York, 10017, NY
	Artisan Fair	1:00-5:00pm	CCUN (second floor)
	Ecumenical Women Advocacy Dinner 1	6:00-8:00pm	Church Center for the United Nations 777 First Avenue @ East 44th Street Second Floor New York, NY 10017
Thursday, March 16	International Women's Rally	12:00-1:30pm	One Dag Hammaskjold Plaza 885 Second Avenue New York, NY 10017
	NGO CSW Celebration	4:30-7:30pm	CCUN, 2nd Floor, 777 UN Plaza
Friday, March 17	Side By Side: a faith movement for gender justice	10:00-12:00pm	Sanctuary of St Peter's Church 619 Lexington Avenue at 54 th St, New York, NY 10022
Saturday, March 18	Leaving No-one Behind: Women's Economic Empowerment, Sexual and Gender-based Violence and Faith	10:30am- 12:00pm	Boss Room CCUN 777 UN Plaza
	Solar Cookers: A way to free women and girls from unnecessary work and health hazards!	12:00-2:00pm	Boss Room CCUN 777 UN Plaza
Sunday, March 19	Women's economic empowerment across the Anglican World. Service marking UNCSW61- followed by lunch and forum	11:00am	The Church of the Holy Trinity 316 E 88 TH St New York, NY 10028
	Church of the Epiphany Evensong	5:00pm- TBD	Church of the Epiphany 1393 York Avenue, New York, NY 10027

Monday, March 20	Listening across our differences: Empowering women cross-culturally for transformation	12:30-2:00pm	Salvation Army Auditorium 221 E 52 nd St New York, NY 10022
	Hiroshima as the pilgrimage destination Speakers: Miki Hamai, Maya Kobayashi	2:30-3:30pm	Episcopal Church Center Hospitality Space 815 Second Avenue New York, 10017, NY
	Current Political Climate in the United States Speaker: Rebecca Linder Blachy –Director – Office of Government Relations, Washington, DC	4:00-5:00pm	Episcopal Church Center Hospitality Space 815 Second Avenue New York, 10017, NY
Tuesday, March 21	UNCSW61 Eucharist	12:10-1:00pm	Episcopal Church Center Chapel of Christ the Lord, 815 Second Avenue New York, 10017, NY
	A conversation with Episcopal Church Presiding Bishop Michael Curry and President of the House of Deputies Gay Jennings	3:00pm-4:00pm	Episcopal Church Center Chapel of Christ the Lord, 815 Second Avenue New York, 10017, NY
	Reception	5:00pm	Presiding Bishop Residence, 815 Second Avenue Penthouse
Wednesday, March 22 nd	Advocacy Dinner 2	6:00pm-8:00pm	Church Center for the United Nations 777 First Avenue @ East 44th Street Second Floor New York, NY 10017
Friday, March 24 th	UNCSW Closing Eucharist	12:10-1:00pm	Episcopal Church Center Chapel of Christ the Lord, 815 Second Avenue New York, NY 10017



CSW61
24 March 2017, 12:45 PM

Commission on the Status of Women
61st session
Draft Agreed Conclusions
“Women’s economic empowerment in the changing world of work”

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. **AD REF**
2. The Commission reiterates 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, such as the International Covenant on Economic, Social and Cultural Rights and the Convention on the Rights of Persons with Disabilities, 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, including women’s economic empowerment in the changing world of work. **AD REF**
3. The Commission recognizes the importance of relevant International Labour Organization (ILO) standards related to the realization of women’s right to work and rights at work and that are critical for women’s economic empowerment and recalls the decent work agenda of the ILO and the 1998 ILO Declaration on Fundamental Principles and Rights at Work. **AD REF**
- 4 **bis.** The Commission reaffirms that the Beijing Declaration and Platform for Action, and the outcome documents of its reviews, and the outcomes 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 and to women’s economic empowerment. **AD REF**
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 outcome documents of its reviews. **AD REF**
- 4**ter.** 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 acknowledges the important

contribution of women and girls to sustainable development and reiterates that gender equality and the empowerment of all women and girls and women's full and equal participation and leadership in the economy are vital to achieve sustainable development, promote peaceful, just and inclusive societies, enhance sustained, inclusive and sustainable economic growth and productivity, end poverty in all its forms everywhere and ensure the wellbeing of all. **AD REF**

4quat.

The Commission reiterates that the 2030 Agenda for Sustainable Development needs to be implemented in a comprehensive manner, reflecting its universal, integrated and indivisible nature, taking into account different national realities, capacities and levels of development and 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; 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.

5. 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 all 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. **AD REF**

6. The Commission takes note of the Secretary-General's High-level Panel on Women's Economic Empowerment. **AD REF**

7. The Commission reaffirms that the promotion and protection of, and respect for, the human rights and fundamental freedoms of all women and girls, including the right to development, which are universal, indivisible, interdependent and interrelated, are crucial for women's economic empowerment and 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. **AD REF**

9.

The Commission also recognizes that structural barriers to women's economic empowerment throughout their lifecycle in the changing world of work, including terms and conditions of employment, recruitment, retention, re-entry, promotion and progression, including to management or senior positions, retirement and dismissal of women, can be compounded by multiple and intersecting forms of discrimination in the private and public spheres, all of which can be exacerbated during economic, financial and humanitarian crises, armed conflict, post-conflict

situations, natural and man-made disasters, and refugee and internal displacement settings.

14. 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 and in the elimination of all forms of discrimination and violence against women and girls. **AD REF**

16. The Commission acknowledges the important role of national machineries for the advancement of women and girls, the relevant contribution of national human rights institutions where they exist, and the important role of civil society, in promoting the economic empowerment of women and their full and productive employment and decent work, as well as in advancing the implementation of the Beijing Declaration and Platform for Action and the gender-responsive implementation of 2030 Agenda for Sustainable Development. **AD REF**

17. The Commission strongly condemns violence against women and girls in all its forms in public and private spaces, including harassment in the world of work, including sexual harassment, and 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, and recognizes these are major impediments to the achievement of women's economic empowerment, social and economic development, often resulting in, *inter alia*, absenteeism, missed promotions and job losses, hampering women's ability to enter, advance and remain in the labour market and make contributions commensurate with their abilities; and further recognizes that such violence can impede to economic independence and impose direct and indirect short-term and long-term costs on society and individuals including, as relevant, lost economic output and psychological and physical impact, as well as expenses for health care, legal sector, social welfare, and specialized services, and also recognizes that women's economic autonomy can expand their options for leaving abusive relationships;

19. The Commission acknowledges that structural barriers to gender equality and gender-based discrimination persist in labour markets worldwide, which impose greater constraints on women in balancing work and family responsibilities and that these structural barriers need to be eliminated in order for women to be able to participate fully in society and equally in the world of work. It also recognizes that progress in achieving women's economic empowerment in the changing world of work has been insufficient, impeding the realization of women's full potential and the full enjoyment of their human rights and fundamental freedoms.

20. The Commission recognizes that the sharing of family responsibilities creates an enabling family environment for women's economic empowerment in the changing world of work, which contributes to development, that women and men make a great contribution to the welfare of their family, and that in particular women's contribution to the home, including unpaid care and domestic work, which is still not adequately recognized, generates human and social capital essential for

social and economic development.

21. The Commission expresses its concern about the continuing significant gender gaps in labour force participation and leadership, wages, income, pensions and social protection and access to economic and productive resources. It also expresses its concern about the structural barriers to women's economic empowerment, including discriminatory laws and policies, gender stereotypes and negative social norms. It is also concerned about unequal working conditions, limited opportunities for career advancement, as well as about the growing high incidence of informal and non-standard forms of employment in many regions. **AD REF**

21 bis. The Commission expresses concern about occupational segregation, including its vertical and horizontal dimensions, in all sectors. It recognizes that expanding equal opportunities for women and men in the labor market, decent work, skills enhancement, participation and leadership in high level positions for women can address the root causes of segregation in working life, and empower women and men to enter professions in the public and private sectors that are dominated by the opposite sex. **AD REF**

37. The Commission recognizes that women constitute the majority of those employed in the health and social sectors, that by working in these sectors they make important contributions to sustainable development, and that investments in these sectors could enhance women's economic empowerment and transform unpaid and informal care roles into decent work by improving their working conditions and wages and by creating opportunities for their skills enhancement and career advancement. **AD REF**

22. 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 and sustainable development. 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 their life cycle, including through social protection systems.

22 bis. The Commission also expresses concern over the persistently low wages earned by women workers which frequently prevent women from providing 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, including the gender pay gap. **AD REF**

23. The Commission reiterates its concern over the challenge climate change poses to the achievement of sustainable development 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, deforestation, dust storms, natural disasters, persistent drought, extreme weather events, sea level rise, coastal erosion and ocean

acidification. Furthermore, the Commission recalls the Paris Agreement, adopted under the United Nations Framework Convention on Climate Change, and reaffirms that countries should, when taking action to address climate change, respect, promote, and consider gender equality and the empowerment of women and girls.

24. The Commission recognizes that globalization presents both challenges and opportunities for women's economic empowerment. It also recognizes that there is a need to make broad and sustained efforts to create a shared future, based upon our common humanity, to ensure globalization is fully inclusive and equitable for all, including women and girls, and becomes an increasingly positive force for women's economic empowerment; **AD REF**

27. The Commission reaffirms that the realization of the right to education, as well as access to quality and inclusive 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 and tertiary 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). **AD REF**

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 on mutually agreed terms that in turn would enhance the use of enabling technologies to promote women's entrepreneurship and economic empowerment. **AD REF**

29. The Commission recognizes the worldwide efforts in bridging gender gaps in the labor markets. However, the Commission notes additional progress may be made through temporary special measures to ensure gender equality in the labor force. **AD REF**

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 women's economic empowerment, 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 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.

31. The Commission recognizes that women's enhanced participation in the labour market, economic independence and access to, and ownership of economic resources contribute to sustainable and

inclusive economic growth, prosperity, competitiveness, and the well-being of societies. **AD REF**

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 land and natural resources, property and inheritance rights, appropriate new technology and financial services, including 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. The Commission acknowledges the positive contribution of migrant women workers to inclusive growth and sustainable development. **AD REF**

35. The Commission recognizes that women and girls undertake a disproportionate share of unpaid care and domestic work, including caring for children, older persons, persons with disabilities, persons living with HIV and AIDS and that such uneven distribution of responsibilities is a significant constraint on women's and girl's completion or progress in education, on women's entry and re-entry and advancement in the paid labour market and on their economic opportunities and entrepreneurial activities, and can result in gaps in both social protection and pension. The Commission stresses the need to recognize, reduce and redistribute the disproportionate share of unpaid care and domestic work by promoting the equal sharing of responsibilities between women and men and by prioritizing, inter alia, social protection policies and infrastructure development. **AD REF**

36. The Commission recognizes that the full realization of the right to the enjoyment of the highest attainable standard of physical and mental health is vital to women's and girls' lives and wellbeing and their ability to participate in public and private life, and is crucial for gender equality and the empowerment of women, including their economic empowerment and full and equal participation and leadership in the economy.

38. The Commission recalls its Multi-year programme of work for 2016-2019, according to which it considered "the empowerment of indigenous women" as its focus area at its sixty-first session and it will consider "Challenges and opportunities in achieving gender equality and the empowerment of rural women and girls" as its priority theme at its sixty-second session. **AD REF**

39. The Commission recognizes the important role and contribution of rural women and girls to poverty eradication, and sustainable development, and to 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. **AD REF**

40. The Commission recognizes that the economic empowerment, inclusion and development of indigenous women, including through the establishment of indigenous-owned businesses, can enable

them to improve their social, cultural and civil and political engagement, achieve greater economic independence and build more sustainable and resilient communities, and noting the contribution of indigenous peoples to the broader economy. **AD REF**

41. The Commission recognizes the important contribution of women and girls of African descent to the development of societies and the promotion of mutual understanding and multiculturalism, recalls the commitment of States to mainstream a gender perspective when designing and monitoring public policies, taking into account the specific needs and realities of women and girls of African descent, bearing in mind the Programme of Activities for the implementation of the International Decade for People of African Descent. The Commission also recognizes the importance of the economic empowerment of women of African descent. **AD REF**

42. The Commission recognizes the positive contribution of migrant women and girls, in particular women migrant workers, to sustainable development in countries of origin, transit and destination. It underlines the value and dignity of migrant women's labour in all sectors, including the labour of domestic and care workers. **AD REF**

43. The Commission recalls the need to address the special situation and vulnerability of migrant women and girls. It 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. **AD REF**

44. The Commission expresses its concern about the low labor force participation rate of women with disabilities, who face multiple and intersecting forms of discrimination, and encounter structural, physical and attitudinal barriers hindering their access to and participation in the workplace on an equal basis with others, and emphasizes the need for measures to ensure that the implementation of the 2030 Agenda for Sustainable Development is inclusive of persons with disabilities. **AD REF**

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, including the 2030 Agenda, and recognizes the importance of having an open, inclusive and transparent engagement with them in the implementation of measures on women's economic empowerment in the changing world of work.

48. 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:

Strengthening normative and legal frameworks

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; **AD REF**

e. Consider ratification and, for those who have done so, implementation of ILO core conventions: Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), Right to Organise and Collective Bargaining Convention, 1949 (No. 98), Forced Labour Convention, 1930 (No. 29), Abolition of Forced Labour Convention, 1957 (No. 105), Minimum Age Convention, 1973 (No. 138), Worst Forms of Child Labour Convention, 1999 (No. 182), Equal Remuneration Convention, 1951 (No. 100), Discrimination (Employment and Occupation) Convention, 1958 (No. 111), in order to contribute to the realization of women's right to work and rights at work; **AD REF**

g. Enact or strengthen and enforce laws and regulatory frameworks that ensure equality and prohibit discrimination against women, in particular in the world of work, including their participation and access to labour markets, inter alia, discrimination based on pregnancy, motherhood, marital status or age, as well as other multiple and intersecting forms of discrimination; take appropriate measures to ensure that women throughout their lifecycles have equal opportunities for decent work in the public and private sectors, while recognizing that temporary special measures aimed at accelerating *de facto* equality between men and women should not be considered discrimination; address the root causes of gender inequality, gender stereotypes and unequal power relations; and provide, as appropriate, effective means of redress and access to justice in cases of non-compliance and accountability for violation and abuses of human rights;

h. 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 credit, banking and microfinance as well as equal access to justice and legal assistance in this regard and ensure women's legal capacity and equal rights with men to conclude contracts; **AD REF**

i. Eliminate occupational segregation by addressing structural barriers, gender stereotypes and negative social norms, promoting women's equal access to and participation in labour

markets, education and training, supporting women to diversify their educational and occupational choices in emerging fields and growing economic sectors, such as science, technology, engineering and mathematics (STEM) and information and communications technologies (ICT), recognizing the value of sectors that have large numbers of women workers; **AD REF**

j. Enact, strengthen or enforce 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 a critical measure to eliminate the gender pay gap, provide in this regard effective means of redress and access to justice in cases of non-compliance, and promote the implementation of equal pay policies through for example social dialogue, collective bargaining, job evaluations, awareness raising campaigns, pay transparency, gender pay audits, and certification and review of pay practices and increased availability of data and analysis on the gender pay gap;

l. Enact or strengthen and enforce laws and policies to eliminate all forms of violence and harassment against women of all ages in the world of work in public and private spheres, and provide means of effective redress in cases of non-compliance; ensure safety for women in the workplace; address the multiple consequences of violence and harassment, considering that violence against women and girls is an obstacle to gender equality and women's economic empowerment; encourage awareness-raising activities, including through publicizing the societal and economic costs of such violence; and develop measures to promote re-entry of victims and survivors of violence into the labour market; **AD REF**

m. Develop and apply gender-sensitive measures for the protection from, prevention and punishment of all forms of violence against women and girls in public and private spaces, including domestic violence, sexual harassment, trafficking in persons and femicide, among others, to promote the realization of women's and girls' economic rights and empowerment and facilitate women's full and productive employment and contribution to the economy, including by facilitating changes in gender stereotypes and negative social norms, attitudes and behaviours, inter alia, through promoting community mobilization, women's economic autonomy and the engagement of men and boys, particularly community leaders; and explore, where possible, measures to respond to the consequences of violence against women, such as employment protection, time off from work, awareness training, psychosocial services and social safety nets for women and girls who are victims and survivors of violence, and furthering their economic opportunities;

o. Strengthen laws and regulatory frameworks that promote the reconciliation and sharing of work and family responsibilities for women and men, including by designing, implementing and promoting family responsive legislation, policies and services, such as parental and other leave schemes, increased flexibility in working arrangements, support for breastfeeding mothers, development of infrastructure and technology, and the provision of services, including affordable, accessible and quality childcare and care facilities for children

and other dependents, and promoting men's equitable responsibilities with respect to household work as fathers and caregivers which creates an enabling environment for women's economic empowerment in the changing world of work;

n.3 Refrain from promulgating and applying any unilateral economic, financial or trade measures not in accordance with international law and the Charter of the United Nations that impede the full achievement of economic and social development, particularly in developing countries; **AD REF**

Strengthening education, training and skills development

a. 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, by providing universal access to quality education, by ensuring inclusive, equal and non-discriminatory quality education, promoting lifelong learning opportunities for all, completion of primary and secondary education and eliminating gender disparities in access to all areas of secondary and tertiary education, promoting financial and digital 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 at all levels of education and training; **AD REF**

b. Mainstream a gender perspective into education and training programmes, including science, technology, engineering and math (STEM), eradicate female illiteracy and facilitate effective transition from education or unemployment to work including through skills development to enable women's and girls' active participation in economic, social and cultural development, and women's active participation in governance and decision-making at all levels, 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, inter alia, to address the root causes of segregation in working life; **AD REF**

b bis. Place enhanced emphasis on quality education, including communications and technology education, where available, for girls, including catch-up and literacy education for those who did not receive formal education, special initiatives for keeping girls in school through post-primary education, including those who are already married or pregnant, to promote access to skills and entrepreneurship training for young women and to tackle gender stereotypes, in order to ensure that young women entering the labour market have opportunities to obtain full and productive employment, equitable compensation and decent work; **AD REF**

c. 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 remain in and return to school, providing them with access to healthcare and social services and support, including childcare and breastfeeding facilities and crèches, and to education programmes with accessible locations, flexible schedules and distance education, including e-learning, and bearing in mind the important role and responsibilities of, and challenges faced by fathers, including young fathers, in this regard; **AD REF**

Implementing economic and social policies for women's economic empowerment

q. and r. Adopt, implement, and monitor the impact of, gender-responsive macroeconomic, labour and social policies that promote inclusive growth, women's full and productive employment and decent work, protect women's right to work and rights at work; mitigate the effects of economic recession; **AD REF**

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; **AD REF**

t. Take concrete steps to 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; **AD REF**

u. Promote decent paid care and domestic work for women and men in the public and private sector, by providing social protection, safe working conditions and equal pay for equal work or work of equal value, thus facilitating the transition of informal workers, including those engaged in informal paid care and domestic work, to the formal economy; **AD REF**

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

w. 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, bearing in mind that social protection policies also play a critical role in reducing poverty and inequality, supporting inclusive growth and gender equality; **AD REF**

x. Work towards establishing or strengthening inclusive and gender-responsive social protection systems, including floors, to ensure full access to social protection for all without discrimination of any kind, and take measures to progressively achieve higher levels of protection, including facilitating the transition from informal to formal work; **AD REF**

y. Promote legal, administrative and policy measures that ensure women's full and equal access to pensions, through contributory and/or non-contributory schemes, and independent of their employment trajectories, and reduce gender gaps in benefit levels. **AD REF**

z. Take steps to achieve the full realization of the right to the enjoyment of the highest attainable standard of physical and mental health by improving access to timely, affordable and quality health systems for women and girls through gender-sensitive national strategies and public-health policies and programmes that are comprehensive, affordable and better targeted to addressing their needs, as well as work to improve access to paid leave and social security benefits, particularly in cases of retirement, unemployment, illness, disability, ageing and incapacity to work, and develop and implement occupational health and safety measures, including appropriate measures to provide special protection to women during pregnancy in types of work proved to be harmful to them;

Merged aa and bb. Ensure universal access to sexual and reproductive health and reproductive rights in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences, including universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes, and recognizing that human rights include their right to have control over and decide freely and responsibly on all matters related to their sexuality, including sexual and reproductive health, free of coercion, discrimination and violence, as a contribution to the fulfillment of their economic rights, independence and empowerment;

cc. Recognize the social significance of maternity, paternity, motherhood, fatherhood and the role of parents in the upbringing of children, and promote paid maternity, paternity or parental leave and adequate social security benefits for both women and men, take appropriate steps to ensure they are not discriminated against when availing themselves of such benefits and promote men's awareness and use of such opportunities to enable women to increase their participation in the labour market;

dd. Undertake all appropriate measures to recognize, reduce and redistribute women's and

girls' disproportionate share of unpaid care and domestic work by promoting policies and initiatives supporting the reconciliation of work and family life and the equal sharing of responsibilities between women and men, through flexibility in working arrangements without reductions in labour and social protections, 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 and by challenging gender stereotypes and negative social norms and promoting men's participation and responsibilities as fathers and caregivers; **AD REF**

ee. Take steps to measure the value of unpaid care and domestic work in order to determine its contribution to the national economy, for example through periodic time use surveys, and include such measurement in the formulation of gender-responsive economic and social policies; **AD REF**

58. Fully engage men and boys as strategic partners and allies in achieving gender equality and the empowerment of all women and girls by designing and implementing national policies and programmes that address the roles and responsibilities of men and boys, including the equal sharing of responsibilities in caregiving and domestic work, and encourages men and boys to engage fully as agents and beneficiaries of change with the aim to eliminate all forms of discrimination and violence against women and girls in both the public and private spheres, by understanding and addressing the root causes of gender inequality, such as unequal power relations, gender stereotypes and negative social norms that view women and girls as subordinate to men and boys, as a contribution to women's economic empowerment in the changing world of work;

hh. Promote the entry, re-entry into and advancement in labour markets of all women, including through policies and programmes aimed to the elimination of structural barriers and stereotypes that young women face in the transition from school to work and also to address the challenges faced by women returning from care-related career breaks and by older women, providing access to technical and vocational skills training, entrepreneurship development, job-matching and career guidance, including towards high wage and high growth occupations. **AD REF**

ff. Promote gender equality and the empowerment of all women and girls with disabilities and the full realization of their human rights and their inclusion in society, and take measures to 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 positive 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, secure, and healthy working conditions, in consultation with relevant national mechanisms and organizations of persons with disabilities; **AD REF**

ll. 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 communities, 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 policies that improve 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; **AD REF**

mm. Support remunerative non-agricultural employment for rural women, 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; **AD REF**

nn merged with oo. Take measures to promote the economic empowerment of indigenous women including by ensuring access to quality and inclusive education and meaningful participation in the economy by addressing multiple and intersecting forms of discrimination they face and barriers, including violence, and promote their participation in relevant decision-making processes at all levels and in all areas, and respecting and protecting their traditional and ancestral knowledge, and noting the importance of the United Nations Declaration on the Rights of Indigenous Peoples, for indigenous women and girls; **AD REF**

pp. Develop and adopt gender-responsive strategies on mitigation and adaptation to climate change, in line with international and regional instruments, to support the resilience and adaptive capacities of women and girls to respond to the adverse effects of climate change, with the aim to strengthen their economic empowerment, through inter alia, the promotion of their health and well being, as well as access to sustainable livelihoods, including in the context of a just transition of the workforce; **AD REF**

Merger 53 and 53bis. Continue developing and enhancing standards and methodologies at national and international levels to improve the collection, analysis and dissemination of gender statistics and data on the formal and informal economy, inter alia, on women's poverty, income and asset distribution within households, unpaid care work, women's access to, control and ownership of assets and productive resources, and women's participation at all levels of decision-making, to measure progress for women's economic empowerment in the changing world of work, by strengthening national statistical capacity, including by enhancing the mobilization, from all sources, of financial and technical assistance for developing countries to systematically design, collect and ensure access to high-quality, reliable and timely data disaggregated by sex, age, income, and other characteristics relevant

in national contexts;

54. Promote gender equality and the empowerment of all women and girls by reaffirming the commitments made in the Addis Ababa Action Agenda of the Third International Conference on Financing for Development, pursuing policy coherence and an enabling environment for sustainable development at all levels and by all actors and reinvigorating the global partnership for sustainable development;

55. Take steps to significantly increase investment to close resource gaps, including through the mobilization of financial resources from all sources, including public, private, domestic and international resource mobilization and allocation, including by enhancing revenue administration through modernized, progressive tax systems, improved tax policy, more efficient tax collection and increased priority on gender equality and the empowerment of women in official development assistance to build on progress achieved, and ensure that official development assistance is used effectively, to accelerate the achievement of women's economic empowerment in the changing world of work;

56. Urge developed countries to fully implement their respective official development assistance commitments, including the commitment made by many developed countries to achieve the target of 0.7 per cent of their gross national income for official development assistance to developing countries and the target of 0.15 to 0.20 per cent of their gross national income 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 promote women's economic empowerment in the changing world of work;

57. Strengthen international cooperation, including 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, and invite all States to enhance South-South and triangular cooperation focusing on shared development priorities, with the involvement of all relevant stakeholders in government, civil society and the private sector, while noting that national ownership and leadership in this regard are indispensable for the achievement of gender equality and the empowerment of women and girls;

Addressing the growing informality of work and mobility of women workers

rr. Promote the transition to formal employment for women employed in informal paid work, home-based work and in 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 wages that allow for an adequate standard of living, and take measures to address unsafe and unhealthy working conditions that can characterize work in the informal economy by

promoting occupational safety and health protection to workers in the informal economy; **AD REF**

ss. Adopt national gender-responsive migration policies and legislation, in line with relevant obligations under international law, to promote the economic empowerment of women migrant workers in all sectors; and protect their human rights, regardless of migration status. Recognize the skills and education of women migrant workers, and as appropriate, facilitate their productive employment, decent work and integration into the labour force including in the fields of education and science and technology; **AD REF**

tt. Recognize the significant contribution and leadership of women in migrant communities and take appropriate steps to ensure their full, equal and meaningful participation in the development of local solutions and opportunities, and the importance of protection of labour rights and a safe environment for migrant workers and those in precarious employment, protection of women migrant workers in all sectors and promotion of labour mobility, including circular migration, in line with the New York Declaration for Refugees and Migrants; **AD REF**

xx. Devise, strengthen and implement comprehensive anti-trafficking strategies that integrate a human rights and sustainable development perspective, and enforce, as appropriate, legal frameworks, in a gender and age-sensitive manner, to combat and eliminate all forms of trafficking in persons; raise public awareness of the issue of trafficking in persons, in particular women and girls; take measures to reduce the vulnerability of women and girls to modern slavery and sexual exploitation; and enhance international cooperation, inter alia, to counter with a view to eliminating the demand that fosters all forms of exploitation, including sexual exploitation and forced labour; **AD REF**

Managing technological and digital change for women's economic empowerment

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

zz. Strengthen science and technology education policies and curricula, so that they are relevant to the needs of and benefit women and girls, encourage investment and research in sustainable technology, particularly to strengthen the capacities of developing countries, to enable women to leverage science and technology for entrepreneurship and economic empowerment in the changing world of works; **AD REF**

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

ddd. Take measures to ensure women's full, equal and effective participation and access to leadership and high level positions, including through temporary special measures, as appropriate, in economic decision-making structures and institutions at all levels, as well as in enterprises, corporate boards and trade unions; **AD REF**

eee. Ensure that women in armed conflict and post-conflict situations, women affected by natural disasters and other humanitarian emergencies and internally displaced women are empowered to effectively and meaningfully participate in leadership and decision-making processes and that the human rights of all women and girls are fully respected and protected in response and recovery strategies; **AD REF**

fff. Recognize also that the empowerment of and investment in women and girls, which is critical for economic growth, and the achievement of all Sustainable Development Goals, including the eradication of poverty and extreme poverty, as well as the meaningful participation of women in decision-making, are key in breaking the cycle of discrimination and violence and in promoting and protecting the full and effective enjoyment of their human rights, and recognize further that empowering girls requires their active participation in decision-making processes and as agents of change in their own lives and communities, including through girls' organizations with the active support and engagement of their parents, legal guardians, families and care providers, boys and men, as well as the wider community; **AD REF**

ggg. Protect and promote the rights to freedom of association, peaceful assembly and collective bargaining to enable all women workers to organize and join unions, cooperatives and business associations while recognizing that those legal entities are created, modified and dissolved in accordance with national law and taking into account each State's international legal obligations; **AD REF**

hhh. 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; **AD REF**

iii. 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; **AD REF**

51. Promote a safe and enabling environment for all civil society actors and increase resources and support for grass-roots, local, national, regional and global women's and civil society organizations so that they can fully contribute to women's economic empowerment in the changing world of work;

jjj. Recognize the important role the media can play in the achievement of gender equality and women's economic empowerment, including through non-discriminatory and gender-sensitive coverage and by eliminating gender stereotypes, including those perpetuated by commercial advertisements; and encourage training of those who work in the media and the development and strengthening of self-regulatory mechanisms to promote balanced and non-stereotypical portrayals of women and girls, which contribute to the empowerment of women and girls and the elimination of discrimination against and exploitation of women and girls; **AD REF**

Strengthening private sector role in women's economic empowerment

kkk. Promote a socially responsible and accountable private sector that acts in line with, among others, the Guiding Principles on Business and Human Rights: Implementing the United Nations "Protect, Respect and Remedy" Framework, the International Labour Organization "Declaration on Fundamental Principles and Rights at Work", labour, environmental and health standards, and the Women's Empowerment Principles established by the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) and the Global Compact, in order to promote the economic empowerment of women in the changing world of work and achieve gender equality and the empowerment of women and girls and the realization of their full and equal enjoyment of all human rights and fundamental freedoms; **AD REF**

III. Encourage workplace environments and institutional practices that value all workers and offer them equal opportunities to reach their full potential, including through 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; **AD REF**

mmm. Encourage and facilitate women's entrepreneurship, including by improving access to financing and investment opportunities, tools of trade, business development, and training, in order to increase the share of trade and procurement from women's enterprises, including micro, small and medium, cooperatives and self-help groups in both the public and private sectors; **AD REF**

nnn. Work with the private sector to take into account a gender perspective while undertaking value chain analyses to inform the design and implementation of policies and programmes that promote and protect women's right to work and rights at work in global value chains; **AD REF**

59 alt. The Commission recognizes its primary role for the follow-up to the Beijing Declaration and Platform for Action in which its work is grounded and stresses that it is critical to address and

integrate gender equality and the empowerment of women and girls throughout national, regional and global reviews of the implementation of the 2030 Agenda and to ensure synergies between the follow-up to the Beijing Platform for Action and the gender-responsive follow-up to the 2030 Agenda.

50. The Commission calls upon Governments to strengthen as appropriate, the authority and capacity, of national mechanisms for promoting gender equality and the empowerment of women and girls, at all levels, which should be placed at the highest possible level of government with sufficient funding, and to mainstream a gender perspective across all relevant national and local institutions, including labour, economic and financial government agencies, in order to ensure that national planning, decision-making, policy formulation and implementation, budgeting processes and institutional structures contribute to women's economic empowerment in the changing world of work. **AD REF**

52. The Commission recalls General Assembly resolution 70/163 and encourages the Secretariat to continue its consideration of how to enhance the participation, including at the sixty-second session of the Commission, of national human rights institutions fully compliant with the Paris Principles, where they exist, in compliance with the rules of procedure of the Economic and Social Council.

59. The Commission calls upon the United Nations system entities, within their respective mandates, to support States, upon their request, in their efforts to achieve women's economic empowerment in the changing world of work.

59 bis. The Commission calls upon UN-Women to continue to play a central role in promoting gender equality and the empowerment of women and girls and in supporting Governments and national women's machineries, upon their request, in coordinating the United Nations system and in mobilizing civil society, the private sector, employers' organizations and trade unions and other relevant stakeholders, at all levels, in support of the full, effective and accelerated implementation of the Beijing Declaration and Platform for Action and the gender-responsive implementation of the 2030 Agenda towards women's economic empowerment in the changing world of work.



Name	Country
Ms Mariana Siglinda Lang	Argentina
Ms Lesley Lewis	Australia
Mrs Odete Lieber	Brazil
Mrs Mathilde Nkwirikiye	Burundi
Revd Laura Marie Piotrowicz	Canada
Mrs Njovu Murombedzi Shingaidzo	Central Africa
Ms Wendy Lee Ms Tam Yeuk Ming	Hong Kong (SAR China)
Ms Miki Hamai Ms Maya Kobayashi	Japan
Ms Okkyung Lee	Korea
Ms Sar Kabaw Htoo	Myanmar
Mrs Isadora Betham	New Zealand
Ms Khushbakht Humphrey Peters	Pakistan
Revd Immaculee Nyiransengimana	Rwanda
Ms Rachael Fraser	Scotland
Ms Maupi Letsoalo Ms Pumla Titus Ms Nomfuzo Mangisa Mrs Lungelwa Makgoba	South Africa
Mrs Harriet Baka Nathan Mrs Joy Kwaje Eluzai	South Sudan
Ms Erin Morey	United States



Fereshteh Forough: Founder and Chief Executive Officer of Code to Inspire



*United Nations Church Center Altar
displaying jobs women hold in the changing world of work*

THE ANGLICAN COMMUNION OFFICE AT THE UNITED NATIONS

815 Second Avenue, New York, NY 10017

Telephone (212) 716-6262

E-mail: unoffice@anglicancommunion.org

Website: <http://www.anglicancommunion.org>