

SUBSTANTIVE EQUALITY FOR WOMEN

CONNECTING HUMAN RIGHTS AND PUBLIC POLICY



Paola Cagna

Report of a research-advocacy-policy workshop
organized by UNRISD, UN Women and OHCHR
15 June 2015, Geneva

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Acronyms

CEDAW	Convention on the Elimination of all Forms of Discrimination against Women
ETO	Extraterritorial obligation
GDP	Gross domestic product
ICESCR	International Covenant of the Economic, Social and Cultural Rights
OHCHR	Office of the High Commissioner for Human Rights
UN	United Nations
UNCTAD	United Nations Conference on Trade and Development
UNRISD	United Nations Research Institute for Social Development
VAT	Value added tax

1. Introduction

At a time when significant improvement in gender equality has been achieved in some areas—almost equal access to education for girls and boys, increased numbers of women in the world of work, more female political leaders and increased public attention to violence against women—there are still glaring gaps between progress at the legal and normative level and the realities on the ground. The advancement of women's rights requires bridging these gaps to achieve substantive gender equality, that is, equal recognition, exercise and enjoyment of economic, social and cultural rights by women and men.

The research-advocacy-policy workshop *Substantive Equality for Women: Connecting Human Rights and Public Policy* was jointly organized by the United Nations Research Institute for Social Development (UNRISD), UN Women and the Office of the United Nations High Commissioner for Human Rights (OHCHR) in Geneva on 15 June 2015. It aimed at establishing a dialogue between key individuals from human rights' bodies, UN agencies, civil society and academia about ways of making concrete and implementing the policy recommendations from the UN Women 2015 flagship report, *Progress of the World's Women: Transforming Economies, Realizing Rights*. Participants focused on how economic and social policy can contribute to advancing women's economic and social rights within the UN system and beyond. This report summarizes the rich discussions across the workshop sessions (see box 5 for the workshop agenda). When possible, ideas and recommendations are attributed to speakers and participants.

2. From Formal to Substantive Gender Equality

Formal gender equality refers to the adoption of laws and policies that guarantee equal treatment and opportunities for women and men, eliminating all instances of legal discrimination. Nonetheless, legal transformation is not enough. It is a crucial pre-condition for gender equality, but it does not change patriarchal values, institutions and structures on which the existing social and economic systems are funded and that relegate women to a disadvantaged position (C. Mokhiber). The international human rights framework in general, and the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) and the International Covenant of the Economic, Social and Cultural Rights (ICESCR) in particular, acknowledge these limitations and recognize that discrimination can be “indirect” or unintended—for example, public work schemes can indirectly discriminate against certain groups of women such as pregnant or disabled women, who cannot join these schemes because of the physically hard work.

CEDAW and ICESCR adopt a *substantive understanding of gender equality*, that is to say, the equality of results, the equal exercise and enjoyment of social and economic rights by women and men in practice, and the indivisibility of these rights. Substantive gender equality means moving beyond legal changes to ensure all groups of women and girls enjoy their rights on equal terms as men and boys. To achieve equal outcomes, power imbalances between women and men and among women have to be recognized and fundamentally changed. According to the international human rights framework, the state is obliged to create an enabling environment for achieving substantive gender equality, not only by respecting women's human rights but also by protecting these rights and guaranteeing that they are fulfilled (C. Mokhiber; C. Verschuur; F. Raday; S. Razavi).

The translation of formal into substantive gender equality can be hampered by structural constraints, including entrenched power inequalities as well as discriminatory social norms and stereotypes. Hence, substantive gender equality demands no less than the radical transformation of the patriarchal institutions and structures that prevent women from fully enjoying human rights by simultaneously:

- i. redressing women's socioeconomic disadvantage;
- ii. addressing stereotyping, stigma and violence; and
- iii. strengthening women's agency, voice and participation.

States must be proactive and take measures on all three fronts to address indirect discrimination and the underlying causes of gender inequality (S. Razavi).

3. Redressing Women's Socioeconomic Disadvantage by Transforming Economic and Social Policy

Social and economic policies can be conducive to achieving substantive gender equality (M. Molyneux; S. Razavi). However, if their design ignores women's and men's specific experiences and needs, they run the risk of playing against women's human rights, reinforcing existing gender inequalities. For instance, austerity has proved to impact women and men differently, exacerbating women's social and economic disadvantage and violating their human rights when social expenditure and services are cut (C. Mokhiber).

Because policies are built on deliberate choices, they are not carved in stone and can be radically rethought along human rights and social justice frameworks. When guided by human rights principles and standards, policy choices are able to address power imbalances, transforming the systems and institutions that produce and reproduce gender inequality. When anchored within a social justice framework—because women's human rights cannot be divorced from the broader question of social justice—policies do ensure that everybody enjoys their rights.

Labour, social and macroeconomic policies specifically contribute to achieving substantive gender equality. At the same time, all these policy domains are interconnected and influence each other in ensuring income security and an adequate standard of living for both women and men (S. Razavi; V. Esquivel; M. Molyneux).

Embedding human rights into labour policy

While in most countries formal labour laws do not directly discriminate against women in accessing the labour market, this is not enough to ensure equality to work for men and women (S. Olney). Globally, only half of the women of working age are in the labour force compared to more than three quarters of men. Most informal workers are women, who experience a serious decent work deficit. They work in insecure and unhealthy conditions and have limited or no access to social protection. Improved education levels have not automatically translated into a higher female labour force participation or into better job opportunities for women. Women's work continues to be undervalued and exploited, as proved by the persistent gender-based occupational segregation and pay gap—

one of the most pervasive forms of gender-based discrimination (S. Burrows). Further, global trends towards an ever greater trade and financial liberalization, labour deregulation and outsourcing are undermining the creation of decent jobs for both women and men, as well as weakening workers' bargaining power compared to the powerful position of employers and multinational corporations (S. Burrows).

In this challenging environment, substantive gender equality requires moving beyond labour legislation to ensure that women and men engage in the labour market on equal footing *in practice*. Existing international normative framework point to states' obligations to implement more effective labour policies to promote decent work (L. Wendland; C. Mokhiber). States must also protect women and men against business-related abuses (for instance, by guaranteeing the right to unionize) through effective judicial and non-judicial remedies. Third parties such as private sector (i.e., multinational corporations) are not exempt from human rights responsibilities (L. Wendland; S. Burrows).

Address occupational segregation and unequal pay

Apart from adopting laws to end discrimination against women at work in hiring, education/training and promotion practices, states have to break down occupational segregation by challenging the gendered educational specialization that relegate boys and girls to certain fields. Innovative educational and training programmes should be implemented to encourage women and girls to improve their skills and knowledge in technical and scientific fields. Similarly, men and boys have to be encouraged to enter in traditionally female occupational sectors (such as care, health, education). Further, states must dismantle biased pay structures by adopting and implementing equal pay laws. Additional measures to increase wages and improve working conditions in occupations such as paid care, health and education sectors should be adopted. Addressing occupational segregation and gender pay gaps require also a fundamental shift in how paid employment and unpaid care and domestic work are organized (V. Esquivel).

Transform unpaid care and domestic work

Women everywhere perform most of the unpaid care and domestic work. The unequal distribution of unpaid care and domestic work within and between households can be detrimental to women's well-being and prevent them from fully enjoying their rights. A transformative approach to care is needed that would recognize the contribution of unpaid care work to well-being, redistribute it from women to men and from households to society at large by providing care services, and reduce the drudgery of unpaid care work through infrastructure provisioning (V. Esquivel, see box 1).

Reduce informal labour

The working conditions of informal women workers is a serious human rights concern. States must take action to (i) facilitate the formalization of informal labour by investing in labour inspection, simplifying procedures for registration and tax payment and so on; (ii) introduce minimum wages for all sectors (S. Burrows); (iii) reduce informal labour through the creation of formal jobs, especially for women; and (iv) extend the benefits guaranteed by labour legislation to all informal workers, including access to social protection (F. Raday).

Guarantee access to productive resources

States must remove formal and informal barriers that prevent women's access to productive resources including land, water, credit, information, technology, markets, skills and networks. Guaranteeing women's rights over these resources not only increases their productivity, but also contributes to the realization of their economic rights.

Box 1: The triple R: Recognize, redistribute and reduce care

Substantive equality for women cannot be achieved without understanding care responsibilities as a crucial dimension of well-being, an impediment to the full enjoyment of human rights, and an opportunity to create jobs for women and facilitate their political participation. This implies a transformative approach to care provision that goes beyond recognizing unpaid care work to reducing and redistributing care.

- **Recognition** means acknowledging the nature, extent, role and contribution to human development of unpaid care work, rather than taking it for granted. It involves understanding the social norms and gender stereotypes that make women the primary providers of unpaid care work.
- **Reduction** is a matter of justice, as the costs of providing care and domestic work fall disproportionately on women, particularly on poor women. Reducing the drudgery of some domestic work (fetching water, washing clothes and sheets, grinding grains and so on) through social or household infrastructure will have implications on caregiver's time, health and well-being, as well as on the society as a whole. By understanding and including these potential gains, development projects can contribute to the reduction of the time and other costs incurred by those who engage in unpaid care and domestic work.
- **Redistribution** may take place within households—for example, between women and men. It challenges the gender stereotypes that associate care with femininity. However, focusing action on the household level overlooks family contexts in which the redistribution of responsibilities is not possible (because there is no other adult to share them with), or in which the care burden is so great that even when equally shared, care needs cannot be met. Hence, redistributing care means taking action within society as a whole, through the provision of care services and ensuring access to them.

Source: Valeria Esquivel (watch the video of the panel at https://www.youtube.com/watch?v=FQfa_TgjCng)

Protect workers' rights to organizing and to collective bargaining

Realizing substantive gender equality requires the full realization of women's right to work and rights at work including the right to form and join trade unions (S. Olney). States must be proactive in supporting collective action and bargaining for all workers. In particular, informal workers' agendas and their voice—which is not represented because it usually fall between the cracks—must be strengthened within labour movements (V. Esquivel; S. Burrows).

Strengthening social policy through human rights

Most of the social policies in countries across the world need a radical reform to ensure that they fulfil women's human rights, in particular, social and economic rights—such as the rights to social security, to an adequate standard of living, to education and to the highest attainable standard of physical and mental health. The human rights framework provides useful analytical tools to make this a reality, for example, through the standards of universality, transparency, non-discrimination, participation, as well as accessibility, affordability, acceptability and quality of social services.

Adopt universal social policies and both contributory and non-contributory social transfers systems

Social policy can support the realization of women's social and economic rights without discrimination through the combination of universal access to social services and both contributory and non-contributory social transfer systems. Universality recognizes women and men as individual rights-holders without reproducing harmful gender stereotypes (M. Molyneux). Universal social protection guarantees access and coverage to informal

workers (which are mostly women) and non-citizens, since every individual has equal rights (V. Dandan, M. Sepúlveda).

Women tend to withdraw from the labour market to perform unpaid care and domestic work, and they are also more likely to work in the informal economy. Therefore, a mix of contributory and non-contributory social protection systems would guarantee women access to minimum essential levels of economic, social and cultural rights irrespective of their employment history. Non-contributory pension systems address the vulnerability and poverty of the growing elderly population, especially women, depending on their adequacy and accessibility (F. Raday). The progressive expansion of social protection towards universality through a combination of contributory and non-contributory systems in different countries of Asia and Latin America has proved to be effective in redressing women's socioeconomic disadvantage (M. Molyneux; I. Ortiz).

Include women's specific needs in social policy design, implementation and delivery

Redressing women's socioeconomic disadvantages requires social policies to respond to women's specific needs, including regarding sexual and reproductive health and rights (J. Hodges). Social policy design has to take into account the sources of gender discrimination that prevent women from enjoying social and economic rights—for example, the assumption of women's economic dependence on a male breadwinner. The delivery and implementation of social services must respond to women's demands, such as the provision of adequate sanitation services in schools.

Care services must be a key component of social policy as it is mostly women who carry the burden of unpaid care work, exacerbating gender inequality (M. Molyneux; F. Raday). To reduce and redistribute some of that burden, states need to provide care services not only for children, but also for the elderly, to the maximum of their available resources.

Guarantee quality social services

States must mobilize resources to guarantee the quality of social services, including decent pay and working conditions for those who deliver these services (J. Hodges; S. Razavi; V. Esquivel). Quality education means removing the barriers (such as the risk of violence or the lack of toilettes) that prevent girls from attending schools (F. Raday). Social expenditure must be supported by investment in infrastructure (for example, roads, water provision, sewerage), which is equally important for women's well-being, strongly improves social services delivery and reduces unpaid care work (M. Molyneux).

Human rights knocks on the doors of macroeconomic policy

The current neoliberal economic system does not address women's socioeconomic disadvantage—on the contrary, it sometimes exacerbates existing gender inequalities and power imbalances (C. Mokhiber; C. Verschuur). Budget cuts in infrastructure, transport, food provisioning, childcare, health, education and other social services impact women more severely than men, given the sexual division of labour puts women in the position of finding ways to compensate for the lack of social provisioning. This puts extra pressure on households and further reduces women's ability to participate in the paid economy. There is also resistance to applying the human rights framework to macroeconomic policy, which is often considered to be too technocratic and exonerated from

international legal obligations (K. Donald). But the human rights approach provides an alternative framework for assessing and prioritizing macroeconomic policy choices (C. Mokhiber; also see box 2).

Box 2: Applying human rights principles to macroeconomic policies

Macroeconomic policies can be guided by some key human rights principles to contribute to the achievement of substantive gender equality.

- **Non-discrimination and equality:** macroeconomic policies need to be evaluated in terms of biased or unequal outcomes with regard to the enjoyment of rights.
- **Minimum essential levels:** Macroeconomic policies need to be formulated such that minimum essential levels of economic and social rights are met (for example, individuals should not be deprived of essential food).
- **Progressive realization and non-retrogression:** Economic and social progress should be measured in terms of the progressive realization of rights over time, not economic growth as captured by GDP. Macroeconomic policy choices should guard against rights being eroded over time (known as retrogression).
- **Maximum available resources:** Macroeconomic policies—including government spending, taxation, debt financing and monetary policy—influence the resources available for realizing rights. Governments have an obligation to take steps, to the maximum of their available resources, to realize economic and social rights over time.
- **Accountability, transparency and participation:** There should be democratic participation in macroeconomic policy making, including budget processes and monetary policy. Meaningful participation requires access to information (transparency) and the ability to hold governments to account (accountability).
- **Extraterritorial obligations:** Within the human rights framework, extraterritorial obligations refer to acts and omissions of a government (and other global actors) that affect the enjoyment of rights outside of the state's own territory. At the global level, a coordinated approach to macroeconomic policy is necessary if rights are to be realized to the greatest extent possible.

Source: Silke Staab and UN Women 2015.

Rethink macroeconomic goals, concepts and strategies through the human rights lens

A transformative approach to macroeconomic goals, concepts and policies is required to foster substantive equality among women and men. Gender equality is an important goal in its own right and cannot be seen only as instrumental to economic growth (S. Razavi). Macroeconomic policies have to aim to create an enabling environment for addressing women's socioeconomic disadvantage. Therefore, one of the criteria for assessing these policies must be their contribution to the progressive realization of economic and social rights (J. Heintz; S. Zarrilli). In terms of shifting macroeconomic concepts, for instance, GDP measurement must count unpaid care and domestic work and make it more visible. Moreover, childcare and education expenditures must be classified as "investment", given their role in developing human capital, instead of being considered as "consumption" (J. Heintz).

Taxation policies at the global and domestic levels have to be reformed so as to finance the measures needed to create substantive gender equality (K. Donald). Through fiscal policies, states have to mobilize additional resources to social and economic rights, in particular women's rights (I. Ortiz, see box 3). Taxation and other fiscal policies are not gender neutral as they have significant effects on women. For example, taxing basic goods and services through value added tax (VAT) has a particularly negative effect on women, given they use a greater proportion of their income on these basic items.

Monetary policies need to better balance the goal of keeping inflation at a low rate and the promotion of employment and incomes (J. Heintz).

Box 3: How do states mobilize resources for women's human rights?

The lack of financial resources is one of the major constraints which prevents the realization of women's human rights through social and economic policies. Where can states find the resources to invest in substantive gender equality?

- **Re-allocating public expenditures:** although national policy space might be constrained by international agreements and unequal power relations, countries have choices over their expenditure and where to allocate their resources;
- **Increasing tax revenues** through more efficient tax collection mechanisms and institutions as well as through a mix of different tax sources (for example, taxes on natural resource extraction or financial transaction taxes);
- **Expanding social security coverage and contributory revenues,** through improvements in the administrative and institutional framework of the collection system, facilitating and increasing tax coverage and social security of micro- and small enterprises;
- **Increasing development aid transfers** and avoiding South-North transfers, often due to debt-related interest payments;
- **Eliminating illicit financial flows,** including addressing tax evasion in tax havens;
- **Using fiscal and foreign exchange reserves;**
- **Managing debt** with sustainable borrowing for social investments and restructuring debt through its renegotiation or cancellation;
- **Adopting a more accommodative macroeconomic framework** which sets itself targets other than low inflation and fiscal deficit.

Source: Isabel Ortiz (watch the video of the panel at <https://www.youtube.com/watch?v=kH01egyOT0E>)

Stop separating social policy from macroeconomic policy

The separation between macroeconomic and social policies is artificial: macroeconomic policies influence the resources available to states to finance social policies; at the same time, social policies (such as education, care and health policies) have long-term implications for productivity, growth and economic performance. Social and economic policies should be therefore designed to support each other towards the progress of social and economic rights (J. Heintz).

Build a global economic governance structure

Global institutions that strengthen the coordination and governance of macroeconomic policies is sorely needed in order to realize women's human rights. For example, a global taxation body is required to ultimately transform macroeconomic policies and correspond to a human rights-based approach, even if it might displease global financial and economic actors (E. Braunstein). Moreover, states should collaborate to implement the extraterritorial obligations of economic actors as suggested by the Maastricht Principles on Extraterritorial Obligations of States in the Area of Economic, Social and Cultural Rights¹ (J. Heintz).

4. Contesting Gender Stereotypes

Identifying and overcoming gender stereotypes in laws, policies and institutions is the first step to achieve substantive gender equality (F. Shareed; I. Ortiz). Social and economic policies are often designed based on the myth of the "ideal worker": a man, working full time and life long, head of a heterosexual family, responsible for the income security of the whole household, and sustained by a female unpaid full-time care giver (V. Esquivel; S. Razavi). This myth is based on the assumption that women are always

¹ In 2011, a group of experts on international law and human rights developed the Maastricht Principles on Extraterritorial Obligations (ETO), which recognize that the policies adopted by governments affect the realization of rights beyond their own borders. The Principles introduce the concept of ETO obligations in regard to jurisdiction, government responsibilities and human rights obligations.

available to meet the care needs of children, the elderly and able adults on an unpaid basis.

This assumption has crucial implications in terms of women's full enjoyment of human rights, in particular in terms of their access to social services and transfers. For instance, in some circumstances, families headed by single parents, whether women or men, and who simultaneously act as breadwinners and unpaid care givers can end up excluded from social policies, such as family/child transfer payments or care services (S. Razavi). Maternalism often informs social policies with negative consequences for women. For example, in the case of Conditional Cash Transfer programmes, transfers are given to women as mothers, requiring them to take on additional care responsibilities (M. Molyneux). When maternalism informs reproductive health policies, they fail to address women's needs throughout the life cycle, excluding adolescent girls, elderly women or women without children.

In line with the "ideal worker" myth, social security policies often assume that women have access to income security and social services through their dependent relationship with a male worker, excluding them from being directly entitled to their rights, for example, from pensions and insurance systems.

To overcome gender stereotypes in public policies, it is necessary to move beyond "gender neutrality". Gender-neutral laws or policies leave existing structural inequalities and disadvantages intact, failing to dismantling gender stereotypes (L. O'Hanlon). Instead, gender must be integrated as a category within legal and policy frameworks to acknowledge and address women's and men's needs (F. Shaheed).

Box 4: Is culture an obstacle to substantive gender equality?

Addressing culture is crucial for achieving substantive gender equality as it permeates every aspect of women's and men's lives (F. Shaheed; V. Dandan). Because culture has gender at its core, it is often seen as the root cause of gender inequality. Frequently though, it is an euphemism used by states to justify their lack of commitment to tackling discriminatory practices (F. Raday).

The human rights-based approach frames culture in terms of cultural rights. In these terms, culture and the derived norms are not fixed, but they change over time and space. And they are not an obstacle to substantive gender equality, as cultural rights are about the identity of women and men. All societies have competing interpretations of existing cultural norms that contrast with the dominant understandings of culture held by more powerful social group. Therefore, to achieve substantive gender equality, states should recognize the diversity of cultural interpretations co-existing within their territory, and not allow cultural claims to endorse discriminatory social norms and practices (F. Shaheed).

Source: *Fareeda Shaheed* (watch the video of the panel at <https://www.youtube.com/watch?v=j01fDJsIMbA>)

5. Strengthening Women's Voice and Agency

Agency, voice and women's participation are key requirements for making social and economic policies work for substantive gender equality. Women should be able to occupy leadership positions in policy-making arenas as well as in multilateral financial institutions and the banking system (F. Raday). But increasing the number of women leaders within a patriarchal system is not sufficient: women leaders have to be aware of the root causes of gender inequality and operate to remove them through transformed legal and policy frameworks. It cannot be assumed that all women leaders will speak in favour of, protect and help fulfil women's human rights.

Women's movements play a crucial role in:

- advocating for the inclusion of women's human rights in public policy;
- raising awareness of the obligations of state and non-state actors (M. Molyneux; S. Razavi; F. Raday);
- advocating for the implementation of policies and for the enforcement of laws through the judicial system at both national and international levels (J. Hodges; S. Burrows);
- ensuring women's access to justice at both national and international levels;
- defending women's demands for better quality social services and infrastructure (M. Molyneux); and
- claiming for gender-sensitive economic policies.

Because of this crucial role, women's movements must be supported (C. Mokhiber) through adequate funding and capacity building. Women activists must be technically prepared, in particular in the domain of macroeconomic policies, often seen as too technical to be the object of contestation. Awareness raising, knowledge sharing and training are needed to empower women activists in technical debates (K. Hujo). Collaboration with professionals and experts—lawyers, scholars, human rights experts, macroeconomists—enhances women's skills and ability to dialogue with policy makers, judges and economic actors.

Apart from women's movements, other civil society organizations can support substantive gender equality. For instance, women who experience discrimination at work can be helped to make their case by trade unions (S. Burrows).

6. Politics and Accountability

Transforming economic and social policy for substantive gender equality depends of course on the country-specific contexts, and requires transforming existing power relations by opening democratic spaces for policy making (M. Molyneux). For instance, in terms of macroeconomic policy formulation, decision making is often carried out behind closed doors and with little input from civil society organizations, including women's rights organizations (J. Heinz). Adopting a human rights approach to economic policies requires greater dialogue between human rights advocates, civil society, macroeconomists, financial institutions and policy makers (J. Heintz; S. Zarrilli). Similarly, social policy is a site of contestation between civil society and the state, and even within states, given that mobilizing resources is necessary to fund it (K. Hujo), and it can be under threat in the current austerity context (M. Molyneux). Recent moves to privatize social services and cut social expenditures have led to protests by different social groups around the world, such as women's protests against austerity measures in the United Kingdom and students' opposition to education cuts in Chile (M. Molyneux). These groups are demanding broader policy space where they can influence economic and social policy decisions, including resource allocation, that affect their lives and therefore their ability to fully enjoy their human rights.

In terms of accountability, existing international human rights treaties are a tool to make states accountable for adopting a human rights-based approach in laws and policies. However, current accountability mechanisms are either non-existent or function poorly (M. Molyneux; F. Shaheed). Economic policies are an example of the former, despite their huge impact on women's and men's well-being (K. Donald; J. Heintz). The design and implementation of social policies are an example of the latter, as social norms and stereotypes prevent some beneficiaries, often those marginalized, from making complaints (M. Molyneux). States are not the only ones accountable—non-state actors, such as the private sector, are also responsible for respecting all human rights, including economic and social rights, even when they do not operate in their country of origin (as is the case for transnational corporations). International organizations such as UN agencies can crucially link human rights and accountability, and they can support national actors in their efforts to hold states accountable (L. Wendland).

7. Concluding Remarks: A Long Road Ahead

If guided by human rights and social justice principles, social and economic policies can become the means to respect, protect and fulfil women's human rights. But embedding human rights principles within social and economic policies requires a radical transformation of the ways in which economic, social and political structures work.

Recommendations

1. Create an enabling environment through macroeconomic policies by:

- revising the goals of economic policies from mere economic growth to incorporate the realization of women's human rights;
- reforming the UN Tax Committee to make it an effective arena for global coordination which can reduce tax avoidance and tax competition;
- adopting a common approach to extraterritorial obligations of states, transnational corporations and international financial organizations based on the Maastricht Principles; and
- democratizing international financial institutions of economic governance by fostering greater participation by civil society organizations.

2. Radically transform labour, social and economic policies by:

- reducing informal labour;
- recognizing, redistributing and reducing the drudgery of unpaid care and domestic work;
- investing in gender-sensitive social services and transfers;
- training workers employed to deliver social services to overcome discriminatory behavior that is steeped in gender and racial stereotypes and that stigmatizes beneficiaries; and
- implementing gender-awareness training programmes for policy makers, judges, police, diplomats/delegates within the UN system.

3. Support women's movements to claim women's rights as human rights and to shape policy by:

- mobilizing funding for political and advocacy activities to enhance their participation;
- facilitating capacity building, in particular on macroeconomic policies, to strengthen their technical knowledge and their ability to shape policies;
- increasing the political support for and the number of women's rights defenders within international treaty bodies; and
- ensuring gender parity in economic leadership, both in international financial institutions and in the private sector.

4. Facilitate access to justice

- at both national and international levels for example, by providing free access via legal aid; and
- to support civil society organizations—women's movements, trade unions and national human rights bodies—to demand accountability.

Remaining challenges and gaps for researchers, advocates and policy makers

- Transcend the sectoral silos of social and economic policies by adopting the principle of the indivisibility of human rights.
- Ensure policy coherence, both vertically and horizontally, across work, social and economic domains.
- Increase coordination among UN bodies to consolidate the connection between human rights on the one hand and social, economic and labour policies on the other.
- Recognize women's rights as human rights and facilitate the entrance of gender-aware women's rights advocates in human rights institutions.
- Build a global movement to demand substantive equality and human rights for all.
- Improve statistics in the informal economy and particularly sex disaggregated statistics.
- Find solutions at national level to extent existing social protection measures to cover informal workers, whose majority are women, by compiling lessons learned and good practices on social security programs financing informal workers.
- Analyse the barriers to and constraints on women's collective organization and political participation.
- Analyse the impact of gendered relations of power in the design, implementation and facilitation of educational programmes and training programmes.

**Box 5: Substantive Equality for Women: Connecting Human Rights and Public Policy
A Research-Advocacy-Policy Workshop – 15 June 2015, Geneva**

Workshop Agenda

9.00-9.10	Opening Remarks Craig Mokhiber, OHCHR
9.10-9.45	Presentation of the Report Shahra Razavi and Silke Staab, UN Women
9.45-11.15	Panel I: Substantive equality for women: Connecting human rights and public policy <i>Moderator</i> Nicole Ameline, CEDAW <i>Presenters</i> Farida Shaheed, Special Rapporteur on Cultural Rights Sandra Fredman, Rhodes Professor of the Laws of the British Commonwealth and the USA at Oxford University <i>Discussant</i> Lucinda O'Hanlon, OHCHR Open roundtable discussion
11.15-11.30	Coffee break
11.30-13.00	Panel II: Transforming work for women's rights <i>Moderator</i> Shauna Olney, ILO <i>Presenters</i> Sharan Burrows, ITUC Valeria Esquivel, UNRISD <i>Discussant</i> Lene Wendland, OHCHR Open roundtable discussion
13.00-14.00	Lunch break
14.00-15.30	Panel III: Making social policy work for women <i>Moderator</i> Magdalena Sepúlveda, UNRISD <i>Presenters</i> Frances Raday, Working Group on Discrimination Against Women in Law and Practice Maxine Molyneux, Professor of Sociology, University College London <i>Discussant</i> Virginia Dandan, UN Independent Expert on Human Rights and International Solidarity Open roundtable discussion
15.30-15.45	Coffee break
15.45-17.15	Panel IV: Towards an enabling macroeconomic environment <i>Moderator</i> Susan Mathews, OHCHR <i>Presenters</i> James Heintz, Professor of Economics, University of Massachusetts at Amherst Isabel Ortiz, ILO <i>Discussant</i> Kate Donald, Center for Economic and Social Rights Open roundtable discussion
17.15-17.45	Closing Session

Other participants

Elissa Braustein, Division on Globalization and Development Strategies, UNCTAD
Katja Hujo, Senior Research Coordinator, UNRISD
Christine Verschuur, Director of the Gender and Development Programme, Graduate Institute of International and Development Studies
Simonetta Zarrilli, Chief of Trade, Gender and Development Section, UNCTAD

Additional Resources

- Esquivel, Valeria. 2014. "What is a Transformative Approach to Care, and Why Do We Need It?" *Gender & Development, Special Issue on Care*, 22(3): 423-439. Accessed in June 2016.
<http://www.tandfonline.com/doi/abs/10.1080/13552074.2014.963303>.
- United Nations. 2013. *Report of the Special Rapporteur on Extreme Poverty and Human Rights*. New York: United Nations. Accessed in June 2016.
http://www.un.org/ga/search/view_doc.asp?symbol=A%2F68%2F293&Submit=Search&Lang=E.
- UN Women. 2015. *Progress of the World's Women 2015-2016: Transforming Economies, Realizing Rights*. New York: UN Women.
- UNRISD (United Nations Research Institute for Social Development). 2010. *Combating Poverty and Inequality: Structural Change, Social Policy and Politics*. Geneva: UNRISD.
- . 2010. *Why Care Matters for Social Development*. Research and Policy Brief No. 9. Geneva: UNRISD. Accessed in June 2016. <http://www.unrisd.org/rpb9e>.

Videos

- Substantive Equality for Women: Connecting Human Rights and Public Policy (Panel I)*
<https://www.youtube.com/watch?v=i01fDJslMbA>
- Transforming Work for Women's Rights (Panel II)*
https://www.youtube.com/watch?v=FQfa_TgjCng
- Making Social Policy Work for Women (Panel III)*
https://www.youtube.com/watch?v=UkbsBKpBQ_E
- Towards an Enabling Macroeconomic Environment (Panel IV)*
<https://www.youtube.com/watch?v=kH01egyOT0E>

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