

**Commission on the Status of Women**  
**Fifty-third session, 2– 13 March 2009**

**Agreed conclusions**

**The equal sharing of responsibilities between women and men, including care-giving in the context of HIV/AIDS**

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 declaration adopted by the Commission on the occasion of the tenth anniversary of the Fourth World Conference on Women. **(agreed conclusions on the elimination of all forms of discrimination and violence against the girl child, 2007, para 1).**
2. The Commission reaffirms the outcome of the 1994 International Conference on Population and Development, the 1995 World Summit for Social Development, and the 2002 Monterrey Consensus on Financing for Development and their follow-up processes and reaffirms further that their full and effective implementation is essential to achieve the equal sharing of responsibilities between women and men, including caregiving in the context of HIV/AIDS. **(new text)**
3. The Commission reiterates that the Convention on the Elimination of All Forms of Discrimination against Women and its Optional Protocol and the Convention on the Rights of the Child, as well as other Conventions and treaties, provide a legal framework and a comprehensive set of measures to promote the equal sharing of responsibility between women and men. **(based on the agreed conclusions on the elimination of all forms of discrimination and violence against the girl child, 2007, para 3)**
4. The Commission recognizes the Workers with Family Responsibilities Convention, 1981, (No. 156) and its corresponding Recommendation (No. 165) which provides a framework for reconciling paid work and family responsibilities. **(new text)**
5. The Commission welcomes the June 2006 Political Declaration on HIV/AIDS, which expressed concern that women and girls bear the disproportionate burden to care for and support those infected and affected by HIV/AIDS. **(based on the agreed conclusions on the elimination of all forms of discrimination and violence against the girl child, 2007, para 5; and A/RES/60/262 Annex)**
6. The Commission urges Governments, in cooperation with the United Nations system, the Bretton Woods institutions, international and regional organizations, non-governmental organizations, civil society, the private sector and other relevant actors, as appropriate, to take the following actions:

*Norms and policies*

*19 February 2009*

*Draft presented by Bureau of CSW*

a. Intensify efforts to fully implement the Beijing Platform for Action, the outcome documents of the International Conference on Population and Development, the World Summit for Social Development, and the Monterrey Consensus on Financing for Development and the outcomes of their follow-up processes; **(based on the agreed conclusions on the elimination of all forms of discrimination and violence against the girl child, 2007, para 13(d))**

b. Ratify, without reservations, the Convention on the Elimination of All Forms of Discrimination against Women and the Convention on the Rights of the Child, including the Optional Protocols thereto, and ensure the full and effective implementation of the provisions of the Conventions and the concluding comments of the Committee on the Elimination of Discrimination against Women and the Committee on the Rights of the Child; **(E/CN.6/2009/2, para 78 (a))**

c. Promote the ratification and implementation of the Workers with Family Responsibilities Convention, 1981 (No. 156), and the implementation of its corresponding Recommendation (No. 165) which provide a framework for reconciling paid work and family responsibilities; **(based on E/CN.6/2009/2, para 78 (b))**

d. Take all appropriate measures to eliminate de jure and de facto discrimination against women in relation to marriage, family, inheritance and property laws; **(based on E/CN.6/2009/2, para 78 (c))**

e. Mainstream gender perspectives into all legislation, policies and programmes, and incorporate gender-responsive budgeting processes across all policy areas, to promote the equal sharing of responsibilities between women and men, including caregiving in the context of HIV/AIDS; **(based on the agreed conclusions on the elimination of all forms of discrimination and violence against the girl child, 2007, para 14(15))**

*Valuing and measuring unpaid work*

f. Promote greater recognition that care work should be shared between women and men, as well as between the State, the private sector, civil society and households; and strengthen dialogue and coordination between all relevant stakeholders, including Governments, employers, civil society, including women's organizations and trade unions, and donors in this respect; **(based on E/CN.6/2009/2, para 78 (e))**

g. Recognize and incorporate the value and cost of care to households and society at large in national economic and social policies, strategies, plans and budgets across all relevant sectors, as well as in international development cooperation policies and programmes; **(based on E/CN.6/2009/4, para 59)**

h. Measure, in quantitative terms, unremunerated work that is outside national accounts, work to accurately assess and reflect its value in satellite or other official accounts that are separate from but consistent with core national accounts; **(based on the agreed conclusions on women and the economy, 1997, para 20 (a))**

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*Labour and social policies*

i. Adopt and implement gender-sensitive legislation and policies to improve rights, social protection, working conditions, and representation of both paid and unpaid caregivers; **(based on E/CN.6/2009/2, para 78 (f))**

j. Adopt and implement legislation and policies to promote reconciliation of work and family responsibilities, including efforts to close the gap between women's and men's pay, reduce occupational segregation, and increase flexibility in working arrangements such as part-time work; **(based on the agreed conclusions on the role of men and boys in achieving gender equality, 2004, para 6 (m), and E/CN.6/2009/2, para. 78 (h))**

k. Ensure the protection of workers with flexible working arrangements with regard to wages, social protection and other benefits; and target such measures to all workers; **(based on E/CN.6/2009/2, para 78 (h))**

l. Ensure that both women and men have access to maternity and paternity leave, parental and other forms of leave, and provide incentives to men to avail themselves of this leave, including inter alia through earmarked entitlements for fathers; **(based on E/CN.6/2009/2, para 78 (g))**

m. Ensure that social protection measures such as health insurance, child and family allowances and information on these benefits are widely available, that these measures do not inadvertently reinforce gender biases, that workers are not discriminated against when they avail themselves of the benefits available **(based on E/CN.6/2009/4, para 52)**, and that these benefits cover new, flexible and emerging forms of work, including in the informal sector; **(based on Outcome Document of 23<sup>rd</sup> special session, paragraph 74 (b)) (based on para E/CN.6/2009/2, para 78 (i))**

n. Develop minimum pensions independent of years of contribution to ensure that basic minimum needs are met, and recognize leave periods for caregiving in calculation of pension benefits; **(based on E/CN.6/2009/2, para 78 (j))**

o. Strengthen efforts to protect the rights and regulate the working conditions of domestic workers, including working hours and wages, and to improve access to health-care and other social and economic benefits; **(based on E/CN.6/2009/4, para 53)**

p. Take measures to address the special needs of girls, including migrant girls, employed as domestic workers and of those performing excessive domestic chores in their own households, and develop measures to prevent their labour and economic exploitation and sexual abuse; **(based on the agreed conclusions on the elimination of all forms of discrimination and violence against the girl child, 2007, para 14.6 (b))**

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*Provision of services/ infrastructure*

q. Develop and/or expand the provision of quality and affordable care services for children, the elderly, the sick and people living with disabilities; and ensure that such services meet the needs of both caregivers and care-recipients in terms of proximity, opening hours and cost; **(based on E/CN.6/2009/2, para 78 (k))**

r. Increase investments in quality and affordable public services, including schools and health services; **(based on E/CN.6/2009/2, para 78 (l))**

s. Increase access to public infrastructure, such as transportation, water, sanitation and energy, in particular in rural and slum areas, to reduce the care burden on households; **(based on E/CN.6/2009/2, para 78 (l))**

*Caregiving in the context of HIV/AIDS*

t. Integrate caregiving responsibilities of both women and men, including in home-based care, into all national HIV/AIDS policies, strategies, action plans and programmes; **(based on E/CN.6/2009/2, para 78 (n))**

u. Significantly scale up efforts, in the context of the HIV/AIDS pandemic, towards the goal of universal access to comprehensive prevention programmes, treatment, care and support by 2010, and ensure that those efforts promote gender equality and take into account the caregiving responsibilities of both women and men; **(based on E/CN.6/2009/2, para 78 (m); and A/RES/60/262 Annex, para 20)**

v. Strengthen and improve public health care services to alleviate the current demands on women and girls to provide unpaid care services in their households and communities in the context of HIV/AIDS, including in rural areas; **(E/CN.6/2009/2, para 78 (o))**

w. Increase resource allocations to strengthen and support home-based care providers, including through improved access to information on HIV prevention, treatment, care and support, as well as training, basic equipment and resources; **(based on E/CN.6/2009/2, para 78(p))**

x. Take measures to encourage and support men's responsibility for home-based care in order to address the disproportionate burden borne by women and girls in caring for the chronically ill; **(based on the agreed conclusions on the elimination of all forms of discrimination and violence against the girl child, 2007, para 14.5 (e))**

y. Identify and address the needs of girls heading households in the context of the HIV/AIDS pandemic, for, inter alia, protection, access to financial resources, access to health care and support services, including affordable HIV/AIDS treatment; **(based on the agreed conclusions on the elimination of all forms of discrimination and violence against the girl child, 2007, para 14.5 (e))**

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*Eliminating gender stereotypes*

z. Implement comprehensive and coordinated informational campaigns, involving, inter alia, educational institutions, workplaces in both the public and private sector, the media and civil society, to challenge stereotypical gender roles and promote greater sharing of paid and unpaid work between women and men; **(E/CN.6/2009/2, para 78 (q))**

aa. Encourage decision-makers at all levels, including those with responsibilities for policies, legislation, programmes and allocation of public resources, as well as parents, religious and traditional leaders and employers, to play leadership roles in challenging and eliminating stereotypical views of women's and men's roles and promoting increased sharing of paid and unpaid work between women and men; **(based on the agreed conclusions on the elimination of all forms of discrimination and violence against the girl child, 2007, para 14.3 (a-b))**

bb. Create and improve training and education programmes to enhance awareness and knowledge among men and women of their roles as parents, legal guardians and caregivers and the importance of sharing family and caring responsibilities; **(based on agreed conclusions on the role of men and boys in achieving gender equality, 2004, para 6 (c))**

cc. Encourage men, through training, education and peer programmes, to participate fully in the care and support of others, including older persons, persons with disabilities, sick persons, children and other dependants; **(based on agreed conclusions on the role of men and boys in achieving gender equality, 2004, para 6 (n))**

*Data collection, research, monitoring and evaluation*

dd. Conduct research and collect sex- and age-disaggregated data, to inform policy making, measure progress in the sharing of responsibilities between women and men, including in the context of HIV/AIDS, and identify the barriers men face to assume increased caregiving responsibilities due to stereotypical expectations; **(based on E/CN.6/2009/2, para 78 (t))**

ee. Strengthen the capacity of national statistical offices to effectively conduct and utilize time-use surveys, which provide comprehensive information on all categories of activities, to inform policy development that facilitates the sharing of unpaid work between women and men. **(based on E/CN.6/2009/2, para 78 (s) and E/CN.6/2009/4 para 58)**