

Family/work-life balance

PPs

Old 7 brought back as 19 with elements of 6.14

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 [unacceptably slow/uneven/inadequate], impeding the realization of women's full potential and the full enjoyment of their human rights and fundamental freedoms.

New with elements of Old 8.6/20, para P and O.2/O.3

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

OPs

Para O -

Strengthen laws and regulatory frameworks that promote the reconciliation and [equal] 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 public services, including affordable, accessible and quality childcare and care facilities for children and other dependents, and promoting men's [equal] 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

Para cc with elements of 20

Recognize the social significance of maternity, paternity, motherhood, fatherhood and the role of parents [and society as a whole] in the upbringing of children, and ensure that both women and men have access to paid maternity, paternity or parental leave and adequate social security benefits [in all areas of work], 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;

Discrimination PP

9 + 17 + 18: The Commission recognizes the mutually reinforcing relationship between the achievement of gender equality and women's economic empowerment; condemns violence against women and girls in all its forms in public and private spaces, including harassment in the world of work; expresses concern at the large number of women that have reported being sexually harassed in their workplace; recognizes that [sexual and gender-based] violence, [domestic violence, sexual harassment, trafficking in persons and femicide/gender-related killings, among others, as well as harmful practices such as child, early and forced marriage are] [is a] major obstacles/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 advance in the labour market and make contributions commensurate with their abilities; and further recognizes that such violence can impose [heavy] direct and indirect costs on individuals in terms of lost economic output and psychological and physical impact, as well as expenses for health care, legal sector, social welfare, and specialized services.

25 + 48(g): The Commission also recognizes that structural barriers to women's economic empowerment in the changing world of work [throughout the lifecycle], including terms and conditions of employment, recruitment, retention, re-entry, promotion, 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, [including on the basis of sex, sexual orientation and gender identity, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or other opinion, belonging to a minority, indigenous origin, migratory status, property, birth, disabilities, age, HIV/AIDS, and location in rural areas]. The Commission recognizes further that these barriers and intersecting forms of discrimination can be exacerbated during economic, financial and humanitarian crises, armed conflict, post-conflict situations and, refugee and internal displacement settings.

Discrimination

48(g)+(n): Enact or strengthen laws and regulatory frameworks that ensure equality and prohibit discrimination against women, including, inter alia, discrimination based on pregnancy, motherhood, marital status or age, as well as multiple and intersecting forms of discrimination, regarding the world of work; take appropriate legal, political, administrative, educational and other measures to ensure that women and girls who experience multiple and intersecting forms of discrimination have equal opportunities for decent work in the public and private sectors [throughout their life cycles]; address the root causes of gender inequality and unequal power relations; address gender stereotypes that determine the traditional division of labour and make invisible the work of women; and strengthen the enforcement of applicable laws and regulatory frameworks, as appropriate, by providing access to justice, accountability for violation of human rights and effective means of redress, such as complaint mechanisms, in cases of non-compliance, [with special attention to young, indigenous, Afro- descendant, rural,

migrant and refugee women, women with disabilities, older women and women living with HIV];

Violence

48(k)+(l): Adopt, 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 [negative] consequences of violence and harassment, including considering that violence against women is an obstacle to gender equality in economic opportunities and outcomes; 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; [and encourage the elaboration of international standards to address gender-based violence and harassment in the world of work];

48(m): Develop and apply measures for the prevention, protection and punishment of all forms of violence against women and girls, including domestic violence, sexual harassment and femicide/gender-related killings, in public and private spaces, to ensure the realization of women's and girls' economic rights and empowerment and facilitate their full and productive employment and contribution to the economy, including by facilitating changes in 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 measures for response, inter alia, through employment protection, labor leave measures, economic opportunities, services and social safety nets for women and girls victims and survivors of violence;

Women with disabilities para 44:

44. (9.5)

The Commission expresses its concern about the low labor force participation rate of persons with disabilities and that women and girls with disabilities face multiple and intersecting forms of discrimination and encounter unique structural, physical and attitudinal barriers hindering their access to and participation in the workplace on an equal basis with others

2.6 [Ecuador ADD: The Commission emphasizes the need for measures to ensure that women with disabilities, in particular girls, youth, indigenous, Afro-descendant and older women, are not subject to multiple or aggravated forms of discrimination or excluded from participation on an equal basis with others in the implementation of the 2030 Agenda for Sustainable Development and other internationally agreed development goals. (Based on E/RES/2015/4 OP.6)]

AG proposal: (merger of 9.5 and 2.6)

The Commission expresses its concern about the low labor force participation rate of persons with disabilities ~~and that~~ particularly for women and girls with disabilities that face multiple and intersecting forms of discrimination ~~and encounter unique structural, physical and attitudinal barriers~~ hindering their access to and participation in the workplace on an equal basis with others, **in that regard emphasizes the need for measures to ensure that women and girls with disabilities are not excluded in the implementation of the 2030 Agenda for Sustainable Development Goals and other internationally agreed development goals.**