



Gender equality and women's empowerment

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Gender equality is about power relations



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Resilient nations.*

- ▶ Unequal power relations often start from home.
- ▶ A key barrier - essentializing women as caregivers.
- ▶ Root causes: deeply embedded social norms and neoliberal approach.
 - ▶ “Son bias” and “missing women”
 - ▶ Austerity policies negative affect women

Gender equality - key to inclusive and sustainable outcomes



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▶ Contributes to economic growth and poverty reduction



Source: Dugarova (2018)

- ▶ Women in politics - integral to strong communities and family well-being.
 - ▶ Female parliamentarians more likely to prioritize social issues (education, health, childcare, pensions).
 - ▶ Analysis of public expenditures in 27 OECD countries in 1980-2011: women's political representation correlates with higher expenditures on family benefits (Ennsner-Jedenastik 2017).

Significant progress made in recent decades



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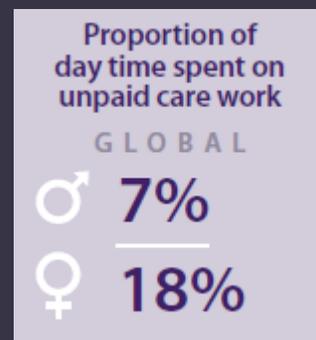
- ▶ 1.3 billion women in paid employment in 2018 (891 million in 1991).
- ▶ In over 46 countries, women hold 30% of seats in national parliament.
- ▶ Gender equality in education is achieved in a number of countries.
- ▶ Global movements address violence and harassment against women.
- ▶ New partners join forces to advance gender equality.

But challenges persist



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- ▶ Women remain economically disadvantaged.
- ▶ Decision-making is gender unbalanced:
 - ▶ 20% of countries reached gender parity in public administration
 - ▶ 4.8% of CEOs of Fortune 500 companies are women.
- ▶ Women earn 23% less than men but dedicate 138 days more to unpaid care work.
- ▶ Gender-based violence pervasive around the world.



UNDP's work on gender equality



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- ▶ Over past 5 years, significant results in women's economic empowerment and political participation.
 - ▶ Women accounted for **51% of 37.3 million** people who benefited from livelihoods in 120 countries.
 - ▶ UNDP's support enabled **304,000 women candidates** to participate in national elections.
- ▶ UNDP supports countries to address women's unpaid care work.
 - ▶ **612,000 women-headed households** gained access to clean energy in 2018.
- ▶ UNDP helps to prevent and respond to **gender-based violence**.

However:

- ▶ Many projects (in economic sphere) are small-scale with little transformative impact.
- ▶ In many programmes women are passive beneficiaries.

UNDP's work on gender equality: way forward



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▶ Gender Equality Strategy 2018-2021

- ▶ achieving structural transformation;
- ▶ shifting gender and power relations;
- ▶ empowering women as agents of change.

▶ Priority areas

- ▶ removing structural barriers (including women's unpaid care work)
- ▶ tackling multiple forms of discrimination and GBV;
- ▶ advancing women's participation and leadership in decision-making;
- ▶ promoting gender-responsive strategies, laws and policies.



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THANK YOU!

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