

# UN Women's Work and Approach to Achieve Gender Equality and the Empowerment of Women and Girls with Disabilities

Informal Briefing to  
UN Women's Executive Board  
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# Mandates include



- **Global:** CEDAW, CRC, CRPD, The Beijing Declaration and Platform for Action, The Addis Ababa Action Agenda, Sendai Framework for Disaster Risk Reduction 2015-2030, The New York Declaration for Refugees and Migrants, The New Urban Agenda, The 2030 Agenda for Sustainable Development
- **Regional:** Inter-American Convention, Africa Continental Plan, Asia Pacific Strategy
- **CSW Agreed Conclusions:** CSW Agreed Conclusions on violence, sustainable development, and economic empowerment

- **Human Rights Council resolutions** on the rights of persons with disabilities, including in humanitarian action, and resolutions on violence against women.
- **General Assembly resolutions** on women and political participation, women in development, rural women, violence against women.
- General Assembly resolution “Implementation of the Convention on the Rights of Persons with Disabilities and the Optional Protocol thereto: situation of women and girls with disabilities” was adopted **in 2017**

- **1 in 5 women** live with a disability globally compared to 1 in 8 men.
- Women and girls with disabilities **generally fare worse** than men with disabilities.
- The systemic marginalization, attitudinal and environmental barriers that women and girls with disabilities face **hinders their participation on an equal basis with others.**

- Women and girls with disabilities are **not a homogenous group**. They experience multiple and intersecting forms of discrimination on the grounds of their diverse identities.
- International and national **laws and policies** have **historically neglected** the rights of women and girls with disabilities.
- Failure of **prioritizing collection of data** on the situation of women and girls with disabilities has perpetuated the invisibility and situation of multiple and intersecting forms of discrimination.

Gaps to the full and effective participation and leadership of women with disabilities **across the development-humanitarian continuum:**

- a) Gaps in **access to resources and capacity**
- b) Gaps in **alliances**

# UN Women's Strategy: Empowerment of Women and Girls with Disabilities – Towards Full and Effective Participation



- **To work in a more systematic manner, UN Women developed a strategy building on:**
  - **UN Women's Strategic Plan for 2018-2021**, commitments made in the common chapter to the Strategic Plans of UNDP, UNICEF, UNFPA and UN Women, and
  - **UN Women's work** in the area of empowerment of women and girls with disabilities.

# UN Women's Strategy: Empowerment of Women and Girls with Disabilities – Towards Full and Effective Participation



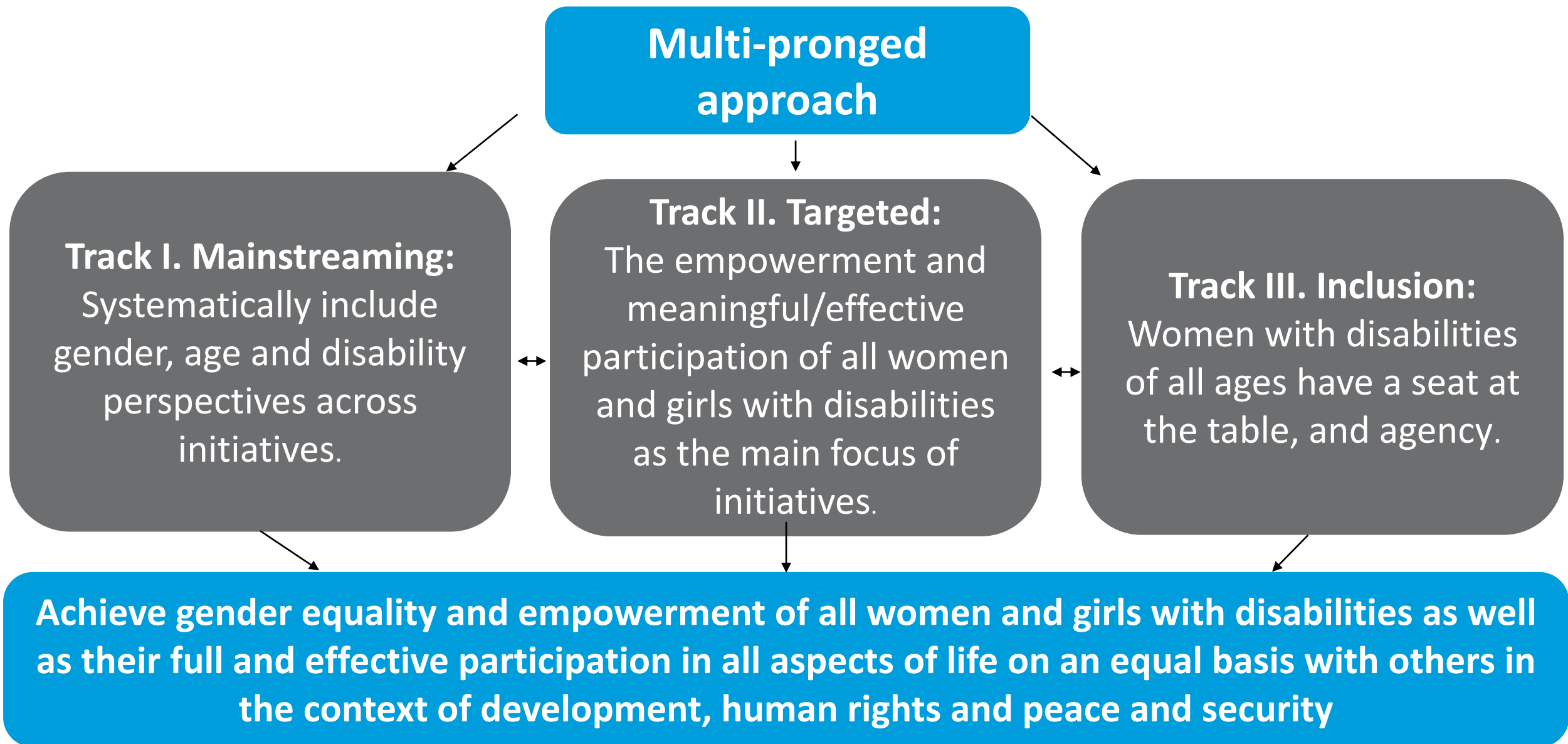
- **Goal of the Strategy:** Achieve **gender equality and empowerment** of all women and girls with disabilities as well as their **full and effective participation** in all aspects of life **on an equal basis with others** in the context of development, human rights, and peace and security .



Consistent with the gender mainstreaming approach, **UN Women will use the multi-pronged approach** in all areas of its work, including in collaboration with and to support partners through our **coordination, normative and operational responses**.

The approach consists of:

- (a) **mainstreaming** gender perspectives and the rights of persons with disabilities of all ages,
- (b) initiatives **targeting** women and girls with disabilities
- (c) **inclusion** of women and girls with disabilities within UN Women



UN Women **will invest and engage** in three complementary areas:

(a) normative frameworks, policies, and programmes;

(b) strategic partnerships;

(c) inclusive management to enhance accessibility and operational responses.

UN Women **will invest and engage** in three complementary areas to:

- (a) **strengthen normative frameworks, policies and programmes to become gender responsive and inclusive of women and girls with disabilities**
- (b) build **synergies through collaboration and partnerships**, to enhance the capacities, knowledge, networks that each partner brings to work more effectively towards gender equality and empowerment of women and girls with disabilities;
- (c) take **steps to review its approach, services, communications and facilities to become more accessible and inclusive** and promote positive attitudes at the workplace including by strengthening its internal capacity and working effectively with and in support of partners.

UN Women will **strengthen normative frameworks, policies and programmes to become gender responsive and inclusive of women and girls with disabilities.**

In this regard, UN Women will contribute to:

- (i) the collection, analysis and dissemination of **reliable data and statistics** on women and girls with disabilities
- (ii) the design and implementation of **innovative and accessible solutions** and initiatives to address structural barriers
- (iii) addressing multiple and intersecting forms of discrimination experienced by women and girls with disabilities, recognizing that **the lived realities and experiences of heightened disadvantage of individuals** caused by structural barriers.

- UN Women will build **synergies through collaboration and partnerships**, to enhance the capacities, knowledge, networks that each partner brings to work more effectively work towards gender equality and empowerment of women and girls with disabilities.

In this regard, UN Women will work:

- Women and Girls with Disabilities and their Representative Organizations
- United Nations System and Multi-Stakeholder Partnerships
- Private Sector and Others



UN Women will take **steps to review its approach, services, communications and facilities to become more accessible and inclusive** and promote positive attitudes at the workplace including by strengthening its internal capacity and working effectively with and in support of partners.

This includes actions towards:

- Accessibility, Reasonable Accommodation, and Universal Design
- Inclusive and Accessible Information, Communication, Awareness Raising and Advocacy
- Enhancing Capacities for Inclusion and Diversity

- Human Resources is the process of finalizing a survey on personnel with disabilities to inform a guidelines/action plan
- UN Women's website has been increasingly publishing stories on the empowerment of women and girls with disabilities
- Held on one day capacity building workshop co-organized by UN Women and IDA to enhance internal capacities.

**In collaboration with partners....**

- The implementation and follow-up of the strategy will be **informed by and contribute to the roll out of Executive Committee's Decision** on Inclusion persons with disabilities calling for more coherent systemwide action.