

Commonwealth Priorities for Gender Equality and Women's Empowerment

2017–2020 and Beyond



The Commonwealth

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11th Women's Affairs Ministers' Meeting,
Samoa, September 2016



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Foreword

Gender equality and women's empowerment are one of the fundamental principles of the Commonwealth, and the Commonwealth is committed to promoting a rights-based approach in all areas of its work. The Commonwealth has a strong foundation of commitments, conventions and treaties on which to act towards greater gender equality, articulated in the 2013 Charter of the Commonwealth, which recognises that gender equality and women's empowerment are essential components of human development and basic human rights.

At the 2015 Commonwealth Heads of Government Meeting (CHOGM) in Malta, leaders reaffirmed their conviction that gender equality and empowerment of all women and girls should be mainstreamed into development, and reaffirmed their commitment to prioritising the issue in line with the aspirations of the 2030 Agenda for Sustainable Development and within the work of the Commonwealth Secretariat.

In fulfilling the above mandates from the 2015 CHOGM, and in line with the findings of an end-of-term independent evaluation of the Commonwealth's Plan of Action on Gender Equality 2005-2015 completed in early 2016, along with feedback from members through the process, together with the outcomes of the inaugural Commonwealth Women's Forum of 2015 in Malta, the annual consultation of Commonwealth National Women's Machinery in March 2016 in New York, and the July 2016 Women Leaders' Summit in London, four thematic areas emerged as proposed priorities for the Commonwealth.

1. women's economic empowerment;
2. women in leadership;
3. ending violence against women and girls;
4. gender and climate change.

The Commonwealth Priorities for Gender Equality 2017-2020 and beyond was endorsed by Women's Affairs Ministers at their 11th meeting, hosted by the Government of Samoa in September 2016. It provides a template for action for the next four years and beyond, and it will contribute to building a solid foundation for the achievement of gender equality and women's empowerment in the Commonwealth. It further reflects our commitment to ensure that women and girls are regarded as equal partners with men and boys in shaping our common future.

The Rt Hon Patricia Scotland QC
Secretary-General of the Commonwealth
August 2017

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Contents

Foreword	iii
Acknowledgements	iv
Acronyms	vii
Executive Summary	1
1. Introduction	3
2. Assessing Commonwealth Achievements	6
3. The Global Context	11
4. Commonwealth Priorities for Gender Equality, 2017–2020 and Beyond	14
5. SDG Strategic Fit for the Commonwealth Priorities for Gender Equality, 2017–2020 and Beyond	17
6. Implementation Strategy for Commonwealth Priorities for Gender Equality, 2017–2020 and Beyond	19
Annex 1	21
Sustainable Development Goals	21
Annex 2	22
Commonwealth Women’s Forum Outcome, 2015	22
Annex 3	23
Summary recommendations from the Commonwealth Women Leaders’ Summit: Roadmap to 2020, 14 July 2016	23
Annex 4	24
2015 Commonwealth Heads of Government Meeting mandates	24
Endnotes	25

Acronyms

ARV	Antiretroviral
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CHOGM	Commonwealth Heads of Government Meeting
CSW	UN Commission on the Status of Women
CWF	Commonwealth Women's Forum
ETR	End term review
GBV	Gender-based violence
GCF	Green Climate Fund
GRB	Gender-responsive budgeting
HIV/AIDS	Human immunodeficiency virus and acquired immune deficiency syndrome
HLPF	High-level political forum
ITC	International Trade Centre
MDG	Millennium Development Goal
NAP	National Action Plan
NWM	National women's machinery
PAI	Public Administration International
PoA	Commonwealth Plan of Action for Gender Equality 2005–2015
QC	Queen's Counsel (United Kingdom)
SDG	Sustainable Development Goal
SME	Small and medium-sized enterprise
UN	United Nations
UN OWG	United Nations Open Working Group
VAWG	Violence against women and girls
WHO	World Health Organization

Executive Summary

1. The adoption of the Charter of the Commonwealth in 2013 by all Commonwealth countries reaffirms members' commitments to the set of shared values and principles, including gender equality, the protection and promotion of human rights, and sustainable development among other things.
2. The Commonwealth Plan of Action for Gender Equality 2005–2015 (PoA) provided the framework within which the Commonwealth contributed to advancing gender equality and women's empowerment and covered four critical areas:
 - i. gender, democracy, peace and conflict;
 - ii. gender, human rights and law;
 - iii. gender, poverty eradication and economic empowerment;
 - iv. gender and human immunodeficiency virus infection and acquired immune deficiency syndrome (HIV/AIDS).
3. Heads encouraged cooperation with regional and global efforts, and concerted action at the national level to develop and implement holistic, comprehensive and coordinated response and strategies to address these issues, including those aimed at the eradication of poverty, and protecting girls' and women's rights to education.
4. The PoA further reinforced the Commonwealth's commitment to advancing gender equality and achieving women's empowerment as enshrined in the United Nations (UN) Beijing Declaration and Platform for Action, the UN Millennium Development Goals and UN Security Council Resolution 1325. The Commonwealth Secretariat spearheaded the implementation of the PoA and, over the ten-year period, convened three women's affairs ministerial meetings where periodic progress reports, including the midterm review on PoA implementation, were presented to member governments.

Findings from the end term review

5. The PoA came to an end in 2015 and the Secretariat commissioned an independent evaluation known as the end term review (ETR), conducted by Public Administration International (PAI). The ETR was based on a framework that was agreed by national women's machineries (NWMs) at their Annual Consultation in New York in March 2013. The ETR assessed implementation actions by member governments, the Secretariat and partners to map out current trends in advancing women's rights and achieving gender equality and women's empowerment in the post-2015 era and proposed recommendations for the way forward in line with the emergence of the global Sustainable Development Goals (SDGs). Twenty case studies were also developed by Gender at Work as part of the ETR on successful strategies and initiatives taken by Commonwealth countries to advance gender equality, which provided qualitative data to supplement the PoA ETR.
6. The PoA encouraged the inclusion of a gender perspective at national, regional and international levels. It was an important framework for working towards gender equality and women's empowerment within the Commonwealth.

Trends analysis from the ETR

7. Overall, there have been significant steps forward in several of the critical areas since the baseline year of 2004. Over the ten-year life-cycle of the PoA, important and effective measures associated with the four critical areas of the PoA have been undertaken within Commonwealth member countries, most notably in policy and legal reforms, which include:
 - i. increases in the overall number of women in leadership roles;
 - ii. the adoption of legislation to protect against domestic violence;

- iii. innovative work on gender-responsive budgeting (GRB);
 - iv. efforts to encourage women entrepreneurs;
 - v. the production of relevant gender-related publications; and
 - vi. increased levels of women accessing antiretroviral drugs (ARV).
8. The majority of survey respondents reported the most progress on the existence of laws addressing violence against women, with great variation within and between regions, making comparison and assessment of overall progress difficult. In addition, data availability is limited for several Commonwealth countries, particularly the Pacific small island states. Despite this progress, women face major barriers such as a lack of implementation of laws pertaining to gender equality, for example laws on violence against women; exclusion from formal decision-making and employment; obstacles to accessing services; and discriminatory norms and social institutions.
10. This document gives an outline of the Commonwealth's progress on addressing persistent gender asymmetries and inequalities, which have compromised and retarded the advancement of gender equality and women's empowerment, and highlights key priorities for consideration and recommendations for the way forward. The document draws on the ETR, the Millennium Development Goals (MDGs) review, the framework of the SDGs, in particular Goal 5, Gender Equality, and feedback provided by member governments, to demonstrate the comparative advantage of the Commonwealth Secretariat's strategic policy advocacy focus on gender equality and women's empowerment for greater and more sustainable development through its convening authority.

Recommendation

9. The ETR recommended that post-PoA Commonwealth priorities be aligned with the global development agenda to which member governments were already committed, so that harmonisation of efforts could be assured. The Secretariat's coordination of Commonwealth mechanisms could therefore strengthen implementation of global goals on gender equality given its engagement with high-level policy advocacy.

1. Introduction

Commonwealth at the crossroads: determining future priorities

11. The 2030 Agenda for Sustainable Development provides a framing vision for work over the next decade and a half. The 2030 Agenda and the Sustainable Development Goals (SDGs) were unprecedented, not only because they had been unanimously accepted by Commonwealth members as Member States of the United Nations, but also because its goals were universal and indivisible, and because of the promise it had made 'not to leave anyone behind'. The Agenda made a universal promise to address marginalisation and exclusion, emphasising the need for development to be inclusive and furthering a human rights-based approach to development. It remains absolutely crucial to elevating the status of women, removing impediments to the realisation of the human rights of women and bringing women to the negotiating and decision-making table.
12. In situating the End Term Review (ETR) of the Plan of Action for Gender Equality findings and the review of the members' performance towards the Millennium Development Goals (MDGs), this paper sought to contextualise the realities for women in the Commonwealth when they seek to claim their rights and become empowered. The brief information on the SDGs showing the direction in which the international community is proceeding with efforts towards advancing women's rights for the achievement of women's empowerment and gender equality is in congruence with priority themes highlighted by the Secretary-General, the Rt Hon Patricia Scotland Queen's Counsel (QC), in her first statement to the Commonwealth. The Secretary-General is committed to addressing violence against women and girls, dealing with the existential threat of climate change, promoting trade and good governance, championing the health, well-being and human rights of Commonwealth citizens, and ensuring that the young Commonwealth has opportunities for the future. All of these priorities have integral gender dimensions with impacts on the lives of women and men and their families and communities.
13. Commonwealth priorities on gender equality are shaped by the mandate of Commonwealth Heads of Government, as spelled out in CHOGM communiqués. Our prioritisation process is inclusive and consultative, enabling a variety of Commonwealth voices to be heard through ministerial meetings, forums and summits. These are opportunities to bring together experts, policy-makers, private sectors, activists and the people of the Commonwealth to shape our action. Outcomes of the most recent fora are summarised in the next section.

Commonwealth Women's Forum, Malta, November 2015

14. For the Commonwealth, 2015 was a celebratory year. The Commonwealth Secretariat celebrated its 50th anniversary by convening the first Commonwealth Women's Forum (CWF). The CWF was jointly organised by the Commonwealth Secretariat's Gender Section with the host country's Task Force for the CWF and the Government of Malta. Several partners contributed to the success of the CWF, including Commonwealth Associations, international agencies, corporate bodies and civil society organisations.
15. The Government of Malta successfully hosted the inaugural Women's Forum under the theme 'Women Ahead: Be All That You Can Be' on 22–24 November 2015 at the InterContinental Hotel, St Julian's. Over 500 delegates attended the Forum from 50 countries from within and outside the Commonwealth. Dignitaries included ministers, high commissioners, heads of international agencies, first ladies, professors and other academics, and activists, as well as leaders of Commonwealth bodies, business and civil society organisations.

16. The main objectives for the Forum was to reinvigorate global and Commonwealth commitments on gender equality and women's and girls' empowerment, and place women's social, political and economic issues high on the agenda of Commonwealth leaders. The Forum concluded with an Outcome Document (see Annex 2), which was delivered by the Honourable Dr Helena Dalli, Minister for Social Dialogue, Consumer Affairs and Civil Liberties of Malta, to the meeting of the Commonwealth Ministers for Foreign Affairs Meeting that was held prior to the Heads of Commonwealth Heads of Governments Meeting (CHOGM) on 25 November 2015. At the CHOGM, the Heads endorsed the Women's Forum Outcome and agreed that the Commonwealth Women's Forum will become a permanent feature of the forums held at the margins of CHOGM.

National Women's Machineries Annual Consultations, New York, March 2016

17. In charting the way forward after the PoA, the Commonwealth Secretariat convened a one-day meeting with the Commonwealth national women's machineries (NWMs) in New York prior to the 2016 60th Session of the United Nations Commission on the Status of Women (CSW). A key meeting session focused on the 2030 Agenda for Sustainable Development. NWMs and regional partners shared their priorities, which were aligned with the SDGs agenda. In the run up to the New York meeting, in response to the Secretariat's request to identify priorities that could be a focus for the post-PoA period, key priorities were identified and feedback was sent by governments. In line with the above and given the Secretariat's convening and advocacy capacity as well as discussions at the New York meeting, which considered gains made by member governments for the MDGs and the substantive work undertaken by the Secretariat under the PoA and other international developmental commitments, four action priorities towards gender equality were identified for the way forward. Each action priority has key focus areas and indicative modalities for addressing identified issues.
- ### Commonwealth Women Leaders' Summit, London, July 2016
18. Building a Roadmap to 2020 reaffirms the importance of achieving gender equality and empowerment of all women and girls as stipulated under SDG 5 and the 2030 Agenda for Sustainable Development. At the inaugural Commonwealth Women's Forum in Malta in November 2015, women from the Commonwealth and from non-Commonwealth countries asserted the central role of gender equality in charting the rationale for SDGs and called for the actions necessary to achieve sustainable development. Following receipt of the report from the first Women's Forum, the Commonwealth Heads of Government reaffirmed the importance of women's leadership, equitable participation and empowerment as critical drivers for an inclusive Commonwealth. Given these developments and the momentum of member countries embarking on the 2030 Agenda for Sustainable Development, Lady Scotland seized the opportunity within her first 100 days to convene a Women Leaders' Summit to assist in refining pathways of a roadmap to 2020 and beyond. The summit was attended by experts, actors, leaders and decision-makers who offered comprehensive expertise.
19. The one-day summit served as a platform to share experiences and expertise from a wide range of fields and sectors. Participants were asked to propose specific, measurable, achievable, realistic and time-bound (SMART) actions to ensure that gender equality and women's empowerment remain high on the agenda of the Commonwealth.
20. The Summit discussed three thematic areas:
- i. violence against women and girls;
 - ii. women in leadership;
 - iii. women's economic empowerment.

21. The discussions at the summit helped deepen some of the ETR findings and the recommendations from the Women's Forum towards high-level policy recommendations that provide actionable and strategic actions for the Commonwealth to pursue in the coming years.
22. To follow through some of the recommendations of the summit, the Commonwealth Secretariat undertakes to action in the coming three years to 2020 a set of action-oriented recommendations provided under Annex 3.

2. Assessing Commonwealth Achievements

Summary of key findings from the end term review of the Commonwealth Plan of Action for Gender Equality 2005-2015

23. The ETR found that, while the PoA was relevant to member governments, efforts to implement the PoA over the past ten years had encountered a number of obstacles and challenges. These included a lack of accountability, as the PoA was not binding on member governments and no enforceable mechanisms were envisaged, which limited its effectiveness. Furthermore, the absence of clearly defined and agreed targets for the 31 actions identified in the PoA hampered any systematic implementation, along with the lack of a sufficient level of financial, human and technical resources, which were deemed essential for the effective implementation of the PoA.
24. The ETR revealed that, since the baseline year of 2004, significant advancements have been achieved in the PoA critical areas of concern, most notably in policy and legal reforms. Milestones have included increases in the overall number of women in leadership roles, the adoption of legislation to protect women against domestic violence, innovative work on gender-responsive budgeting (GRB), efforts to encourage women entrepreneurs, the production of relevant gender-related publications, and increased levels of women accessing antiretroviral (ARV) drugs. The Secretariat can also attribute progress to its advocacy, capacity building and knowledge shared with member countries on women's political leadership, women's human rights, women's economic empowerment and gender mainstreaming. These efforts have resulted in member countries' adoption and implementation of affirmative action and national gender policies, improved laws to effectively address women's land rights and violence against women and girls, and women's access to finance and procurement at the national and global levels. The Secretariat worked closely with governments, international institutions, non-governmental organisations (NGOs) and women's organisations to deepen the understanding and implementation of gender-responsive policies, such as GRB, targets for women in political and business leadership, and laws to protect women from gender-based violence.
25. The 20 case studies that were developed as part of the ETR assessed positive changes achieved in women's disadvantaged status and marginalised situations as a result of institutional/policy change as well as change created through specific actions focused on women's capabilities by governments and partners.
26. Findings from the case studies revealed the importance of a holistic approach – focusing on interventions at the individual, community and national levels – to bring about transformative change to achieve gender equality. The findings also demonstrated that interventions with multi-stakeholder engagement (government, civil society and private sector) to advance women's rights brought in more dividends. In addition, the creation of an enabling environment for successful interventions was facilitated by strong advocacy and media awareness campaigns.
27. The case studies also indicated that an integrated approach was required for addressing gender-based violence (GBV) with coordination between the different sectors. In terms of shifting social norms, engaging with men and innovation were identified as key factors for success. The importance of data collection and coordination were emphasised and the findings further

underlined the importance of making specific funds, resources and opportunities available to women.

28. Although the PoA was also unable to consider emerging issues such as climate change and natural disasters, the emergence of new communications technologies, the global financial crisis and the rise of violent extremism, all of which have an impact on the relations between men, women, boys and girls, the Secretariat addressed these issues at various high-level fora, including at CHOGM, ministerial meetings and policy dialogues.

Gender, democracy, peace and conflict

29. A majority of countries have increased the proportion of women parliamentarians, with 18.5 per cent in 2015 compared with 13.6 per cent in 2004. Eight of the top ten¹ countries in terms of percentage increase of women's political leadership are from the African region. The ETR avers that the relatively high rate of representation in the African region could be due to post-conflict contexts, which offer an opportunity to transform state institutions. Several countries have used that opportunity to redraft constitutions or electoral laws to incorporate temporary special measures in the form of quotas. Eleven² countries had achieved the 30 per cent target for women in political leadership, with Rwanda as an established global leader achieving 63.8 per cent. Most countries that reached 30 per cent representation had some form of quota at the national level, either voluntary or legislative, which is likely to have contributed, at least in part, to the high rates of female representation. Some countries have also adopted quotas at the sub-national level and this has had some impact, with 12³ countries surpassing the 30 per cent threshold of women's representation in local government.
30. The ETR found wide variations among regions in terms of women's representation in decision-making roles in the public and private sectors, highlighting the persistence of barriers given that women's representation remains below 20 per cent in many countries. The best-performing region is the Caribbean,

with five⁴ countries reporting more than 40 per cent of these positions held by women in public service.

31. In terms of National Action Plans (NAPs) on UN Security Council Resolution 1325, ten⁵ countries had these in place; however, only eight had monitoring and evaluation plans and fewer than half specified a dedicated budget attached to their NAP.

Gender, human rights and the law

32. All Commonwealth member countries (with the exception of Tonga) are signatories to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), demonstrating intent to protect and promote women's rights in all life spheres; however, the lack of a gender perspective in national laws in many countries continues to hamper progress made in implementing CEDAW and addressing violations of women's rights. While progress has been made in improving and strengthening the legal environment for women's rights, the reality for women and girls in many countries remains one of inequality, with their rights compromised particularly when formal laws and more informal social norms, customs and cultural practices on women's rights collide.
33. Violence against women and girls (VAWG) in particular remains widespread, with early marriage, harmful cultural practices or inheritance rights often perceived to be private matters, which are frequently mediated at the family or community level with little involvement of formal state institutions. Most countries have adopted some type of a legislation on domestic violence, but regulating and enforcing laws is particularly challenging given the persistence of domestic violence in many Commonwealth regions. The ETR showed that the Pacific region exhibits particularly high levels of intimate partner violence.
34. Around the world, at least 14 million girls marry under the age of 18 every year,⁶ over half of whom live in the Commonwealth. Early or forced marriage is a brutal transition from childhood to adulthood that harms the education, health, economic and social potential of millions of girls across

the Commonwealth. The vast majority of those girls who are married early are out of school; importantly, a World Bank study has shown that increasing the number of girls in secondary education by 1 per cent would result in a 0.3 per cent increase in gross domestic product (GDP).⁷

35. Although the lack of codification made it challenging for the ETR to obtain cross-country data on customary laws relating to women's rights, it was still able to conclude that, of the 46 countries for which information was available, 20⁸ recognise customary law as a valid source of law under the constitution. Of these 20 countries, customary law remains valid in 12, even where it is in violation of non-discrimination or equality provisions.

Gender, poverty eradication and economic empowerment

36. The ETR found that most Commonwealth countries conform to the global trend of low female labour force participation; however, women in the African region had the highest labour force participation rate throughout the PoA time period, reaching an average of 67.5 per cent in 2013, more than 10 percentage points above the global average.
37. The overall average rate of female ownership among firms across the Commonwealth is 36.2 per cent, with countries from the Caribbean region having markedly higher levels of female ownership of enterprise. In St Vincent and the Grenadines, which reported 76 per cent female participation in ownership in 2010, 100 per cent of the large firms (100+ employees) reported female ownership. The highest reported level of female enterprise ownership is in Samoa, with 79.8 per cent of enterprises having female participation in ownership in 2009, with a slightly higher percentage of female ownership in small firms (81.3 per cent) than in middle-sized firms (76.3 per cent). However, in terms of access to credit, many women across the Commonwealth are still unable to hold bank accounts in their own name or access loans from formal financial services. Sometimes this is because of the challenges they face in accruing the capital necessary to act as a guarantee against loans, which severely

limits their ability to establish and grow businesses, even small and medium-sized enterprises (SMEs).

38. Getting more women onto the boards of corporations is a Commonwealth priority. With regard to leadership in firms/corporations, women from the Commonwealth continue to face major challenges including family responsibilities, lack of enabling family leave policy and access to childcare, necessary skills and training, unequal pay and the presence of glass ceilings and lack of mentorship opportunities that prevent them from getting leadership roles. The figures collated by the Commonwealth show that Botswana, at 37 per cent, was the only African country with more than 30 per cent female private sector executive leaders. Dominica (50 per cent) and St Lucia (37 per cent) were the only other countries to meet the 30 per cent mark (Strategies for Increased Participation of women in Leadership across the Commonwealth, September 2015).
39. Laws guaranteeing the same rights for men and women to own, use and control land are present in only 23 per cent of Commonwealth countries where data are available. ETR findings showed that rights and access to land for women vary widely across Commonwealth regions. The ETR also found that, where laws exist to promote women's rights to access, use and ownership of land and other property, women may still face significant obstacles owing to lack of knowledge about procedures, family and community pressure, and lack of access to markets, seeds, tools and expertise to use their land effectively.

Gender and HIV/AIDS

40. An estimated 36.9 million people were living with HIV worldwide in 2014. Around 17.4 million of these were women. Many Commonwealth regions have borne the brunt of the epidemic. Significantly, certain Commonwealth countries⁹ either reversed the spread of HIV or halted its spread during 2000-2014. Despite this progress, young women and adolescent girls remain disproportionately vulnerable and affected by HIV/AIDS in the Commonwealth. They are three times more likely than their male peers

in Sub-Saharan Africa to be living with HIV and AIDS, and they account for one in five new infections in Africa.¹⁰

41. World Health Organization (WHO) global data have shown that new HIV infections have fallen by 35 per cent since 2000. Worldwide, a total ratio of 59% per cent female to 41% per cent male have been able to access anti-retrovirals, counselling and testing services. Of the 26 Commonwealth countries where data are available, all have significantly increased the percentage of women and men receiving ARVs since 2004, with an average of 43 per cent female to 34 per cent male accessing anti-retrovirals and related services.

Challenges and lessons learnt from the PoA

42. Efforts to implement the PoA over the past ten years have encountered a number of obstacles and challenges. These can be summarised as:

Lack of accountability: Although the PoA provided a useful structure for working towards gender equality, it did not have binding policies or enforceable mechanisms. This limited its effectiveness, as stakeholders were not required to undertake any of the actions outlined in the PoA and there were no sanctions for failing to support gender equality across the Commonwealth's critical areas.

Lack of targets: For progress to be measured and monitored, a clear framework that outlines targets and indicators is necessary. Apart from the objective of attaining 30 per cent representation of women in the political, public and private spheres, no other target was set in the PoA. This has resulted in a lack of clarity about what the PoA was trying to achieve and prevented the different stakeholders from developing a strategic plan with detailed activities that would enable them to achieve or contribute to shared goals.

Lack of focus: The four critical areas include 53 calls for action to be undertaken by Commonwealth governments and 31 calls for action to be undertaken by the Commonwealth Secretariat. These were too numerous and at times too broad. The result has been an inability to carry out, implement, or evaluate and monitor all of these provisions.

Lack of flexibility: A ten-year plan was too long and the PoA was not flexible enough to address shifting priorities or developing issues. This includes not being able to incorporate emerging and changing issues such as, inter alia, the importance of climate change (especially for island member countries and other Commonwealth countries that are vulnerable to climate change and natural disasters); the impact of natural disasters on women, who must continue to take care of children and/or family members under these conditions; a more integrated approach to women's health issues, which involves communicable and non-communicable diseases and prevention considerations; and the global economic crisis that began in 2008.

Lack of awareness: Unless national women's machineries and other Commonwealth partners had made direct contact with the Commonwealth Secretariat on the subject of the PoA, the majority of individuals or organisations were not aware of the PoA.

Lack of resources: No financial or other resources were specifically allocated for the overall implementation of the PoA.

Lack of monitoring, evaluation and accountability: In the absence of a robust results framework, it was not possible for the evaluators to effectively monitor and evaluate or undertake accountability measures on what has been done and how many changes have come about, or why changes did not occur as expected in terms of implementing the PoA within the Commonwealth and the Commonwealth Secretariat over the ten-year period.

Prioritising gender in the work of the Commonwealth Secretariat

43. In 2012, the Secretariat Gender Equality Policy was adopted on International Women's Day, and provided the institutional context for the Section's work on gender mainstreaming towards achieving gender equality in the Secretariat's mandates, policies, operations and programmes. The current Secretariat Strategic Plan 2013/14-2016/17 ensures that 'gender equality and the empowerment of women is effectively mainstreamed into member state policies, frameworks and programmes and the Secretariat's projects and work programmes'.

44. The Commonwealth Secretariat distributed guidelines on how to mainstream gender into project planning to all staff, and further provided gender analysis training and technical advice for several divisions to assist staff in designing gender-responsive projects. Work is ongoing with divisions, with the aim that all Secretariat programmes and policies will incorporate clear indicators for progress on gender equality. In the vacancies section of the Secretariat's website, gender equality is clearly articulated as a core Commonwealth value and links are provided to the Commonwealth Charter and the institutional Gender Equality Policy. Gender equality principles and approaches are included in a number of policies in the new Staff Handbook and in person specifications for Secretariat recruitment.
45. Between 2013 and 2015, the Commonwealth Secretariat, guided by the Commonwealth Gender Equality Policy, took a concerted and systematic approach to mainstreaming gender equality principles and measures. The Secretariat reallocated resources and launched new capacity-building initiatives to mainstream gender so that all Secretariat work takes gender considerations fully into account, whether in its internal structures and processes and policies or in the support provided through its programmes for member countries. In mainstreaming gender, the Secretariat aims to ensure that women and men benefit equally and to avoid perpetuating current inequalities.

3. The Global Context

Millennium Development Goals: key achievements and lessons learnt

46. In 2011, nearly 60 per cent of the world's one billion extremely poor lived in five¹¹ countries, three of which are in the Commonwealth. Although a majority of the world's extremely poor, a large proportion of whom are women, live in the Commonwealth, there has been substantial progress in the achievement of the MDGs in many countries. The final UN report¹² on the MDGs revealed that gender gaps in primary school enrolment had narrowed, maternal mortality ratio had declined by 45 per cent, child death rates had also declined, and the improvement in proportion of the global population using an improved drinking water source had risen from 76 per cent to 91 per cent. Significant gains were also made in the fight against malaria, tuberculosis and HIV. Hunger reduction targets were largely met, although pockets of hunger due to humanitarian situations continued to emerge.
47. However, what also becomes clear from the report is the uneven pace of progress across regions and between specific goals, with results being achieved only for certain targets. The UN MDGs final report showed that those still left out from the benefits of development outcomes are increasingly concentrated in South Asia and Sub-Saharan Africa, with women and young people across the globe most likely to live in poverty. Many factors contribute to women's heightened vulnerability to poverty. These include unequal access to paid work, lower earnings, bearing disproportionate responsibilities for unpaid care work, lack of social protection, limited access to assets, including land and property, and lack of education and training.
48. Various papers and reports¹³ echo the observations made on the persistence of gender inequalities and inequities highlighted in the UN MDGs final report. These documents have shown that women continue to face discrimination in access to work, economic assets and participation in private and public decision-making. Women are more likely to live in poverty than men and are also more likely to remain at a disadvantage in the labour market. Globally, about three quarters of working-age men participate in the labour force, compared with only half of working-age women. Women also earn 24 per cent less than men globally.
49. The shortcomings of the MDGs, in particular, on gender equality and human rights, have been elaborated.¹⁴ It has been pointed out that women's inequality did not gain any recognition, which made it impossible for the goals to be truly transformative, and that ending violence against women, the single most important issue identified by women's organisations in various consultations across the world, was not addressed by the MDGs. Other gender-specific issues that are of importance to the achievement of development goals were also missed out: reproductive health and rights, and women's unpaid work burdens. This omission impairs their participation in the public sphere.
50. Importantly, as pointed out by research, MDG 3¹⁵ on gender equality was problematic given the mismatch between goals, targets and indicators. While MDG 3 committed to gender equality and women's empowerment, the intermediate target was to eliminate gender disparity at all levels of education, with the reduction of the gender gap in education, an increased proportion of women in non-agricultural wage employment and women's increased representation in parliaments as indicators for measuring progress. The assumption was that progress in education would contribute to progress in other areas. Other factors such as social and cultural norms and institutional biases in policy, laws and regulations, which inhibit women's economic empowerment and entrepreneurship, were not taken into account.

51. Additionally, it has been suggested that the gender dynamics of power, poverty, vulnerability and care should have been linked to all of the MDG goals. It has also been observed that important lessons about the systemic nature of certain forms of inequality can be drawn from the extremely slow progress on maternal mortality. Maternal mortality is not just concentrated in low-income countries, but is also most prevalent among the poorest women, who are vulnerable owing to multiple factors of class, gender, race and ethnicity, which shape inequalities and inequities.
52. Although there were limitations in the way the MDGs conceptualised gender equality and women's rights and empowerment, the MDGs also reflected partnership towards the achievement of internationally agreed development goals and provided the platform to create change in a coordinated way across key development priorities. Furthermore, the global monitoring initiatives for the MDGs created a vast database of critical information. The SDGs have therefore been built on the development gains brought about by the MDGs, and, importantly, the SDGs have considered most inequalities. There is a stand-alone goal on gender equality, women's empowerment and women's rights, and gender equality concerns are integrated in other key goals.
53. The 17 goals aim to balance the 3 dimensions of sustainable development – economic, social and environmental – and 169 associated targets are seen as integrated and indivisible. The 2030 Agenda recognised that realisation of gender equality and empowerment of women and girls will crucially contribute to progress across all SDGs and targets.
54. In adopting the SDGs, governments underlined the enormous disparities of opportunity, wealth and power, and noted that gender inequality remains a key challenge. SDG 5, 'Achieve gender equality and empower all women and girls', has taken into consideration discrimination, violence against women, harm practices, value of unpaid care and domestic work, women's leadership in all spheres, sexual and reproductive health and reproductive rights, access to and control over economic resources, access to information and communication technology, and implementation of enabling mechanisms. It has been asserted that SDG 5 is a substantial improvement over MDG 3, despite falling short of fully recognising the impact of intersectional discrimination on women and girls globally, as they experience discrimination and have access to opportunities on the basis of not only their gender but also their race, disability, age, religion and belief, minority or indigenous status, socio-economic or caste status, migration or refugee status, sexual orientation and gender identity. SDGs have also been criticised for largely leaving it to economic growth and the private sector to generate the resources required for its implementation.
55. The high-level political forum (HLPF) is the central UN platform for the follow-up and review of the 2030 Agenda for Sustainable Development and will consider voluntary reviews of progress on SDGs. Following the adoption of the 2030 Agenda for Sustainable Development, the 11–20 July 2016 meeting of the HLPF had as its theme 'Ensuring that no one is left behind'. The HLPF will include voluntary reviews of 22 countries and thematic reviews of progress on the SDGs, including cross-cutting issues, supported by reviews by the UN functional commissions and other intergovernmental bodies and forums.

2030 Agenda for Sustainable Development and Sustainable Development Goals

56. In its agreed conclusions, the 60th session of the UN Commission on the Status of Women (CSW), March 2016, recognised that the 2030 Agenda for Sustainable Development is of unprecedented scope and significance, and highlighted women's vital role as agents of development. The CSW emphasised that realising gender equality and the empowerment of all women and girls is crucial to progress across all SDGs and targets. In urging all stakeholders to accelerate efforts for the achievement of women's empowerment and gender equality, the CSW called for specific actions on the following:
- strengthening normative, legal and policy frameworks;
 - fostering enabling environments for financing gender equality and the empowerment of women and girls;
 - strengthening women's leadership and women's full and equal participation in decision-making in all areas of sustainable development;
 - strengthening gender-responsive data collection, follow-up and review processes;
 - enhancing national institutional arrangements.
57. In noting that gender-responsive implementation of the 2030 Agenda for Sustainable Development required the acceleration of action on both recent and long-standing commitments to realising gender equality and the empowerment of women and girls, the CSW emphasised the full, effective and accelerated implementation of the Beijing Declaration and Platform for Action, which would make a crucial contribution to the implementation of the 2030 Agenda for Sustainable Development.

4. Commonwealth Priorities for Gender Equality, 2017–2020 and Beyond

58. Drawing on the outcomes of the Women's Forum, discussions at the NWM meeting and actions recommended by the Women's Summit participants, and keeping in mind the PoA critical areas of concern and emerging issues, the proposed priorities are:

- women's economic empowerment;
- women in leadership;
- ending violence against women and girls;
- women's land rights and climate change.

Women's economic empowerment

59. The approach of gender-inclusive growth is multi-faceted and requires the ending of discriminatory norms that deny women access to credit and financial services and keep them economically disempowered. The attainment of gender-inclusive growth in developing Commonwealth countries requires innovative financial instruments; gender-responsive procurement systems, laws and regulations; and inclusive supply of services that will drive innovation, delivery and value for money in the public and private sector. Promotion of supplier diversity will help governments and large companies to effectively target SMEs, many of which are owned and managed by women. By doing so they will help support the vital role small businesses play in creating job growth within a country and continued economic strengthening.

60. Lack of land rights creates insecurity for women, poor rural and urban landholders, indigenous women and local communities. That inhibits investment, destroys livelihoods, foments conflict, creates unequal economic systems, locks assets in an unusable and untradeable form, discourages conservation, hampers sustainable domestic resource

mobilisation for increasing the availability of public services and undermines principles of effective and democratic governance.

61. Protecting women's land rights requires both legal and policy reforms to strengthen women's access, including inheritance, divorce and other laws; and ensuring practice reflects laws, which often requires support to reform of customary systems. Distinguishing between the land rights of men and of women is necessary as a safeguard to ensure that development agendas do not leave women behind, unintentionally exacerbating the gender asset gap and undermining governments' ability to meet the SDG targets.

Women in leadership

62. A number of internationally agreed norms and standards relate to women's leadership, and governments and the private sector in a growing number of countries in the Commonwealth are introducing decisive measures to drive up the proportion of women in leadership positions on private and public boards. The CHOGM Communiqué of 2003 affirmed the importance of women's leadership and urged the acceleration of gender-mainstreaming efforts to promote the holistic empowerment of women as a driver of gender equality, economic growth and inclusive sustainable development.

63. Women's power and decision-making in the political, public and private sectors are essential to achieving gender equality, and are therefore an essential component of all efforts to achieve the SDGs and ensure their success. The absence of women in senior leadership positions and their lack of participation and representation restricts opportunities to create policies that will have

a broader benefit for the whole of society through increased gender equality for men and women.

64. With the SDG 5 and Target 5.5 on women's full and effective participation and leadership at all levels of decision-making, the SDGs offer the chance to change this. The same target is backed up by SDG 16 and Target 16.7, on ensuring 'responsive, inclusive, participatory and representative decision-making at all levels'.

Ending violence against women and girls

65. While many countries have made progress in adopting legislation to address violence against women and girls (VAWG) and harmful traditional practices, prevalence of VAWG remains high. Worldwide, an estimated one woman in three will experience VAWG during her lifetime. VAWG is one of the most pervasive human rights violations, having a detrimental impact on the rights of women and girls to non-discrimination, equal protection before the law and equality before the law; the right not to be subject to torture or to cruel, inhuman or degrading treatment or punishment; the right to life; the right to health; and the right to liberty and security of the person. As such, VAWG has numerous damaging consequences for the welfare of women and girls, affecting their physical, mental and sexual well-being.
66. Despite progress in the law, substantive challenges remain in preventing VAWG, access to justice and service provision. In recognition of the salience of VAWG for the rights and development of women and girls, three of the targets for SDG 5 are to end all forms of discrimination against all women and girls everywhere; eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation; and eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation.
67. The high prevalence of VAWG and its many negative short- and long-term consequences mean that the economic costs for the

individual, family, community and state are substantial. Estimating the economic burden is important for several reasons: to raise awareness of the current severity of the problem; to assist policy-makers and government officials in prioritising funding in this area; to develop preventive services and other programmes that place the problem in the context of other public health concerns; and to provide data for economic evaluations of interventions to reduce or prevent child maltreatment (Fang et al., 2013).¹⁶ The 'cost' or 'economic impact' argument is undoubtedly an important one to make to inform policy-makers. However, it should be made clear that, notwithstanding the economic costs, the human costs of violence against women and girls are beyond what can be accounted for in economic terms.

Gender and climate change

68. Women and men have different capabilities, opportunities and access to resources to facilitate the adaptation to a changing climate, which adversely affects the availability of food, fuel and water. As a result of pre-existing structural inequality and gender-based discrimination, women as a group, relative to men as a group, have different possibilities for responding to and recovering from frequent and intensive periods of droughts, floods and hurricanes. Evidence of the impacts of extreme weather events show that disproportionately more women and children than men die from such incidences of extreme weather events.
69. Parties to the Climate Convention have recognised the importance of gender-sensitive and gender-responsive climate policy in various decisions, including the most recent Paris Agreement (2015) as well as the implementation of the two-year Lima Work Programme on Gender and Climate Change. The Green Climate Fund, with commitments totalling US\$10.2 billion, is the first fund of its kind to have gender sensitisation as one of its core operational principles from its inception. Other funds, such as the Adaptation Fund and the Global Environment Facility, are also gender-sensitising their funding operations. Additionally, the modalities of direct access, the principle of country ownership and the

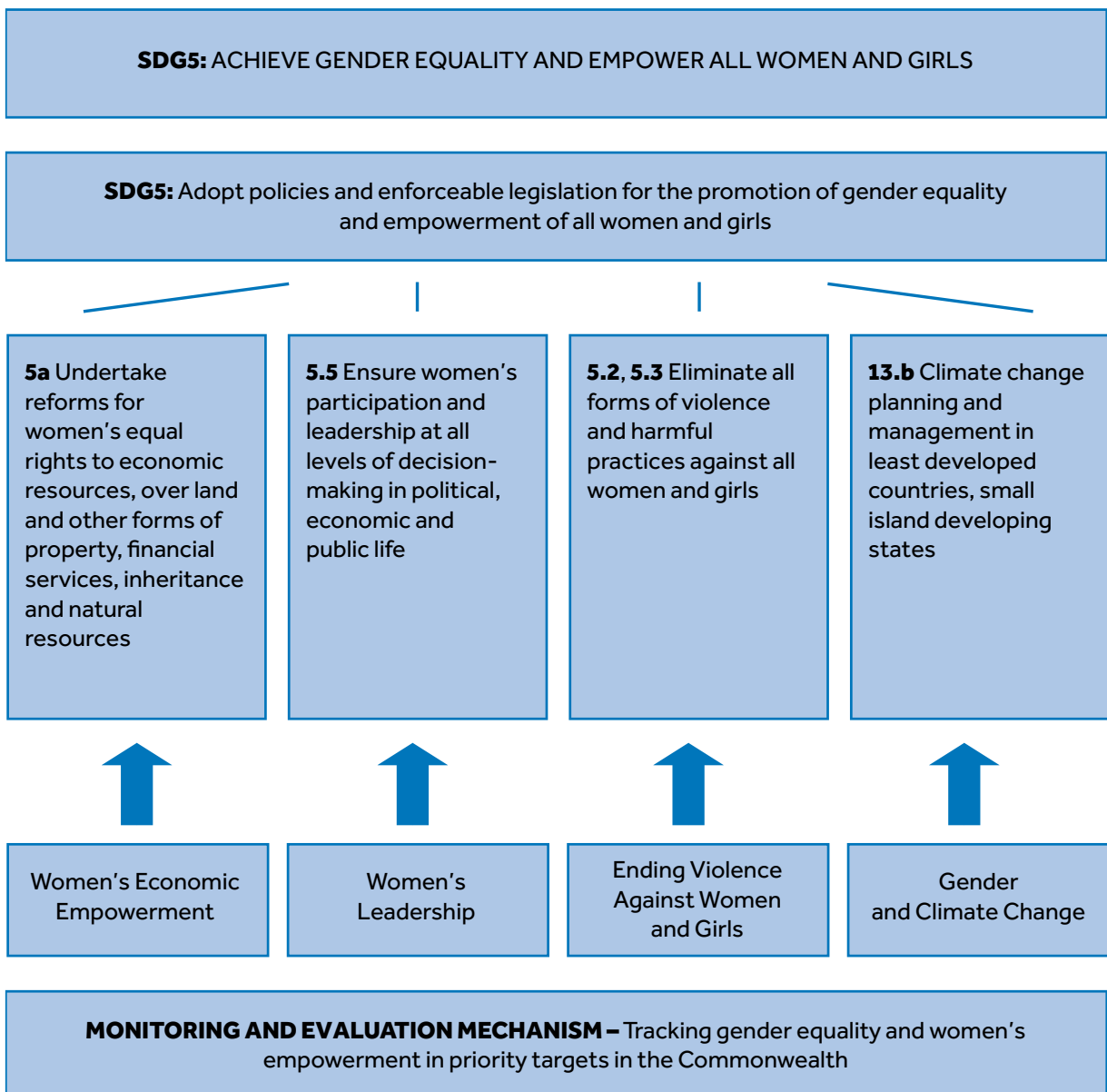
creation of readiness and pilot programmes (including US\$200 million for micro, small and medium-sized enterprises (MSMEs) set aside by the Green Climate Fund (GCF)) are meant to facilitate better access to funds for actors in developing countries, including women's groups.

70. The Commonwealth's NWMs should aim to become influential actors in the process of working to ensure the design, implementation, monitoring and evaluation of gender-responsive climate change and climate finance policies. Improved understanding of the gender and climate dimensions and knowledge base on the operations

and access modalities of climate funds, particularly the GCF, should enable gender machineries to more effectively facilitate the distribution of climate funds towards women's programmes and projects on the ground in the Commonwealth.

71. Overcoming the historical tendency to exclude women from adaptation interventions will be key to ensuring these interventions are successful, as well as addressing unfair land tenure practices, and improving farmers' and women's rights to increasing agricultural productivity, strengthening food security and addressing gender inequalities.

5. SDG Strategic Fit for the Commonwealth Priorities for Gender Equality, 2017–2020 and Beyond



Priority area	SDG target		SDG indicator	
Women's Economic Empowerment	5a Undertake reforms for women's equal rights to economic resources, over land and other forms of property, financial services, inheritance and natural resources		5.a.1 (a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) proportion of women among owners or right-bearers of agricultural land, by type of tenure	5.a.2 Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control
Women's Leadership	5.5 Ensure women's participation and leadership at all levels of decision-making in political, economic and public life		5.5.1 Proportion of seats held by women in national parliaments and local governments	
			5.5.2 Proportion of women in managerial positions	
			5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age	
			5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence	
Ending Violence Against women and Girls	5.2.5.3 Eliminate all forms of violence and harmful practices against all women and girls		5.3.1 Proportion of women aged 20-24 years who were married or in union before age 15 and before age 18	5.3.1 Proportion of women aged 20-24 years who were married or in union before age 15 and before age 18
Gender and Climate Change	Target 13.2 Integrate climate change measures into national policies, strategies and planning	13.b Climate change planning and management in least developed countries, small island developing states	13.2.1 Number of countries that have communicated the establishment or operationalisation of an integrated policy/ strategy/ plan that increases their ability to adapt to the adverse impacts of climate change, and foster climate resilience and low greenhouse gas emissions development in a manner that does not threaten food production (including a NAP, nationally determined contribution, national communication, biennial update report or other)	

6. Implementation Strategy for Commonwealth Priorities for Gender Equality, 2017–2020 and Beyond

Operationalising of the priorities

72. The Commonwealth promotes an inclusive Commonwealth that emphasises the crucial role of women and men, girls and boys as key players and agents of change for gender equality, women's empowerment and the realisation of women's rights.
73. The Commonwealth promotes sustainable development and the critical role of women in all the three dimensions of sustainable development, namely economic, social and environmental. The Commonwealth advocates for the promotion of gender equality and women's empowerment so that they can shape the decisions that affect their lives.
74. The Commonwealth, being a membership-driven organisation, responds to requests for support from its member countries and other stakeholders, and also acts as a broker of knowledge and experience and sharing best practices and lessons learnt on aligning practice with normative guidance and advice.
75. The Commonwealth has invested significantly in a results-based management system for tightening focus and delivering results. The Commonwealth is increasing its investment on staff training and improving its results-tracking system to strengthen a culture of results-based management within the organisation. This includes gender awareness and gender mainstreaming into programmes.
76. Building on the above, the Commonwealth (member countries and Secretariat) will support the national and collective commitments of member countries to implement efforts in line with the above priorities through:
 - a. knowledge management, research, communication and outreach;
 - b. development of tool kits to support capacity building as the foundation for effective promotion of gender equality for sustainable development;
 - c. convening high-level advocacy events and ministerial meetings;
 - d. development and implementation of demand-driven technical assistance projects;
 - e. mainstreaming gender into member countries' and the Commonwealth Secretariat's projects and programmes;
 - f. partnerships with other key development partners.

Resource mobilisation

77. Resource mobilisation has been a key challenge and remains the most significant challenge that the Commonwealth faces in moving forward. In a challenging and difficult financial climate, the Commonwealth will need to critically prioritise its stated commitments to gender equality and women's empowerment. Without extra-budgetary resources, the Commonwealth will be hampered in carrying out its commitments.
78. Member countries and the Secretariat are encouraged to have a focused strategy for resource mobilisation with specific targets to build on innovative partnerships and access new sources of donor funding.

Monitoring and evaluation

79. Monitoring progress of some of the focus areas will draw on available data held by member governments and WHO, reports by the UN Secretary-General's special rapporteur on VAW, UN women and information from CSW (through reports submitted by member governments at regional and global levels, and expert group meetings conducted). Reporting will be supported by data from other development partners' reports, including the World Bank (annual reports on Women, Business and the Law) and the World Economic Forum (Global Gender Gap Report), data held by the International Trade Centre (ITC), and information from CSW (through reports submitted by member governments at regional and global levels; expert group meetings conducted) and from UN Women through regular reports on 'State of the World's Women' and SDG reports.
80. A monitoring and evaluation framework is rendered useless unless it provides reporting and feedback mechanisms to policy-making, planning, budgeting and implementation to ensure that lessons learnt are used to improve the effectiveness of the programme. Reporting on agreed priorities will have to be structured using globally standardised indicators. If each Commonwealth country is able to report on the agreed indicators, an aggregated position across the Commonwealth can be easily compiled. Combining the quantitative indicators with qualitative indicators should provide an overall picture on implementation across the commonwealth and within the secretariat. For the Commonwealth, it is proposed that the Commonwealth Secretariat invest in developing a robust mechanism for tracking gender equality and women's empowerment on agreed SDG 5 priority targets with the member countries during 2016-17, to be able to track changes in the journey to 2020 and 2030.

81. Members committed to supporting the implementation, monitoring, evaluation and reporting on the progress of the agreed priorities, in tandem with their reports to the UN on the SDGs. The reports of members will be incorporated into a Commonwealth Gender Results Annual Report. The report will incorporate a section on gender results achieved by the Secretariat and on the status of gender equality in Commonwealth member countries.

Conclusion

82. The Commonwealth Secretariat will:
- Monitor progress and report twice a year to the Board of Governors; produce an annual report for member countries; present updates on the implementation of the priorities once every two years at CHOGM (through the Commonwealth Women's Forum); and review priorities at the triennial ministerial meetings.

Annex 1

Sustainable Development Goals

The UN General Assembly Open Working Group (OWG) on SDGs in 2014, took stock of the learnings from the implementation of the Millennium Development Goals and proposed 17 'Global Goals' aimed at ending poverty and hunger, improving health and education, making cities more sustainable, combating climate change, and protecting oceans and forests.

Following the intergovernmental negotiations on the post-2015 development agenda, Heads adopted the SDGs, officially known as 'Transforming our world: the 2030 Agenda for Sustainable Development', at the UN Sustainable Development Summit, 25–27 September 2015, in New York, USA.

The Commonwealth contributed to the global efforts towards the adoption of the 17 'Global Goals' and 169 targets, which covers a broad range of sustainable development issues.

Goal 1: No Poverty

Goal 2: Zero Hunger

Goal 3: Good Health and Well-being

Goal 4: Quality Education

Goal 5: Gender Equality

Goal 6: Clean Water and Sanitation

Goal 7: Affordable and Clean Energy

Goal 8: Decent Work and Economic Growth

Goal 9: Industry, Innovation and Infrastructure

Goal 10: Reduced Inequalities

Goal 11: Sustainable Cities and Communities

Goal 12: Responsible Consumption and Production

Goal 13: Climate Action

Goal 14: Life Below Water

Goal 15: Life on Land

Goal 16: Peace, Justice and Strong Institutions

Goal 17: Partnerships for the Goals

Annex 2

Commonwealth Women's Forum Outcome, 2015

Women's Forum: A Call for Action on Gender Equality beyond 2015

The first Commonwealth's Women's Forum was held in St Julian's, Malta, from 22 to 24 November 2015. Delegates applauded the Government of Malta for successfully hosting the Inaugural Forum, under the theme 'Women Ahead: Be All That You Can Be', which reinforced, among other things, the importance of women's economic, social and political empowerment and the need to 'leave no women behind, including women with disabilities and women with different choices', the need to strengthen women's access, participation and leadership in education, health, employment, technology, political and economic decision-making and the judiciary. These will advance social justice and women's human right as key contributing factors to achieving equality between women and men, better quality of life and sustainable development.

Considering the mandates of the Commonwealth and the Commonwealth's commitments to gender equality, the 2030 Agenda for Sustainable Development and the SDGs, and other international instruments and national development commitments for the realisation of women's rights and women's empowerment, participants of the Commonwealth Women's Forum called on Commonwealth Heads of Government to recognise the outcome of the Women's Forum, which centred on:

- i. political leadership;
- ii. corporate leadership;
- iii. leadership in the judiciary;
- iv. enterprise development;
- v. access to finance;
- vi. media and technology;
- vii. social development;
- viii. gender-based violence.

Annex 3

Summary recommendations from the Commonwealth Women Leaders' Summit: Roadmap to 2020, 14 July 2016

The Commonwealth Secretary-General, the Rt Hon. Patricia Scotland QC, on 14 July 2016, convened a summit of senior leaders from within the Commonwealth and the international community to discuss issues on gender equality and women's empowerment.

The following priority recommendations emanated from the three working group sessions of the summit. The three working groups focused on **Violence Against Women and Girls**, **Women in Leadership** and **Women's Economic Empowerment**, and made the following recommendations:

- a. Promote the development and use of gender-based data disaggregation.
- b. Promote gender mainstreaming of government policies and issues across all government departments including mainstreaming of gender in all Commonwealth ministerial meetings.
- c. Promote the effective utilisation of existing and emerging technologies, including online platforms and mobile phones, for raising awareness, dissemination of information, capacity building, and sharing of experiences, in a manner that promotes collaboration, builds on existing and proven interventions and ensures accessibility to all women.
- d. Actions are to be taken by governments, Commonwealth Secretariat, Commonwealth Associations, civil society organisations and business networks.

Annex 4

2015 Commonwealth Heads of Government Meeting mandates

CHOGM 2015 was convened in Malta from 27 to 29 November 2015 under the theme 'The Commonwealth: Adding Global Value'. Heads reaffirmed their enduring commitment on behalf of the people of the Commonwealth to the values and principles of the Commonwealth Charter. In a year of exceptional global challenges and opportunities, Heads addressed issues such as climate change, sustainable development, trade and investment, migration, and countering violent extremism and radicalisation. They also deliberated on safeguarding the interests of Commonwealth small states and emphasised that the unique nature of the Commonwealth adds value in responding to contemporary global challenges.

Critical areas of concern for CHOGM 2015 relate to:

- i. peace and security;
- ii. human rights and good governance;
- iii. migration;
- iv. sustainable development;
- v. small states;
- vi. climate change;
- vii. trade;
- viii. youth;
- ix. gender equality and women's empowerment;
- x. public health;
- xi. movement of Commonwealth citizens.

Endnotes

1. Cameroon, Guyana, Kenya, Lesotho, Namibia, Rwanda, Seychelles, South Africa, Tanzania and the United Kingdom.
2. Cameroon, Grenada, Guyana, Mozambique, Namibia, New Zealand, Rwanda, Seychelles, South Africa, Tanzania and Uganda.
3. Africa – Lesotho, Mozambique, Namibia, Tanzania, South Africa; Asia – India; Caribbean – The Bahamas, Dominica, Trinidad and Tobago; Pacific – Australia, Nauru, New Zealand.
4. The Bahamas, Barbados, Belize, St Lucia, and Trinidad and Tobago.
5. Australia, Canada, Ghana, Kenya, New Zealand, Nigeria, Rwanda, Sierra Leone, Uganda and the United Kingdom.
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9. Belize, Botswana, Ghana, India, Jamaica, Kenya, Malawi, Mauritius, Mozambique, Namibia, Nigeria, Papua New Guinea, Rwanda, Sierra Leone, South Africa, Swaziland, Trinidad and Tobago, United Republic of Tanzania, Zambia.
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