

The Commission on the Status of Women Expert's Report

Review and appraisal of the implementation
of the Beijing Declaration and Platform for Action
(promulgation of principles concerning the equality of men and women)



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I. Introduction

The issue of gender inequality to which Beijing Declaration and Platform for Action is dedicated has been topical for the majority of countries for several centuries.

Reaffirming their commitment to universal human rights, governments on behalf of all nations adopted Universal Declaration of Human Rights¹ which urged us to fight for every single person's human rights in order to build a humane world.

The World Conference on Human Rights recognized that the human rights of women and girl-children are inalienable to that end² so the Universal Declaration of Human Rights became a basis for the international law.

Bearing in mind that gender inequality is a grave violation of human rights, the world community started to consider it as a challenge.

Since gender inequality turned out to be a multi-dimensional problem, the international community has committed to developing a document that would encompass all aspects of this issue.

The Beijing Declaration and Platform for Action was adopted by the UN at the end of the Fourth World Conference on Women on 15 September 1995.

As a defining framework for change, the Platform for Action made comprehensive commitments under 12 critical areas of concern like women and poverty, women and the media, wo-

1-Universal Declaration of Human Rights
URL: <https://www.un.org/en/universal-declaration-human-rights/>

2- Outcomes on Human Right
URL: <https://www.un.org/en/development/devagenda/humanrights.shtml>

men and armed conflicts etc³.

Convinced of the need to reach all the sustainable development goals by 2030, the world community pays particular attention to reaching global gender equality as one of the goals⁴.

The progress towards gender equality which has been made over the past two decades seems still controversial.

Although some countries have improved its gender policy which resulted in increasing women's access to education, favourable environment and preventing forced marriage in some cases, there are still lots of harmful practices like

female genital mutilation, harassment and pay gap etc⁵.

In this sense, one of the most significant advantages of the Declaration is that it urged governments themselves to take care of their population and made them responsible for enjoyment of all human rights by women.

Nowadays equal political participation and leadership in political institutions is a very important indicator of emancipation because most of challenges are rooted in women's underrepresentation in parliaments, local governments and media landscape.

3-Beijing Declaration and Platform for Action URL: https://www.un.org/en/development/desa/population/migration/generalassembly/docs/globalcompact/A_CONF.177_20.pdf

4- The Beijing Declaration and Platform for Action turns 20 URL: http://www.unwomen.org/~media/headquarters/attachments/sections/library/publications/2015/sg%20report_synthesis-en_web.pdf

5- Review and appraisal of the implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly URL: <https://www.undocs.org/en/E/CN.6/2015/3>

An increasing number of states (even in Africa) experienced that, so they have taken actions in order to reduce the gap that separates women from men in decision-making processes⁶.

The results of the implementation of the Declaration are obviously positive but not sufficient. That is why the review of it will include an assessment of current challenges that affect the implementation of the Platform for Action and the attainment of gender equality and the empowerment of women and its contribution towards the full realization of the 2030 Agenda for Sustainable Development⁷.

II. Gender inequality: history of phenomenon

Talking about fighting with global gender inequality today we cannot dispense with considering this phenomenon in terms of its roots and features. Firstly, we should define gender and gender inequality.

As distinct from the term 'sex' which refers to biological differences between men and women⁸, 'gender' articulates the socially constructed vision of men and women. In other words, such vision of social roles and relations can be transformed by any means of communicating used by political or social movements.

6- UN Women Annual Report 2018-2019
URL: <https://www2.unwomen.org/-/media/annual%20report/attachments/sections/library/2019/un-women-annual-report-2018-2019-en.pdf?vs=4621>

7- Turning promises into action: Gender equality in the 2030 Agenda for Sustainable Development URL: <https://www.unwomen.org/en/digital-library/publications/2018/2/gender-equality-in-the-2030-agenda-for-sustainable-development-2018#view>

8- T.Newman. Sex and gender: What is the difference? URL: <https://www.medicalnewstoday.com/articles/232363.php>

That is why gender relations are context-specific – they shape features of the society they permeate⁹.

To play any role in society women and men need different types of resources e.g. natural, social, political, economic ones.

Consequently, we can describe 'gender inequality' as the state of affairs when women and men do not have equal access to resources they need to play the role they want in society.

Gender equality is supposed to be a situation when men and women enjoy equal rights (all human rights) and have same opportunities to integrate in society.

Nowadays global society faces numerous problems connected with gender inequality.

Gender biases affect all the spheres of public life and result in political, economic and social problems.

First of all, the main right a lot of women across the world cannot fully enjoy is a right to bodily autonomy.

Apart from mentioning violation of LGBT women, we do know about lots of terrible practices like abortion restriction, genital mutilation, child brides, strict requirements to women's sexual conduct etc.

Domestic violence in some cultures is not recognized as a crime, and women have no instruments to protect themselves against it.

Moreover, women in some societies do not even have an access to secondary education and training and thus cannot be on a par with men in the most important deci-

9- Gender in Practice URL: https://www.eda.admin.ch/dam/deza/en/documents/themen/gender/224801-equidad-genero-en-practica_EN.pdf

sion-making processes and economic life of the state.

That is why such a phenomenon as feminization of poverty appears which can be described as predominance of women living below the poverty threshold due to differences in education, social status and social prescriptions.

Furthermore, even employed women face what is called wage gap – a situation when a woman holding the same position and doing the same work as a man is paid less than him.

In some countries women cannot be hired for a number of positions under the state legislation. Women in politics are still a controversial issue even in developed countries:

they stay underrepresented in political institutes and governmental bodies¹⁰.

Every element of man culture including science, history and religion seems to postulate patriarchy as a natural order. Yet there are some examples of existence of matriarchal societies in ancient history.

Researches have been arguing a lot about the roots of gender inequality. One of the theories called The Mother Goddess theory assumed that pan-Mediterranean belief in a Great Mother Goddess in prehistoric times reflected in a matriarchal social structure in many societies and social relations with women domination or at least their equal ruling with men¹¹.

10- Beijing Declaration and Platform for Action URL: https://www.un.org/en/development/desa/population/migration/generalassembly/docs/globalcompact/A_CONF.177_20.pdf

11- L. E. Talalay. A Feminist Boomerang: The Great Goddess of Greek Prehistory// Gender & History, Vol.6 No.2 August 1994. p. 167

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The deity of Mother Goddess was an epitome of the Earth itself with all the sources people needed¹².

The fall of these social and political regimes were caused by the intervention of the Akkadian King Sargon who wrote down the laws of new civilization which made the outlook of women completely different¹³.

Other versions believe that matriarchy as a global concept of social development fell because of some men becoming more and more educated and seizing power by force¹⁴.

Whether matriarchy really existed or not – it can

be categorically stated that gender inequality was caused by stereotyped vision of women's and men's social roles and seemingly can be fought.

Fighting discrimination in order to attain gender equality is what feminist movement was aimed to advocate for. So what social conditions encouraged women to defend their rights?

To start with, feminism is a political, cultural, social and economic movement aimed at establishing equal rights and legal protection of women¹⁵.

According to famous feminist authors and activists

12- The Cult of the Mother Goddess
URL: <https://ericwedwards.wordpress.com/2013/07/17/the-cult-of-the-mother-goddess/>

13- The Ascent of Woman URL: <https://www.bbc.co.uk/programmes/articles/4vD023dn4cp8wF2lRntcQ7L/is-gender-inequality-man-made>

14- A. Gaines. The Story of an Ancient Matriarchy URL: <https://medium.com/@AkashicAkemi/the-story-of-an-ancient-matriarchy-a5ae47882683>

15- S. A. Drucker. Betty Friedan: The Three Waves of Feminism URL: http://www.gender.cawater-info.net/knowledge_base/rubricator/feminism_e.htm

Maggie Humm¹⁶ and Rebecca Walker¹⁷, history of feminist movement can be divided into three periods (waves).

First-wave feminism took place during the nineteenth century and early twentieth century in the United Kingdom and the USA.

It was aimed at achieving both economic and political rights, although there were some activists who campaigned for women's sexual and reproductive rights.

The most famous examples of the first wave-feminist activity were the Suffragettes in Britain and the USA who stood for the women's right to vote. Both movements resulted in legislative change – in Britain the elec-

toral system was reformed by adoption of Representation of the People Act 1918¹⁸ which granted right to vote to women over 30 who owned houses and in the United States it was the Nineteenth Amendment to the United States Constitution (1918) which finally allowed women in all states to vote¹⁹.

In the period of the second wave which lasted from the early 1960s till the late 1980s feminist movement went through politization.

Bearing in mind legacy of the first-wave, activists of this period constructed a slogan "The Personal is political". That is when it became clear that political structure matters in the deal of fighting global discrimination

16- Maggie Humm full interview
URL: <https://www.youtube.com/watch?v=s7-Ple2f8-8>

17- Becoming the Third Wave by Rebecca Walker URL: <http://heathengrrl.blogspot.com/2007/02/becoming-third-wave-by-rebecca-walker.html>

18- The 19th Amendment to USA Constitution URL: <https://www.ourdocuments.gov/doc.php?flash=true&doc=63>

19- The 19th Amendment to USA Constitution URL: <https://www.ourdocuments.gov/doc.php?flash=true&doc=63>

because it helps so-called beneficiaries of this situation to save status-quo.

The second-wave activists fought for educational equality, reproductive freedom, and protection against sexual harassment in the workplace and domestic violence which took them a lot of efforts to attain some legislative changes.

This period is also known for its origins of “womatism” – a movement that stands for black women’s rights focusing on anti-racist issues²⁰.

Third-wave feminism goes back to early 1990s and is still ongoing, while some researches consider “#Metoo” movement²¹ as the fourth wave of feminism.

The key purpose of “#Me-too” – fighting against sexual harassment – is one of the goals of third-wave activism too, although, not the main one. In part, third-wave feminism tries to respond to anti-feminist backlash and criticism of past²².

Third-wave feminism is known for its internal discussions about differences between sexes, gender and sexuality, political discourse and feminities, body positive etc.

Feminist movement at the present stage attempts to rethink itself. It has created numerous concepts and theories, one of which considers men in power as the main reason for modern poli-

20- L.Napikoski. Womanist. Alice Walker’s Term for Black Feminism URL: <https://www.thoughtco.com/womanist-feminism-definition-3528993>

21- History & Vision of Me Too URL: <https://metoomvmt.org/about/>

22- C. Grady. The waves of feminism, and why people keep fighting over them, explained URL: <https://www.vox.com/2018/3/20/16955588/feminism-waves-explained-first-second-third-fourth>

tical crisis and violence²³.

The Global Gender Gap Index consists of four sub-indexes which are Economic Participation and Opportunity, Educational Attainment, Health and Survival and Political Empowerment²⁴.

They represent all of the gender gaps the society faces today and show that gender equality is still a thing to struggle for. In short, this index demonstrates the scale of gender gap in general and the in key four spheres where this gap can be present.

The widest gap, for instance, is in Political empowerment. In terms of it there are three leading countries – Iceland, Nicaragua and Norway.

The worst situation with women's political participation is in Lebanon, Oman and Yemen. Iceland has the highest score in this Global Gender Gap rating and Yemen has the lowest one²⁵.

23- J. True. Feminism and Gender Studies in International Relations Theory
URL: <https://oxfordre.com/internationalstudies/view/10.1093/acre-fore/9780190846626.001.0001/acre-fore-9780190846626-e-46>

24- The Global Gender Gap Report 2018
URL: http://www3.weforum.org/docs/WEF_GGGR_2018.pdf

25- Ibid

III. The role of the UN in achieving global gender equality

As gender equality is one of the SDG²⁶, there are several structures within UN that act towards solving the problem of gender inequality in all spheres of life.

For instance, such institutions like the World Health Organization²⁷, International Labor Organization²⁸,

UNESCO²⁹, IMF³⁰ and General Assembly³¹ have somehow been making contribution to achieving gender equality by taking actions to solve the problems related to it³².

Obviously, the main United Nations body whose activity aims at achieving gender equality and protecting women's rights is the United Nations Commission on the Status of Women³³ which was established soon after the organization itself

26- Turning promises into action: Gender equality in the 2030 Agenda for Sustainable Development

URL: <https://www.unwomen.org/en/digital-library/publications/2018/2/gender-equality-in-the-2030-agenda-for-sustainable-development-2018#view>

27- Global Plan of Action to strengthen the role of the health system within a national multisectoral response to address interpersonal violence, in particular against women and girls, and against children URL: <https://apps.who.int/iris/bitstream/handle/10665/252276/9789241511537-eng.pdf;jsessionid=A2311336A5A59386DC494EEF-32BE89E3?sequence=1>

28- ABC of women workers' rights and gender equality. Second edition URL: https://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_087314.pdf

29- What UNESCO does for Gender Equality URL: <https://en.unesco.org/genderequality/actions>

30- Gender and Economics URL: <https://www.imf.org/external/themes/gender/>

31- Everything you need to know about gender equality at the United Nations General Assembly. URL: <https://www.unwomen.org/en/news/stories/2018/9/feature-gender-equality-at-unga-73>

32- Gender Equality URL: <https://www.un.org/en/sections/issues-depth/gender-equality/>

33- Commission on the Status of Women URL: <https://www.unwomen.org/en/csw>

in 1946 by the ECOSOC resolution 11 (II)³⁴.

Apart from the UNCSW, there is a body established by the General Assembly resolution in 2010 which is called UN Women, United Nations Entity for Gender Equality and the Empowerment of Women which was aimed to accelerate the process of building global gender equality³⁵.

Although Beijing Declaration and Platform for Action is a fundamental action program, we cannot omit early documents of the UNCSW. Legal framework for gender equality provision is mainly based on the UDHR³⁶.

Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value³⁷, for instance, was supposed to urge employers to pay equal salaries to men and women for equal work.

Convention on the Political Rights of Women³⁸ was the first international agreement to protect the political rights of women.

After that, the UNSCW adopted two international agreements which regulated women's rights in marriage – Convention on the Nationality of Married Women³⁹ and Convention on Consent to Marriage, Minimum Age for Marriage and Registra-

34- Resolution E/RES/11 (II)
URL: [https://undocs.org/en/E/RES/11\(II\)](https://undocs.org/en/E/RES/11(II))

35- About UN Women URL: <https://www.unwomen.org/en/about-us/about-un-women>

36- A brief history of the Commission on the Status of Women URL: <https://www.unwomen.org/en/csw/brief-history>

37- Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value URL: <https://treaties.un.org/doc/Publication/UNTS/Volume%20165/volume-165-I-2181-English.pdf>

38- Convention on the Political Rights of Women URL: https://treaties.un.org/doc/Treaties/1954/07/19540707%2000-40%20AM/Ch_XVI_1p.pdf

39- Convention on the Nationality of Married Women URL: https://treaties.un.org/doc/Treaties/1958/08/19580811%2001-34%20AM/Ch_XVI_2p.pdf

tion of Marriages⁴⁰. Three next documents were aimed to protect women from discrimination – Declaration on the Elimination of Discrimination against Women⁴¹, very significant Convention on the Elimination of All Forms of Discrimination against Women⁴² and the Optional Protocol to the Convention⁴³.

In 1975 which was declared International Women's Year the First World Conference on Women took place in Mexico City followed by three next

Conferences: in Copenhagen in 1980, in Nairobi in 1985 and in Beijing in 1995⁴⁴.

The Fourth World Conference on Women resulted in adoption of Beijing Declaration and Platform for Action and since then, the revisions of the Declaration have been carried out every 5 years.

What makes BD&PA of paramount importance is that it was not just a document that did not change the situation significantly because the participants had been deter-

40- Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages URL: https://treaties.un.org/doc/Treaties/1964/12/19641223%2002-15%20AM/Ch_XVI_3p.pdf

41- Declaration on the Elimination of Violence against Women URL: https://www.un.org/en/genocideprevention/documents/atrocity-crimes/Doc.21_declaration%20elimination%20vaw.pdf

42- Convention on the Elimination of All Forms of Discrimination against Women URL: <https://www.ohchr.org/en/professionalinterest/pages/cedaw.aspx>

43-Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women URL: <https://www.ohchr.org/en/professionalinterest/pages/opcedaw.aspx>

44- World Conferences on Women URL: <https://www.unwomen.org/en/how-we-work/intergovernmental-support/world-conferences-on-women>

mined to put their plan into action.

In support of Australia's proposal 68 countries agreed on establishing special committees for implementation of the Beijing Declaration and Platform for Action which was adopted unanimously by 189 countries before leaving Beijing⁴⁵.

Structurally, the document consists of two main parts—Beijing Declaration and Platform for Action which in turn contains several chapters comprising of multiple units.

Reasoning of such way of the document construction can be explained by its being aimed at giving deep insight in the multidimensional nature of gender inequality and working out a complex set of actions that will bring us closer to gender equality

well-being⁴⁶.

As it was mentioned before, Platform for Action prescribes to work on 12 critical areas of concern such as Women and poverty, Education and training of women, Women and health, Violence against women, Women and armed conflict, Women and the economy, Women in power and decision-making, Institutional mechanism for the advancement of women, Human rights of women, Women and the media, Women and the environment, The girl child.

Before giving recommendations for actions in every listed area the Declaration reviews each of them and then proposes a number of steps that would supposedly address the situation of women.

45- Why Was the 1995 Beijing Conference for Women Groundbreaking? Read a First-hand Account URL: <https://www.aauw.org/2014/08/20/1995-beijing/>

46- Beijing Declaration and Platform for Action URL: https://www.un.org/en/development/desa/population/migration/generalassembly/docs/globalcompact/A_CONF.177_20.pdf

Aside from this, the Platform for Action envisages both distributions of competences between different political actors and urges them to cooperate in order to reach the global goal of gender equality.

It means that governments, financial and development institutions, national and international non-governmental organizations and UN itself should be involved in the process of building non-discriminatory world.

That is why Beijing Declaration and Platform for Action matters – in its last chapters it places responsibility of women's rights' observation upon governments implementing the Declaration.

This can be explained by the fact that numerous women's human rights are vi-

olated because of unfavorable political, economic and social environment within the state.

This leads us to the recognition that achieving global gender equality includes achieving gender equality in every single country which will cost us resources and what is more important needs our commitment.

Moreover, Beijing Declaration and Platform for Action provides a set of concrete steps which can be taken.

Why revise it? Although we see some progress towards reaching gender equality, there are some challenges both developing and developed countries meet while implementing the Declaration⁴⁷.

47- Beijing+25 National Reports
URL: https://www.unece.org/b25_national_reports.html

That is why African Regional Conference on Women on 19 November 2014 adopted the Addis Ababa Declaration on Accelerating the Implementation of the Beijing Platform for Action⁴⁸ calling for their governments to achieve gender equality by 2030.

Among the achievements of African and other countries the following can be highlighted: increase in gender parity in primary education⁴⁹, increase in representation and participation of women in key political decision-making positions⁵⁰,

implementation of various policies, programs and projects whose objective is to accelerate economic empowerment of women⁵¹, notable reduction in maternal mortality etc⁵².

Challenges African countries still face are mainly connected with the absence of adequate data and statistics disaggregated by age and sex, lack of human and financial resources, persistent poverty etc.

In developed countries such as Finland there are some challenges too, such as not

48- Addis Ababa Declaration on Accelerating the Implementation of the Beijing Platform for Action URL: https://www.uneca.org/sites/default/files/uploaded-documents/Beijing20/acg14-0009-core_declaration_addis_regional_conference_beijing_20_14-01567_.pdf

49- Most countries have achieved gender parity in primary education, but disparities still remain, mostly at girls' expense URL: <https://data.unicef.org/topic/gender/gender-disparities-in-education/>

50- Women in Politics: 2019. Situation on 1 January URL: <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2019/women-in-politics-2019-map-en.pdf?la=en&vs=3303>

51- Pursuing Women's Economic Empowerment. Paper prepared by staff on the International Monetary Fund for the meeting of G7 ministers and Central Bank governors URL: <https://www.imf.org/en/Publications/Policy-Papers/Issues/2018/05/31/pp053118pursuing-womens-economic-empowerment>

52- Beijing Platform for Action (BPFA): Challenges and ways forward for the African countries URL: <https://www.sidint.net/content/beijing-platform-action-bpfa-challenges-and-ways-forward-african-countries>

sufficient progress in fighting gender pay gap and reported violence against women and girls⁵³.

Some challenges like global ecological or economic crisis are external but still have an effect on fighting internal and external gender inequality.

Accordingly, despite some difficulties in implementation of the Beijing Declaration and Platform for Action, it is absolutely effective in substance.

In order to fight the feminization of poverty states tend to implement policy that regulates labor market⁵⁴, provides women with social protec-

tion, increases women's access to essential resources and widens women's economic opportunities⁵⁵.

To close education gap governments fight economic barriers to school education, try to change the stereotyped vision of gender roles in school curricula, increases support for the transition from work to school.

To solve the problems connected with women's health states increase women's access to health services and improve health-care services for marginalized groups of women. Furthermore, governments accelerate efforts to prevent violence against women through

53- Comprehensive national-level review of Finland devoted to the twenty-fifth anniversary of the Fourth World Conference on Women and adoption of the Beijing Declaration and Platform for Action (1995) URL: https://www.unece.org/fileadmin/DAM/Gender/Beijing_20/Finland.pdf

54- Countries heed call to ratify labor conventions. An International Labor Organization campaign to encourage countries to ratify international labor standards is bearing fruit URL: https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_718254/lang--en/index.htm

55- Women's Economic Security Statement URL: <https://www.pmc.gov.au/office-women/economic-security/wess>

public awareness campaigns and strengthening legal and policy frameworks.

What is more, authorities support women's participation in peacebuilding, increase women's presence in media and decision-making processes.

Additionally, some countries take steps to implement gender-responsive child-protection mechanisms, and promote girls' activism on different levels⁵⁶.

Consequently, the aftermaths of the Beijing Declaration and Platform for Action adoption show the world community that we are on a right way, but adaptation to the reality of time is needed. That is what our review and appraisal of the Declaration will be dedicated to.

IV. Other organizations taking action in field of gender equality promotion

In any case the UN itself is not the only one to be involved in the process of making the world fair in terms of gender issues.

We can conditionally divide all non-governmental organizations that are concerned with women's rights into two groups – one of them includes prominent advocacy organizations in general and another one consists of organizations specialized only on idea of women's welfare.

The first group of organizations is considerably smaller than the second one. Amongst famous advocacy organizations concerned with women's rights two can be highlighted – they are Amnesty International and Human Rights Watch.

56- The Beijing Declaration and Platform for Action turns 20 URL: http://www.un-women.org/~media/headquarters/attachments/sections/library/publications/2015/sg%20report_synthesis-en_web.pdf

Amnesty International is a non-governmental organization which was established in 1961 initially to protect human rights of political prisoners, but is now working in 17 areas including cooperation with the UN⁵⁷.

Their activity intersects with standing for women's right in a number of fields like living in dignity, discrimination, indigenous peoples, freedom of expression, sexual and reproductive rights and surely Universal Declaration of Human Rights.

Amnesty International is focused on holding researches and investigations on issues of concern and calls for governments to take actions which can be articulated either generally or in some cases more or less specifically⁵⁸.

The organization pays attention to both gender inequalities in general and in each country separately⁵⁹.

Human Rights Watch is an equally important organization which stands against grave violation of human rights all around the world.

The organization was founded in 1978 to investigate human rights abuse in countries behind the Iron Curtain⁶⁰. Nowadays they hold investigations in 100 countries having an impact on their internal situations.

Conducting their researches they specialize on interviewing survivors and witnesses of violations of human rights as well as government officials, authorities and military leaders⁶¹.

57- What we do URL: <https://www.amnesty.org/en/what-we-do/>

58- Discrimination URL: <https://www.amnesty.org/en/what-we-do/discrimination/>

59- Inequality in 2018 URL: <https://www.amnesty.org/en/latest/research/2018/12/rights-today-2018-inequality/>

60- About us URL: <https://www.hrw.org/about-us>

61- About Our Research URL <https://www.hrw.org/about-our-research#2>

The organization cooperates with the UN in the same manner as Amnesty International does.

In terms of fighting with discrimination, Human Rights Watch takes steps to promote global enjoyment of women's rights as women's rights are human rights.

Using their personal approach they fight against child marriage, forced labor, sex slavery, trafficking in persons and violence against women while campaigning for women's access to education and political participation⁶².

Apart from this kind of organizations there are not so large-scale, but still significant ones that are focused exclusively on women's rights rather than human rights

in general⁶³. Actually, there is a great number of such organizations so they need to be classified either way.

For our convenience, we can presume that there are four groups of non-governmental organizations focusing on women's rights.

The first type of such organizations contains the ones that fight against all forms of discrimination across the globe.

Some of them like Equality Now⁶⁴ take actions to affect legal systems of the world countries in order to fight discrimination in internal legislation. Others like Global Fund for Women donate to women's needs all around the world.

62- Women's Rights URL: <https://www.hrw.org/topic/womens-rights>

63- J. Rossen. 15 Organizations Helping Women Around the World URL: <http://mentalfloss.com/article/534393/organizations-helping-women-around-world>

64-What we do URL: <https://www.equalitynow.org/>

The second group of organizations works in particular regions or countries which can usually be explained by the specific internal situation.

These are such organizations as Women's Global Empowerment Fund⁶⁵ and Womankind⁶⁶ which specialize in activity in the African region and organizations like Friendship Bridge⁶⁷, which focuses on the Guatemalan women's rights and Share & Care Foundation⁶⁸, which acts towards Indian women work only in one country.

However, that does not make them unimportant. Some organizations in this group are supposed to help women in unstable regions e.g.

Women for Women International⁶⁹ which aims at protecting marginalized women in post-conflict areas and MADRE⁷⁰ which is concerned with women's rights in areas of political instability.

The next group of non-governmental organizations represents structures that mainly campaign against one or couple aspects of discrimination.

They can all use different instruments to work in the same area. For instance, there are numerous organizations which deal with women's reproductive health like Every Mother Counts⁷¹, Pathfinder International⁷², and some of them, like the

65- Our programs URL: <https://wgefund.org/our-programs/>

66- Our impact URL: <https://www.womankind.org.uk/what-we-do/impact/>

67- Our mission and our history URL: <https://www.friendshipbridge.org/helping-women-in-guatemala/empowering-impooverished-women/>

68- History & Timeline URL: <https://shareandcare.org/about-us/history-and-timeline>

69- Where we work URL: <https://www.womenforwomen.org/where-we-work>

70- What we do URL: <https://www.madre.org/what-we-do>

71- Our story URL: <https://everymothercounts.org/our-story/>

72- Who we are URL: <https://www.pathfinder.org/about-us/who-we-are/>

Center for Reproductive Rights⁷³ take actions to reform the internal legislation on this issue.

Some organizations' activity is strongly related to promoting women's emancipation.

GirlsNotBrides⁷⁴, for instance, fights with early marriages and helps girls to get educated; Anita B. Org⁷⁵ helps women to establish themselves in the sphere of technologies including training, widening access to such kind of sources and employing.

Dress for Success⁷⁶ is an organization that helps women all around the world to create an image that would let them integrate into social life

successfully and realize their potential in a way they want.

There are genital mutilation (Orchid Project⁷⁷) and women's rights while working, especially protection from sexual harassment (Time's Up Legal Defense Fund⁷⁸).

The last group of discussed organizations can be called local as they try to solve women's problems within one country which they locate in.

We can associate such structures like The Self-Employed Women's Association (SEWA⁷⁹) which stands for the rights of Indian women who run their own business, Shelaya⁸⁰ which is con-

73- Our work URL: <https://reproductiverights.org/our-work>

74- About us URL: <https://www.girlsnotbrides.org/about-girls-not-brides/#mission-statement>

75- Our mission URL: <https://anitab.org/about-us/>

76- About us URL: <https://dressforsuccess.org/about-us/>

77- What we do URL: <https://www.orchidproject.org/what-we-do/>

78- About Time's Up URL: https://www.timesupnow.com/about_times_up

79- About us URL: http://www.sewa.org/About_Us.asp

80- Our projects – what we do URL: <https://www.snehalaya.org/what-we-do>

cerned with fighting against several forms of discrimination in India and North East Network (NEN⁸¹) also dealing with the same problems in North East India with this type of organizations.

This amount of organizations concerned with women's rights may seem to be enough today, but it is a misperception. It does not matter how many organizations fighting discrimination exists. The only thing that makes sense is how deep we can go cooperating before the face of this global problem.

V. Conclusion

Needless to say that gender inequality is what women face every day. It needs to be noticed that since the implementation of the Beijing Declaration and Platform for Action much has been achieved.

Nonetheless, the civilization gap and some unmanageable processes like different types of crises make progress in women's rights implementation hard to attain.

In 2019 women are still paid less than men⁸². Obviously, the pay gap differs from region to region, but this problem exists in every society. The median salary for men is roughly 21 percent higher than the median salary for women.

It provides an example of opportunity gap existence. One of the most crucial issues is extending women's participation in decision-making process. Nowadays women are still underrepresented in political and governmental institutes even in developed countries.

Why is it so important?
Being an indispensable part of any society women should

81- About us URL: <http://northeastnetwork.org/nen-vision-mission/>

82- The state of the gender pay gap 2019 URL: <https://www.payscale.com/data/gender-pay-gap>

be represented. Men and women can have different experience, lifestyle and ways of thinking so decision-making process should reach consensus and considering different points of view in order to make it as productive as possible.

However, the main argument is that women need to be empowered to make out the gender-oriented policy that would be supposed to solve the problem of gender inequality.

We need to transform lobbying and interest group activity into goal-oriented political course with entire society mobilizing to implement it.

The fact is that to fight gender inequality that permeates all our society we need to change all aspects of our lives dramatically.

Nevertheless, today all our efforts will inevitably face

difficulties. Talking about global gender equality is impossible before all the women in the world are able to meet their needs.

That is the reason we discuss complex instruments for solving the problem of women's rights violation.

This challenge is not the one that two or ten influential countries out of the whole world community are able to tackle.

It's important for the world community to work in cooperation on global progress in women's rights implementation as it is connected with the Sustainable Development Goals and welfare of all members of the global society.

In the coming 2020 UNCSW session will be dedicated to the review of Beijing Declaration and Platform for Action to mark the twenty-fifth anniversary of the Fourth

World Conference on Women and adoption of the Declaration⁸³.

The states will prepare their complete reports on implementation of the Beijing Declaration and Platform for Action, progress made in the past 20 years and challenges we need to take into account while following the guidelines of the Platform for Action.

This will help us to focus on the urgent problems of gender inequality in each country, region and world community in general which has changed over two decades since the adoption of the Beijing Declaration and Platform for Action.

83- CSW64/Beijing+25 (2020)
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