



Division for the Advancement of Women



Enhancing Women's Participation in Development through an Enabling Environment for Achieving Gender Equality and the Advancement of Women

Report of the Expert Group Meeting

**Bangkok, Thailand
8 - 11 November 2005**

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<http://www.un.org/womenwatch/daw/egm/enabling-environment2005/index.html>

*The views expressed in this document are those of the experts
and do not necessarily represent the views of the United Nations*

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I. Introduction

1. To prepare for the fiftieth session of the Commission on the Status of Women (CSW), the Division for the Advancement of Women (DAW) of the United Nations Department of Economic and Social Affairs, in collaboration with the Economic and Social Commission for Asia and the Pacific (ESCAP), organized an Expert Group Meeting (EGM) on “Enhancing women’s participation in development through an enabling environment for achieving gender equality and the advancement of women” in Bangkok, Thailand, from 8 to 11 November 2005. In accordance with its multi-

Mémoire);

- a working paper prepared by a consultant to DAW;
- other background documents.

6. This report provides the outcome of the meeting of the independent experts. The report and all documentation relating to the meeting are available on-line on the DAW website: http://www.un.org/womenwatch/daw/egm/enabling_environment2005.

C. Programme of work

7.

programme of work (see Annex III):

- a) Opening session
- b) Election of officers and a/option of e37iprogramme of work
- c) Introduction to the meeting
- d) Presentation and discussion of e37idraft paper prepared by e37iconsultant to DAW
- e) Presentation and discussion of papers prepared by experts
- f) Presentation and discussion of e37ipaper prepared by an observer
- g) Working groups on:
 - Education
 - Health
 - Work
- h) Introduction of draft report and recommendations in plenary
- i) A/option of final report and recommendations
- j) Closing session

D. Election of officers

8. T37iexperts electapee37i/ollowee3 officers:

- Co-

environmental management, the impact of globalization and women's image in the media. Moreover, the lack of authority and resources of national gender machineries was a challenge.

10. Ms. Kay also noted the importance of gender mainstreaming. The Beijing Platform for Action, the Convention on the Elimination of All Forms of Discrimination against Women, the

III. Women's enhanced participation in development: access, capabilities and agency in the context of an enabling environment

13. The Expert Group Meeting noted that the nature of women's participation in the economic, social, cultural and political processes that affect their lives, and the terms or conditions under which this participation takes place, have been key concerns for the women's movement and gender advocates, as well as Governments, for many years. There has been an increased understanding of the need to integrate gender-sensitive perspectives, approaches and procedures into development processes.

14. The approach to women's participation in development has broadened the focus from securing the involvement of women in existing processes and structures to ensuring the full empowerment of women, which can lead to the transformation of existing institutions, processes and structures. Participatory development approaches have tended to concentrate on methods of participation, most commonly focusing on ensuring women's quantitative rather than qualitative participation and representation. Such approaches have overlooked unequal power relations and socio-cultural constraints that limit women's capability to influence decisions and bring about positive and sustainable changes in their lives and development processes. Full empowerment enables women to acquire assets, skills, knowledge and capabilities so that they can have access to opportunities and public goods and control their own development and the development of their families, communities and societies.

15. Shifting from a an5d5 Tw1oQ3 go44shrainb0028.76-(1351435855)(1252 III wllc 0: Hpa t F6ap26). 9200

- Resource allocations and infrastructure;
- Institutional and organizational factors; and
- Social-cultural factors.

18. In addition to these cross-cutting factors, other conditions affect women's access, capabilities and agency, including health, nutritional and education status; population demographics and household characteristics; labour markets; food security; economic, political and environmental conditions; socio-cultural conditions; access to adequate public services, basic infrastructures, and energy and labour-saving technologies; and access to information and communication technologies. Finally, international co-operation and partnerships in the fields of finance, technology transfer, debt relief and trade can support an enabling environment. Many of these issues are addressed by internationally agreed development goals, including the Millennium Development Goals (MDGs), and the objectives and related actions arising from the 2000 Millennium Summit and the 2005 World Summit.

IV. An enabling environment for gender equality and the advancement of women: current challenges

19. The current level of women's participation in the economic, cultural and political processes of most societies has not resulted in desired women's and girls' access to development resources and outcomes. The continued gender gap that persists in capabilities, access and agency remains a concern for the women's movement and gender advocates in the national and international arenas. A global situation analysis of gender relations around the world indicates that in most societies, gender inequality continues to shape structures and practices of institutions leading to inequitable allocation and distribution of resources. As noted by one expert, gender inequalities negatively impact on the success of socio-economic transformation and development.³ Gender equality concerns, however, are frequently ignored in the course of formulating national policies and strategies for development. Yet, as noted by another expert,⁴ women experience the impact of such policies in their day-to-day lives and encounters with institutions that shape their social environment, e.g., institutions that shape -a g e n y o n T j m p l o y 0 . 1 2

special needs. These situations expose those affected to deeper discrimination, fewer opportunities, and greater human rights violations, and need to be addressed at the national level through specific empowerment and protection measures.

21. Among the root causes of discrimination, the experts focused on

- The impact of global macroeconomic policies on national, regional and local levels;
- The absence of or slow progress towards participatory democracy;
- The gendered nature of political, public, social and cultural institutions and related discourses; and
- Socio-cultural constraints, including the lack of attitudinal change towards gender equality and the empowerment of women.

22. The experts noted that livelihood systems, well-being and human security conditions are no longer determined by State and local actors alone, but also by globalization, including the economic conditions brought about by Governments, international financial institutions and multi- and bilateral donors, and trans-national corporations and other private actors. Effects of a cross-border nature are conflicts over resources; ideological, ethnic, and religious clashes; humanitarian disasters, natural disasters, and displacement of persons. Similar concerns were raised about responses to pandemics such as HIV/AIDS, or possible future pandemics, such as Avian Influenza.

23. Women experience the impact of globalization in different ways than men. Globalization and cross-boundary migration have brought some obvious benefits to women, such as access to information and communication technology and greater work opportunities. The experts critically assessed current conditions and concluded that these benefits notwithstanding, the disparities in and devaluation of women's participation in development have been reinforced by the global restructuring of economies, in particular liberalization, privatization, international trade agreements, and prioritization of monetary policies over fiscal policies and resource needs, among others.

limits on budget deficits (and often pressures to maintain surpluses) have similarly constrained increases on social sectors spending.⁷

25. Social and economic policies have been viewed by many as though they were gender-neutral, but they produce or reinforce gendered differentials in access to education and health services, as well as productive assets, including capital, land, skills, and markets, as well as exacerbate women's time burdens, economic constraints and opportunity costs.⁸ Several experts emphasized that neo-liberal policies most negatively affect the poor strata of the population, where women and children predominate. Social expenditures on the reproduction of the labour force such as child care have in many cases been moved to the sphere of domestic work, where they tend to become invisible to society and present an additional burden for women. Further, structural adjustment policies have led to moving labour supply and

and work have also been compartmentalized. The experts noted that current quantitative MDG targets and indicators largely fail to specify the systemic and socio-cultural changes required for the achievement of gender equality and the empowerment of women. They also fail to emphasize the linkages among the goals and do not mainstream gender perspectives.

28. Health, education and work are defined as human rights under the International Covenant of Economic, Social and Cultural Rights of the United Nations and the Convention on the Elimination of All Forms of Discrimination against Women. The Beijing Platform (1995), the outcome of the twenty-second special session of the General Assembly (2000), and the

and disease. Rather, the diversity within societies should be recognized. Overly simplistic and contrasting views of identity and status contribute to institutionalizing gender stereotypes and undermining the value and contributions of women.

31.

had not lessened proportionately. Men's greater participation in household and family care, the reproductive work of society, was considered essential. An expert considered that gender equality required that equality in employment be complemented by equality in the household.²¹

35. Another major and harmful phenomenon influenced by socio-cultural factors is persistent violence against women and girls, which impacts across all sectors of society and all age groups.

including, as necessary, through laws and regulations that create incentives and temporary special measures.²⁴

39. Education is both an end in itself as well as a means to improve individuals and societies. Education that promotes equality and rights has the potential to offer girls and women the kind of knowledge that can lead to self-empowerment and critical ways of thinking about their social, cultural, political and economic status. Good quality education can also provide specific skills and training for employment, better health choices, and opportunities to break the intergenerational cycle of poverty. The intrinsic and empowering value of education for women should be equally considered along with the beneficial secondary impacts on families, communities and societies.

40. The experts noted that greater educational opportunities for women and girls have proven to result in greater health care for children, lower rates of HIV infection, lower birth rates and later marriage, and greater ownership of land and assets.²⁵ The experts also noted that education and training enable women to hold better positions in the labour market; retain stronger bargaining power; enhance opportunities for promotion; participate in economic, social and political decision

between time-bound, short-term goals and longer-term efforts, investment and planning required for transforming gender biases and social norms that discriminate against women. Notably, little progress has been made towards initiating education that would enable students to analyze the underlying causes of inequalities.

43. The experts also noted that neo-liberal policies designed by international financial institutions and implemented by ministries of finance and central banks have restricted spending on education and other social sectors. In some countries, they have led to public education becoming less viable. The rapid privatization of public services, decreasing foreign aid for education, donor conditionality and the huge debt burden, have a strong influence on the availability and flexibility of education funds. These shortages mean that governments have difficult choices to make when allocating funds. Education programmes for girls may be curtailed and salaries for teachers compromised. Multiple providers now offer differing quality of education to those who can afford to pay. The ‘outsourcing’ of education has brought into question what education is for and for whom it is accessible.²⁸ Girls and women, who constitute the majority of the poor, have been particularly affected by this development.

44. The challenges to exercising the right to education persist when education is not provided free of charge to all children. In 92 developing countries where school fees continue to be charged, a negative impact on the education of girls has been noted.²⁹ Fewer girls are sent to school if parents with limited resources are forced to make a choice between investing in their daughters’ or their sons’ education.

64. Governments and other stakeholders should partner with civil society and support its

B.1. Constraints

71. Women's access to full, comprehensive, affordable, and quality primary health care

75. A major component of the health sector reform that has been implemented in a number of countries is decentralization of health services to regions, districts, voluntary agencies and the private sector. However, due to limited budgets in local communities or lack of gender aware community leaders, one expert noted that some specific needs of poor women, such as transportation to health facilities or the provision of food and clothing or domestic care support, are not planned for, leading to unintended restrictions in access for women and girls in these countries.³⁷

76. Human resources policies within the health sector are largely responsible for the drain of human resources from the health sector from low to higher income countries. Nursing, a profession exercised in the majority by women, is undervalued and has been one of the areas hardest hit by skill migration. Emigration of health professionals has multiple effects: reducing capacity and quality within the health services, but investment to the national economies that invest in the training of health professionals, and changes to the dynamics within the families of those who leave. Attitudes of staff that remain, and poor quality of services, act as disincentives for women to access health services.³⁸

77. Gender stereotypes also lead to a relative lack of representation of women in decision-making in health care structures and negatively affect women's ability to negotiate with the authorities of national health systems.

78. Professional associations within the health sector have sometimes resisted the introduction of innovative strategies that benefit women, for example the "de-medicalization" of certain procedures and the integration of services and community-based distribution of health commodities. In addition, multinational organizations within the pharmaceutical industry have also focused on outcomes that are not aimed at optimizing health for women and other marginalized populations.³⁹

B.2. Recommendations

79. Governments should ensure that health systems apply the primary health care principles of accessibility, affordability and acceptability to women's health, and ensure that health is seen as a social good rather than a commodity.

80. Governments should introduce policies to promote the retention of health staff, particularly providers capable of reaching poor and vulnerable women and providers of sexual and reproductive health. Policies may include sustainable incentives for deployment of staff to rural areas. In addition, donor policies on the funding of health staff salaries need to be revised to create opportunities for the development of sustainable health human resource programmes in less developed countries.

81. Governments should assess and develop the health workforce, particularly at the primary care level. This should include taking gender perspectives into account in ensuring adequate

³⁷ Thiesmeyer, *op. cit.*

³⁸ Allotey, *op. cit.*

³⁹ Allotey, *op. cit.*

conditions to retain nursing, midwifery and other sexual and reproductive health staff. This is critical for priority issues such as emergency obstetrics and the prevention and treatment of HIV/AIDS.

82. Governments should expand pilot community health programmes, workplace-based programmes, and nurse retraining programmes. Governments and other policy makers should commit to overcoming current resistance from professional associations in the development of alternative sources of service providers.

83. Governments and other stakeholders should bring health services closer to women and girls at the workplace, in educational environments, and in their homes.

84. Governments, international financial institutions, donors, and other policy makers should systematically assess the impact of health sector reforms on women to ensure that the

C. Work

91. Employment, in particular paid employment, is a critical aspect of the empowerment of women. Work can increase women's mobility and enable them to acquire greater capacities and skills, access and agency, and in particular greater economic independence, which can in turn enable them to have greater access to health care. Women's remunerated employment is also a critical means to ensure household and family security and survival and thus contribute to the fight against poverty.

92. The experts noted that CEDAW obliges States parties to ensure non-discrimination in employment. Opportunities for gender justice in employment also exist through the work of labour-standard setting organizations, regulatory bodies, elected workers' representatives, collective and social movements, and development frameworks to promote the protection of women workers' rights to decent work and equal pay.

93. Ongoing interventions such as gender-responsive budgeting and planning, corporate social responsibility, vocational education and skills development programmes, and partnerships among various organizations, including women's organizations and networks of organized informal workers, have enhanced women's and girls' capabilities, voice and agency while protecting and promoting women's fundamental rights at work. For example, one of the experts stressed that a local banking programme had the potential to bring women to the formal finance market. Women's participation in the leadership of the programme had opened opportunities to be involved in local governance and the private sector.⁴⁰

94. Research initiatives and the development of gender-sensitive data-collection initiatives can measure and capture the subtleties of gender discrimination at work and the multi-faceted contributions of women to the national economy.

95. The experts agreed that women's enabling environment in the field of work involves all stakeholders, including Governments, the private sector, and worker's representatives. They noted that Governments regulate labour markets through their trade, industry and fiscal policies, with a bias towards large industries. States should also support women in the informal economy through training, credit, and marketing, and social protection measures, in accordance with international standards set by the International Labor Organization (ILO) and other organizations.⁴¹

C.1. Constraints

96. Work in contemporary times continues to contrast productive and reproductive activities, as well as paid and unpaid work, including in family-based enterprises. The division of labour continues to be structured, valued and remunerated according to traditional gender roles. The gendered division of labour is expressed in women's overload with work of little economic value or social recognition, lack of time available for training and recreation, and inadequate access to

⁴⁰ Londonio, Amelia, *Bayanihan Banking Program: a little answer to the gargantuan problem of poverty of the city of Pasay* (EGM-WPD-EE/2005/EP.6)

⁴¹ Khotkina, *op. cit.*

social protection and poverty alleviation initiatives. As a result, they are unable to break the cycle of intergenerational poverty despite the fact that they hold remunerative employment.

102. The experts noted, however, that gender-based economic inequality cannot be neatly correlated with poverty status.⁴⁶ Gender disparities in equal access to labour opportunities are also prevalent among women in higher social strata and they equally experience persistent wage gaps and occupational segregation. In this context, women's lower educational attainments and intermittent career paths are not, contrary to conventional belief, the main reason for gender differentials in pay. Occupational segregation and discrimination against women in employment based on socio-cultural stereotypes have a significant impact on remuneration.⁴⁷ For example, in urban areas of Vietnam, men tend to dominate industries such as mining, metal work and heavy industry. Conversely, women are overwhelmingly represented in light industry, such as garment and textile manufacturing, social services and sales.⁴⁸

103. Women are likewise not equally represented in decision-making positions in either the formal or informal economy, even in female-dominated sectors. For example, as noted by an expert, the proportion of male employers in some countries of Eastern Europe was twice that of women, while almost equal numbers of women and men were self-employed. Thus, women were not only underrepresented among entrepreneurs, but also consequently owned smaller portions of property and income.⁴⁹

104. The experts were also concerned that much of the work performed by women is not acknowledged as contributing to the gross national product. Free market and transition economies that are no longer state-regulated have resulted in changes in household economies, i.e. many services which families could formerly afford to purchase or receive from the public sector are now performed by women at home, including child care and other domestic services. Women have had to increase their contributions to the reproduction of the labour force and the well-being of their families to a significantly larger extent than men. Women's extra time spent in unpaid work results in a vicious cycle, breaking the economic and work-life balances and resulting in loss of efficiency.⁵⁰ Thus, while women significantly contribute to the economy, their participation does not necessarily lead to greater empowerment in their daily lives.

C.2. Recommendations

105. Governments should ensure the adoption of gender equality legislation that supports promotion and protection measures for women in the field of work.

106. Governments should guarantee that poverty reduction strategies and initiatives address

107. Governments should redefine and recognize work to include low-remunerated care, unpaid care work, reproductive and volunteer work, as productive work with economic value, for example through research, revision of national statistics and gender-responsive budgeting.

108. Governments should provide legal recognition to women workers in all economies, fair conditions of work, social protection, and fundamental rights at work, for example, the right to organize.

109. International organizations, Governments and employers should strengthen accountability measures and mechanisms for the protection and promotion of women workers' rights regardless of the sector of employment or place of work.

110. Governments, CSOs and employers should enact norms, including labour codes, anti-discrimination laws, equal opportunity laws and codes of conduct, and social standards on corporate social responsibility that enhance substantive equality for women.

111. Employers, unions, CSOs and donors should upscale corporate social responsibility initiatives that focus on gender equality and work with the informal sectors.

112. Governments, the private sector and relevant regulatory bodies at the national and local levels should establish temporary special measures to overcome persistent gender barriers, such as quotas for women in decision-making in publicly owned or private companies; or favourable treatment for women who are starting or managing businesses.

113.

117. Current initiatives from CSOs, unions, donors and others, which have proven to enable women to enjoy fundamental rights at work, for example, through tripartite partnerships, should be strengthened.

118. Governments, employers, unions, donors and CSOs should make available services and infrastructure at and around the workplace to empower working women, including transport, health and child care, especially in sectors where large numbers of women work, and in rural and other areas that are not easily accessible.

119. Employers, donors, unions, CSOs and governments should increase access, control and opportunities for women in relation to information and communication technologies (ICT) at the workplace on a variety of issues relating to health, education and work.

120. Data collection, analysis and management of data that measures women's inequalities in the world of work should be enhanced, for example, through the development and use of meaningful process indicators.

VI. Conclusions and recommendations

121. The Expert Group Meeting reflected on the impact of globalization, rights-based development frameworks, the role of the women's movement, as well as opportunities and strategies to promote an enabling environment in education, health and work for women.

122. The experts noted that there was a need to pursue integrated approaches to ensure an enabling environment for women's enhanced participation in development. The experts concluded that some current opportunities constitute aspects of such integrated approaches, inter alia:

128. The Expert Group Meeting also made the following cross

139. In implementing these recommendations, the experts stressed that all stakeholders should apply the rights-based approach to development as a conceptual, legal or normative framework that focuses on ensuring participation and agency, eliminating discrimination, and providing access to opportunities. This approach also promotes the rule of law, transparency, accountability and sound public management. It is important in upholding the universal validity of human rights. Application of global universal norms to local contexts for the creation of an enabling environment for women's enhanced participation in development requires culturally sensitive approaches that nonetheless

ANNEX I

LIST OF PARTICIPANTS

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ANNEX II

LIST OF DOCUMENTS

A. PAPERS BY EXPERTS

- EGM/WPD-EE/2005/EP.1** *Decent work and gender equality:
Participation of women workers in development
frameworks*
Margarita Zambrano (Colombia)
- EGM/WPD-EE/2005/EP.2** *Gender, public health, and human security policy in
Asia*
Lynn Thiesmeyer (USA)
- EGM/WPD-EE/2005/EP.3** *Women's rights and participation, including
women's access to land and inheritance, and the
role of lobbying and grassroots organizations in
Lesotho*
Keiso Matashane-Marite (Lesotho)
- EGM/WPD-EE/2005/EP.4** *Gender at work: increased participation requires
institutional change*
Froniga Greig (United Kingdom)
- EGM/WPD-EE/2005/EP .5** *Creating an enabling environment for women's
participation in development through legal and
regulatory frameworks that provide women's equal
access to rights and opportunities in the field of
education, work and health - challenges and
recommendations, and the role of women's NGOs
in this process*
Genoveva Tisheva (Bulgaria)
- EGM/WPD-EE/2005/EP.6** *Bayanihan Banking Program:
a little answer to the gargantuan problem of poverty
of the city of Pasay*
Amelia "Nona" Londonio (Philippines)
- EGM/WPD-EE/2005/EP.7** *Does primary health care still have currency in
improving sexual and reproductive health of
women?*
Pascale Allotey (Australia)
- EGM/WPD-EE/2005/EP. 8** *Creating an enabling environment for girls and
women's participation in education*

Akanksha A. Marphatia (USA)

EGM/WPD-EE/2005/EP. 9

Gender and institutions: creating an enabling environment

Nüket Kardam (Turkey)

EGM/WPD-EE/2005/EP. 10

The impact of macro-economic policies and economies in transition on women's employment, including in the informal sector

Zoya A. Khotkina (Russian Federation)

EGM/WPD-EE/2005/EP.11

The impact of health policies and health sector reform on the readiness of health systems to respond to women's health needs, with a special focus on reproductive health, reproductive rights and HIV/AIDS

Stella Neema (Uganda)

EGM/WPD-EE/2005/EP.12 (draft)

Women's political participation: issues and challenges

Farzana Bari (Pakistan)

B. PAPERS BY OBSERVERS

EGM/WPD-

EGM/WPD-EE/2005/OP.1

Gender- the view from below

Hoa Phuong Tran (Vietnam)

C. BACKGROUND PAPERS

EGM/WPD-EE/2005/BP.1

Aide-Mémoire

EGM/WPD-EE/2005/BP.2

C. ACKGROUND PAPERS

E. INFORMATION NOTES

EGM/WPD-EE/2005/INF.1 Rev.2	Proposed Programme of Work
EGM/WPD-EE/2005/INF.2	Information for Participants
EGM/WPD-EE/2005/INF.3 Rev. 2	List of Participants
EGM/WPD-EE/2005/INF.4	List of Documents
EGM/WPD-EE/2005/INF.5	Procedures followed in ad hoc expert group meetings

ANNEX III

PROGRAMME OF WORK

Tuesday, 8 November 2005

United Nations Conference Centre (UNCC), ESCAP

- | | |
|--------------------------------|--|
| 8:00-8:30 p.m. | Registration of participants |
| 8:30 a.m. – 10:00 a.m. | Opening of the meeting

Opening statement by Ms. Thelma Kay, Director, Emerging Social Issues Division, United Nations Economic and Social Commission for Asia and the Pacific (ESCAP)

Message from Ms. Carolyn Hannan, Director, Division for the Advancement of Women (DAW), United Nations Department of Economic and Social Affairs
Presented by Ms. Sylvie I. Cohen, Deputy Director, Division for the Advancement of Women (DAW)

Introduction of experts and other participants |
| 10:00 – 10:15 a.m. | Break |
| 10:15 a.m. – 10:45 p.m. | Election of officers and adoption of the programme of work
Introduction to the meeting by a representative of DAW |
| 10:45 – 12:00 p.m. | Presentation of Working Paper by Ms. Rachel Masika, Consultant to DAW
Discussion |
| 12:00 – 1:00 p.m. | Lunch |
| 1:00 – 3:00 p.m. | Presentations by experts

Ms. Akanksha Marphatia (USA)
<i>Creating An Enabling Environment for Girls and Women's Participation in Education (EP.8)</i>

Ms. Nüket Kardam (Turkey)
<i>Gender and Institutions: Creating an Enabling Environment (EP.9)</i>
Discussion |
| 3:00 – 3:30 p.m. | Break |

3:30 – 6:00 p.m

Presentations by experts (ctd)

Ms. Genoveva Tisheva (Bulgaria)

Creating An Enabling Environment for Women's Participation in Development through Legal and Regulatory Frameworks that Provide Women Equal Access to Rights and Opportunities in the Fields of Education, Work, and Health: Challenges and Recommendations, and the Role of Women's NGOs (EP.5)

Ms. Keiso Matashane-Marite (Lesotho)

Women's Rights and Participation, Including Women's Access to Land and Inheritance Issues, and the Role of Lobbying and Grassroots Organizations in Lesotho (EP.3)

Ms. Farzana Bari (Pakistan)

Women's Political Participation: Issues and Challenges (EP.12)
Discussion

Wednesday, 9 November 2005

8:00 a.m. – 10:00 a.m.

Presentations by experts (ctd.)

Ms. Zoya A. Khotkina (Russia)

The Impact of Macro-Economic Policies and Economies in Transition on Women's Employment, including in the Informal Sector (EP.10)

Ms. Lucia Margarita Zambrano (Colombia)

Decent Work and Gender Equality: Participation of Women Workers in Development Frameworks (EP.1)

Ms. Froniga Greig (UK/Australia)

The Impact of Globalization and Employment Policies on Women's Participation in Development (EP.4)

Discussion

10:00 a.m. – 10:15 p.m.

Break

10:15 a.m. – 11:30 p.m.

Presentations by experts (ctd.)

Ms. Nona Arce Londonio (Philippines)

Bayanihan Banking Programme: A Little Answer to the Gargantuan Problem of Poverty of the city of Pasay (EP.6)

Discussion

11:30 – 12:30 p.m.	Lunch
12:30 – 3:00 p.m.	Presentations by experts (ctd)
	Ms. Lynn Thiesmeyer (USA) <i>Gender, Public Health and Human Security Policy in Asia (EP.2)</i>
	Ms. Pascale Allotey (Australia) <i>Does Primary Health Care Still Have Currency in Improving Sexual and Reproductive Health? (EP.7)</i>
	Ms. Stella Neema (Uganda) <i>The Impact of Health Policies and Health Sector Reform on the Readiness of Health Systems to Respond to Women’s Health, with a Special Focus on Reproductive Health, Reproductive Rights and HIV/AIDS (EP.11)</i> Discussion
3:00 – 3:30 p.m.	Break
3:30 - 4:30 p.m.	Discussion
4:30 – 5:00 p.m.	Presentations by observers (tbd)
	Ms. Hoa Phuong Tran <i>Gender - The View From Below (OP.1)</i> Discussion
5.00 – 6:00 p.m.	Establishment of working groups

Thursday, 10 November 2005

8:30 – 10:00 a.m.	Working groups
10:00 – 10:15 a.m.	Break
10:15 a.m. – 12:00 p.m.	Working groups
12:00 – 1:00 p.m.	Lunch
1:00 – 3:30 p.m.	Feedback from the working groups to plenary Discussion
3:30 – 4:00 p.m.	Break
4:00 – 6:00 p.m.	Drafting Committee works on draft report Work to continue in the evening as necessary

Friday, 11 November 2005

8:30 – 10:00 a.m.	Drafting Committee work continues to work on draft report
10:00 – 10:15 a.m.	Break
10:15 a.m. – 12:00 p.m.	Presentation and discussion of draft report and recommendations
12:00 – 1:00 p.m.	Lunch
1:00 – 3:00 p.m.	Adoption of report and recommendations
3:00-3:30 p.m.	Break
3:30 – 4:30 p.m.	Closing session End of Expert Group Meeting