

PAMUN XVIII RESEARCH REPORT— QUESTION OF GENDER MAINSTREAMING IN ALL SECTORS OF THE ECONOMY

Introduction of Topic

The Universal Declaration of Human Rights sets forth the follow principle in article 2: Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. While gender equality is a fundamental human right, women in today’s society are consistently disadvantaged compared to men. The United Nations (UN) strives to achieve gender equality as part of its 2030 Agenda for Sustainable Development, specifically under Goal 5, (defined below), namely sections 5.4 (Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate), 5.5 (Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life), 5.A (Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws) and 5.C (Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels). Moreover, policy-makers globally have embraced gender mainstreaming as a means of achieving gender equality.

Definition of Key Terms

Gender Mainstreaming

As defined by the United Nations Economic and Social Council (ECOSOC), gender mainstreaming is defined as follows: “The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.” In essence, gender mainstreaming is the practice of taking into account the implications of a specific action for both men and women, and to accommodate the interests and realities of both genders, in order to achieve gender equality. Although sometimes perceived by many as giving

women more privileges than men, gender mainstreaming does not actually do this; it instead strives to shape policies to adapt to the different needs and statuses of both men and women in order to achieve gender equality. (see appendix I for a short video on gender mainstreaming)

Gender Equality

Gender equality is achieved when women and men enjoy the same rights and opportunities across all sectors of society, including economic participation and decision making, and when the different behaviors, aspirations and needs of all women and men are considered and valued equally. The UN maintains that “gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world.” Gender equality is measured by considering the representation of men and women in a range of roles. The UN also calculates a gender inequality index (UNGII) which reflects inequality between women and men in three dimensions: reproductive health, empowerment, and the labor market.

Economic Sector

An economic sector is a division of a country’s population based upon the economic area in which that population is employed. Economists often divide the economy into three sectors: the primary sector, which involves the extraction and production of raw materials, and includes agriculture, mining, and other natural resource industries, the secondary sector, which involves the transformation of raw materials into goods, and includes manufacturing, engineering, and construction, and the tertiary sector, also known as the service industry, which involves the supplying of services to consumers and businesses, and includes occupations such as babysitter and accountant. However, more recently, attempts have been made to divide the economy further into two more sectors, the quaternary and quinary sectors. The quaternary sector involves intellectual activities such as education and research, and the quinary sector is reserved for high level decision makers in government and business.

Sustainable Development Goal 5

The Sustainable Development Goals (SDGs) are a collection of 17 global goals set by the UN and adopted by world leaders which came into force on January 1 2016. The SDGs build on the success of the Millennium Development Goals (MDGs) and aim to go further in their hopes for the future. The UN plans to achieve these goals by 2030. Sustainable Development Goal 5 is as follows: “Achieve gender equality and empower all women and girls”. While the MDGs did make significant progress in promoting gender equality, women still face discrimination and violence in every part of the world. As such, the UN strives to provide women with “equal access to education, health care, decent work, and representation in political and economic decision-making processes”. (see appendix V to visit the UN website for Sustainable Development Goal 5)

Background Information

Causes of Gender Inequality

The causes of gender inequality vary considerably by geographic regions, as do the methods for combatting it. In short, gender inequality is caused by traditional gender roles for men and women, which included distinct roles for men and women, typically encompassing ideas about women in the domestic sphere (ie. women were expected to care for children and elderly parents, and perform the bulk of housework, and traditionally did not lead professional lives to the same extent as men did). In modern times, such divisions still exist in parts of the world, and gender inequality is rooted in several causes, including societal pressure and expectation for the way a woman is supposed to behave, and a lack of access to education for women, leaving them with no option other than to work in the household. In fact, according to statistics published by the World Bank, in 2016, approximately 29.1 million boys were not enrolled in any primary education, compared to 34.3 million girls who were not enrolled in any primary education. In addition, while the percentage of girls and boys who completed secondary school is relatively equal for high income and medium income families, for those in low income families, 41.1% of boys completed secondary education, while only 34.4% of girls completed secondary education. As such, in order to reach an effective solution it is important to understand the various causes of gender inequality.

Gender Inequality in the Economic Sector

As mentioned previously, the sectors of the economy encompass a wide range of positions, including: extracting natural resources, manufacturing, agriculture, service industry, research and intellectual activity, and high-level decision making in government and business. As such, the sectors of the economy encompass virtually all job positions, and as such, it is necessary to understand gender inequality in the workplace. The gender pay gap, which is the difference in salary between men and women working the same job, indicates that women on average, earn less than men for the same work. In addition, as mentioned previously, women on average have a lower level of education than men, and as such, work jobs that pay less. As a result, gender inequality is a major concern in the sectors of the economy.

Origins of Gender Mainstreaming

The concept of gender mainstreaming was first proposed in 1985 at the Third World Conference on Women in Nairobi, Kenya, and was then formally featured in 1995 at the Fourth World Conference on Women in Beijing, China. It was then cited in the Beijing Platform for Action (see appendix III), one of two documents that resulted from the conference. The document calls for women's empowerment and strives to remove all obstacles to women's active participation in all spheres of public and private life and establish an equal share for women in economic, social, cultural, and political decision-making. The document suggests that governments mainstream a gender perspective in all policies and programmes as a

means of working towards several goals: reducing unequal access to and inadequate healthcare and educational opportunities, reducing violence against women, allowing all women to enjoy those human rights that are granted to men, and reducing the inequality between men and women in the sharing of power and decision-making at all levels. The Beijing Platform for Action was officially endorsed by the General Assembly (GA) in January 1996 at its fiftieth session (see appendix IV). Since then, gender mainstreaming has been practiced by various countries worldwide as a strategy for achieving gender equality in all spheres of public and private life.

Gender Mainstreaming in UN peacekeeping operations

In 2000, the Security Council (SC) passed a landmark resolution on women, peace, and security (Resolution 1325) (see appendix VI), which “reaffirms the important role of women in the prevention and resolution of conflicts, peace negotiations, peace-building, peacekeeping, humanitarian response and in post-conflict reconstruction and stresses the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security.” This was the first resolution to address the disproportionate and unique impact that armed conflict has on women. Since then, seven more resolutions (1820, 1888, 1889, 1960, 2106, 2122, 2242; see appendices VII to XIII) have been passed addressing a variety of topics pertaining to empowering women, including: “stressing the importance of women’s equal and full participation in the prevention and resolution of conflicts[,] addressing the impact of sexual violence on women’s lives[,] promoting the development and use of indicators and standards for monitoring women, peace and security, including on sexual violence in conflict[,] raising awareness of gender issues through training and capacity building for peacekeeping personnel[,] engaging with civil society more comprehensively[,] and the active promotion of linking root causes of conflict with prevention and protection.”

Major Countries and Organizations Involved

European Institute for Gender Equality (EIGE)

EIGE is an agency of the European Union (EU) based in Vilnius, Lithuania, established in 2007. The agency supports EU member states in promoting gender equality and combatting sex-based discrimination. It gathers, analyses, and spreads reliable research data on gender equality needed by policy-makers, as well as monitoring the EU’s commitment to gender equality based on the Beijing Platform for Action (see appendix III). It supports gender mainstreaming as a strategy for achieving gender equality within the EU.

United Nations Peacekeeping (UNPK)

UNPK conducts peacekeeping operations under the United Nations Department of Peacekeeping Operations (DPKO), and is a “unique and dynamic instrument developed by the organization as a way to

help countries torn by conflict to create the conditions for lasting peace.” Since the passage of Security Council Resolution 1325 (see appendix VI), which lays the blueprint for gender and peacekeeping work for the DPKO, and the subsequent resolutions (1820, 1888, 1889, 1960, 2106, 2122, 2242; see appendices VII to XIII), peacekeeping operations under UNPK are obligated to implement the terms set out by these resolutions, and UNPK has incorporated gender mainstreaming into its work as set out by the resolutions above. This enables them to fully recognize the impact that conflict has on both women and men, and to make sure that the voices, needs, and priorities of women and girls are included in all areas of peacekeeping in order to promote their political participation and ensure that they are protected from gender based and sexual violence.

United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)

UN Women is an entity of the UN working to empower women worldwide, and is part of the United Nations Development Group (UNDG), of which many other UN agencies are also a part, including the United Nations Development Programme (UNDP), UNICEF, the World Health Organization (WHO), and the Office of the High Commissioner for Human Rights (OHCHR), to name a few. Its main areas of work include ending violence against women, empowering women economically and politically, conducting humanitarian missions, ensuring peace and security for women, and working together with the SDGs. Since 1997, the Assistant Secretary-General and the Special Adviser to the Secretary-General on Gender Issues and the Advancement of Women are responsible for supporting and overseeing the implementation of policy mandates throughout the entire UN system. The role of UN Women is mainly supportive and advisory, as well as monitoring and reporting on progress with regards to gender mainstreaming. In fact, the special Adviser has the mandate to “promote, facilitate and monitor the gender mainstreaming efforts of the entire United Nations system”. Through this entity, gender mainstreaming within the UN has allowed for progress towards achieving gender equality within the entire UN system, and by extension, to member states.

Timeline of Events

Date	Description of event
15-26 July 1985	Concept of gender mainstreaming first proposed at the Third World Conference on Women in Nairobi, Kenya
4-15 September, 1995	Gender mainstreaming formally featured at the Fourth World Conference on Women in Beijing, China
15 September 1995	Beijing Declaration and Platform for Action ratified by all United Nations member states at the Fourth World Conference

17 January 1996	Beijing Declaration and Platform for Action officially endorsed by the GA at its fiftieth session
31 October, 2000	Security Council passes Resolution 1325, a landmark resolution on women, peace, and security
19 June 2008 - 13 October 2015	Security Council passes resolutions 1820, 1888, 1889, 1960, 2106, 2122 and 2242 (explained in Background Information: Gender Mainstreaming in UN peacekeeping operations)

Relevant UN Treaties and Events

- Third World Conference on Women, 15-26 July 1985
- Fourth World Conference on Women, 4-15 September, 1995
- Beijing Declaration and Platform for Action, 15 September 1995 (see appendix III)
- Resolution on the Fourth World Conference of Women, 17 January 1996 (**A/RES/50/42**) (see appendix IV)
- Security Council Resolution 1325, 31 October 2000 (**S/RES/1325 (2000)**) (see appendix VI)
- Various Security Council Resolutions, 19 June 2008 - 13 October 2015
 - Security Council Resolution 1820, 19 June 2008 (**S/RES/1820 (2008)**) (see appendix VII)
 - Security Council Resolution 1888, 30 September 2009 (**S/RES/1888 (2009)**) (see appendix VIII)
 - Security Council Resolution 1889, 5 October 2009 (**S/RES/1889 (2009)**) (see appendix IX)
 - Security Council Resolution 1960, 16 December 2010 (**S/RES/1960 (2010)**) (see appendix X)
 - Security Council Resolution 2106, 24 June 2013 (**S/RES/2106 (2013)**) (see appendix XI)
 - Security Council Resolution 2122, 18 October 2013 (**S/RES/2122 (2013)**) (see appendix XII)
 - Security Council Resolution 2242, 13 October 2015 (**S/RES/2242 (2015)**) (see appendix XIII)

Main Issues

Issues facing women

Inequalities in political power

Throughout the world, women are under-represented in political-processes. As an example, take the European Parliament (EP). Currently, only 37% of the 751 Members of the European Parliament (MEPs) are women (see appendix XIV). As a result, given the under-representation of women in political processes and the fact that their voices often go unheard, the separate needs, priorities, and interests of women aren't addressed as effectively as they should be, and policies are often implemented without meaningful input from women.

Differences in legal status and entitlements

Despite the fact that women may be entitled to the same rights as men, in practice, women may face denial to their right to personal status, security, land, inheritance and employment opportunities. For example, until recently, women in Saudi Arabia were not permitted to drive or travel without permission from a male relative, even within the country. Moreover, employers in developed countries may tend to favor men over women due to laws governing maternity leave for women, among other reasons. In addition, due to patriarchal inheritance customs, resources and property, such as houses and land, have more often ended up in the hands of men as opposed to women. As such, when only men have access to these resources, women have little opportunity to improve their status or living conditions within the family and community.

Unequal distribution of labor and the gender pay gap

In most countries, women and men are distributed unequally across manufacturing sectors, formal and informal sectors, within agriculture, and among other occupations, leading to a lack of women in some fields (ex. top executives) or a lack of men in other fields (ex. elementary school teachers). As a result, policies are shaped in a way that disproportionately affect one gender and may not effectively accommodate the needs of both genders. Moreover, women are often paid less than men for the same work. In fact, the World Economic Forum (WEF) reports that the average pay for women in 2017 was \$12,000, compared to \$21,000 for men, and the gap is widening (see appendix XV). Of course, many different factors affect the amount that women are paid; for example, women are more likely to work jobs that are low-income or part-time (for a variety of reasons, including difficulty in attaining high positions in male-dominated fields and other commitments such as caring for children, elderly parents, or both). However, even when adjusting for said factors, women are still, on average, paid less than men for the same work.

Inequalities in the domestic sector

In many countries, in part due to gender norms and expectations, women usually shoulder the responsibility of tasks related to caring for family members and the household, undertaking tasks such as laundry, food preparation, childcare, cleaning, and, in rural areas, collecting water and firewood for daily use. Moreover, a Canadian study (see appendix XVI) recently found that women “consistently perform more housework than men do”. As a result, with these added responsibilities, women are much less likely to engage in other political or economic activities, thus perpetuating gender inequality. In addition, in most parts of the world, women and girls do the bulk of unpaid work, including caregiving and household tasks such as cooking and cleaning. On average, women report that they spend 19% of their time in unpaid activities, versus 8% for men. The responsibilities of unpaid care and domestic work, combined with paid work, means greater total work burdens for women and girls and less time for rest, self-care, learning and other activities.

Discriminatory attitudes towards women

Gender inequality is not just based on measurable factors, such as income inequality or parliamentary representation, but is also reflected in other ways that are difficult to measure. Ideas such as appropriate behavior for women, independence, gender stereotyping, and aptitude for certain professions all play into gender inequality, and restrict the freedom that women have to pursue their own goals and aspirations, and as such, are a vital aspect of gender inequality that needs addressing.

Inequality by country

While some issues that face women are universal and exist to some extent in almost all parts of the world, such as societal attitudes and expectations, it is important to understand that gender inequality is a continuum. As such, in some countries, the major issue affecting women might be inequalities in the workplace, whereas in other countries, the major issue may be difficulties in accessing legal documents, or institutional sexism. Given the wide range of problems that exist in many different countries, it is advisable that delegates conduct specific research into the state of gender inequality in their member states.

Criticism of gender mainstreaming as a means of achieving gender equality

Ineffective results

Skeptics of gender mainstreaming point out that it has yet to bring with it the transformative change that would affect core policy areas and radically transform policy processes. Such criticism is present within certain European institutions where gender mainstreaming has been somewhat implemented. Moreover, some say that gender mainstreaming has not drastically increased women’s participation in decision-making, pointing to figures such as the representation of women within the UN itself or within the European Parliament (EP).

Poor implementation and lack of monitoring

A consistent problem for many organizations that have adopted gender mainstreaming has been the lack of an effective follow-up mechanism, making it easy for a lack of commitment to gender mainstreaming to bring down the implementation of gender mainstreaming within a certain organization. Moreover, it is important to understand that gender mainstreaming does not simply end with increasing the number of women within a particular organization; it is instead about changing social consciousness, so that the effects of a policy for both men and women are truly analyzed before implementation. This has led to what some are calling “trickle-down feminism”, whereby the number and ranks of women in elite jobs are increased without a strategy for wider economic and social change beyond simply increasing the number of women. Furthermore, misunderstandings about gender mainstreaming in some instances has led to further marginalization of women as a result of gender invisibility or gender-blindness. Through this approach of being gender-blind, policy makers may believe that by not taking gender into account when proposing a specific action, then that action is gender-neutral and will, theoretically, affect both sexes equally. However, this approach fails to recognize that although a proposed action may affect both sexes equally theoretically, in practice, said action may impact one gender differently from the other. As such, the issue is not easily quantified and one cannot draw conclusions about the effectiveness or ineffectiveness of gender mainstreaming by citing just one statistic. Instead, the issue is about whether or not a change in social consciousness has been effected, and if women’s needs as well as men’s are taken into account in decision-making.

Lack of Available Data

It is important to note that for this issue, monitoring progress on a global scale is complicated by the lack of data available. This lack of data makes it extremely difficult to accurately identify, analyze, and monitor the separate needs and vulnerabilities of men and women to develop effective, evidence-based solutions. For example, there is currently no mechanism to monitor the number of women in local governments, making it difficult to develop statistics on women’s political participation, as such data is only widely available and compiled for national governments. Needless to say, this lack of available data greatly limits the speed and amount of progress that can be made towards achieving gender equality and effectively implementing gender mainstreaming.

Previous Attempts to solve the Issue

As mentioned previously, both the Third World Conference on Women and the Fourth World Conference on Women strove to increase gender equality, and gender mainstreaming was officially featured in the Beijing Declaration and Platform for Action, after which it was officially adopted by the GA.

Moreover, various Security Council resolutions have been passed to integrate gender equality and gender mainstreaming into the work of UNPK. In addition, SDG 5 has made some progress towards achieving gender equality. Globally, women's participation in national parliaments reached 23.4% in 2017, 10 percentage points higher than in 2000. In addition, the proportion of women aged between 20 and 24 who reported that they were married before their eighteenth birthday dropped from 32% in 1990 to 26% in 2015. The most rapid reduction in child marriage overall was recorded in Northern Africa, where the percentage of women married before the age of 18 dropped from 29 percent to 13 percent in the same 25 year period. Finally, as of 2014, 143 countries have guaranteed gender equality in their constitutions, but 52 countries are yet to make this important commitment. In addition to this, the Millennium Development Goals (MDGs) also made significant progress towards gender equality, and many UN bodies (UNICEF, UNESCO, UN WOMEN etc.) are working towards various aspects related to gender equality.

Possible Solutions

In this year's PAMUN conference, delegates are expected to write specialized clauses, which should later amount to a coherent resolution with each of them addressing a specific aspect of the topic. When writing their clauses, delegates are to focus on a specific aspect or a "specialized topic" of the general issue that are outlined by 'major issues' and 'possible solutions' of this report. During your conference, chairs will deliver their delegates with more specific instructions. However, please keep in mind that these ideas do not in any way set restrictions for debate. Moreover, each solutions have both its benefits and disadvantages that delegates should thoroughly consider.

Promoting research into gender inequality in existing institutions

The first step towards implementing gender mainstreaming in any institution is to analyze the existing situation regarding gender inequality. Through this, institutions may decide for themselves the best way to go about implementing gender mainstreaming, and can focus their attention to issues specific to their own organization, in order to effectively combat gender issues prevalent within their organization. Governments would need to incentivize such research. In order for this to work, governments could (a) designate this work to third parties that would conduct the necessary research and report back or (b) designate this work to a specific government body, existing or new, that would report back.

Promoting public awareness campaigns

After having conducted research into existing institutions, the next step would be to gain support from the general public. Public awareness campaigns could bring light to gender issues that people may not have been aware of, and could instigate change by increasing support for gender mainstreaming.

Incorporating Gender Mainstreaming into Legislation

In order to achieve gender equality within government institutions, policy-makers could mandate a certain proportion of personnel to be composed of women, and could mandate that gender mainstreaming become a core part of decision making. When combined with effective public awareness campaigns, institutions may be more likely to incorporate gender mainstreaming into their policies if the public demands it. For private businesses, the same process exists: if the public demands that gender mainstreaming become a core part of business practice, then more companies are likely to include gender mainstreaming as one of their core policies. Moreover, governments can incentivize private businesses to practice gender mainstreaming in a variety of ways: subsidies, tax cuts, political influence etc. For an example of a company that has incorporated gender mainstreaming into its work, take Symantec, an American software company headquartered in California that provides cybersecurity software and services. Symantec has focused on building a diverse workforce, in particular to increase the representation of women in technical positions. In addition, the company is a founding signatory to the UN Women's Empowerment Principles, and it uses these principles as a framework for its programs, ensuring that their efforts address the various impacts the company has on women, from marketing to recruitment. Furthermore, the company has made public commitment regarding the importance of gender equality to their business and have formed cross-functional teams to implement programs and ensure company-wide accountability.

Establishing regulatory agencies

Once gender mainstreaming is in place however, many complain that a lack of commitment to maintaining gender equality has led to a decline in the effectiveness of gender mainstreaming. In order to combat this, regulatory agencies could be set up within institutions that have implemented or are implementing gender mainstreaming. This will ensure that gender mainstreaming is consistently used and isn't sidelined by other concerns and priorities. If these institutions are state-owned, it is the responsibility of the state to establish such agencies to oversee the implementation of gender mainstreaming. On the other hand, for privately-owned businesses, it is at the discretion of internal leadership to establish departments responsible for implementing and overseeing gender mainstreaming.

For Further Inquiry

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Appendix or Appendices

- I. Video explaining what gender mainstreaming is < <https://www.youtube.com/watch?v=WZvNcflKBDs>>
- II. Website explaining what gender mainstreaming is < <http://eige.europa.eu/gender-mainstreaming/what-is-gender-mainstreaming>>
- III. Beijing Declaration and Platform for Action < <http://www.un.org/womenwatch/daw/beijing/pdf/BDPfA%20E.pdf>>
- IV. Beijing Declaration and Platform for Action adopted by the GA at its fiftieth session < http://www.un.org/en/ga/search/view_doc.asp?symbol=A/RES/50/42>
- V. Sustainable Development Goal 5 < <https://www.un.org/sustainabledevelopment/gender-equality/>>

- VI. Security Council Resolution 1325 < [http://www.un.org/en/ga/search/view_doc.asp?symbol=S/RES/1325\(2000\)](http://www.un.org/en/ga/search/view_doc.asp?symbol=S/RES/1325(2000))>
- VII. Security Council Resolution 1820 < [http://www.un.org/en/ga/search/view_doc.asp?symbol=S/RES/1820\(2008\)](http://www.un.org/en/ga/search/view_doc.asp?symbol=S/RES/1820(2008))>
- VIII. Security Council Resolution 1888 < [http://www.un.org/en/ga/search/view_doc.asp?symbol=S/RES/1888\(2009\)](http://www.un.org/en/ga/search/view_doc.asp?symbol=S/RES/1888(2009))>
- IX. Security Council Resolution 1889 < [http://www.un.org/en/ga/search/view_doc.asp?symbol=S/RES/1889\(2009\)](http://www.un.org/en/ga/search/view_doc.asp?symbol=S/RES/1889(2009))>
- X. Security Council Resolution 1960 < [http://www.un.org/en/ga/search/view_doc.asp?symbol=S/RES/1960\(2010\)](http://www.un.org/en/ga/search/view_doc.asp?symbol=S/RES/1960(2010))>
- XI. Security Council Resolution 2106 < [http://www.un.org/en/ga/search/view_doc.asp?symbol=S/RES/2106\(2013\)](http://www.un.org/en/ga/search/view_doc.asp?symbol=S/RES/2106(2013))>
- XII. Security Council Resolution 2122 < [http://www.un.org/en/ga/search/view_doc.asp?symbol=S/RES/2122\(2013\)](http://www.un.org/en/ga/search/view_doc.asp?symbol=S/RES/2122(2013))>
- XIII. Security Council Resolution 2242 < [http://www.un.org/en/ga/search/view_doc.asp?symbol=S/RES/2242\(2015\)](http://www.un.org/en/ga/search/view_doc.asp?symbol=S/RES/2242(2015))>
- XIV. Gender distribution in the European Parliament < <http://www.europarl.europa.eu/elections2014-results/en/gender-balance.html>>
- XV. Gender pay gap statistics from the WEF < <https://www.weforum.org/agenda/2017/11/pay-equality-men-women-gender-gap-report-2017/>>
- XVI. Study showing women do more housework than men < <https://www.independent.co.uk/life-style/women-household-chores-men-do-more-gender-inequality-home-study-a7969306.html>>