

20 February 2004

**Draft Agreed Conclusions presented by the CSW Bureau**  
**The role of men and boys in achieving gender equality**

1. The Commission on the Status of Women recalls and reiterates that the Beijing Declaration and Platform for Action encouraged men to participate fully in all actions towards equality and urged the establishment of the principle of shared power and responsibility between women and men at home, in the workplace and in the wider national and international communities. The Commission also recalls and reiterates the outcome document adopted at the 23rd special session of the General Assembly entitled “Gender equality, development and peace in the 21st century” which emphasized that men must take joint responsibility with women for the promotion of gender equality;
2. The Commission recognizes the important role of men and boys in bringing about change in attitudes, relationships and access to resources and decision making which are critical for the promotion of gender equality and women’s human rights. The Commission acknowledges the positive initiatives of men and boys to eliminate gender stereotypes and promote gender equality, including combating violence against women, through networks, peer programmes, information campaigns, and training programmes. The Commission calls for increased involvement of men and boys in developing and implementing legislation and policies to foster gender equality, and in providing positive role models to promote gender equality, in particular where men are key decision makers and holders of economic and organizational power and public resources;
3. The Commission urges Governments and, as appropriate, the relevant funds and programmes, organizations and specialized agencies of the United Nations system, the international financial institutions, civil society, including the private sector and non-governmental organizations, and other stakeholders, to take the following actions:
  - a) Include in parent education programmes information on ways and means to raise children in a gender sensitive manner;
  - b) Develop programmes for schools, community centers, sport clubs and other groups dealing with children and youth, including training for teachers, to foster positive attitudes and behaviours on gender equality;
  - c) Carry out critical reviews of school curricula, textbooks and other educational materials at all levels, to eliminate gender stereotypes and strengthen ways of promoting gender equality that engage boys as well as girls;
  - d) Develop training programmes for media professionals on the importance of non-stereotypical portrayal of women and girls and men and boys;
  - e) Adopt and implement legislation and policies to close the gap between women's and men's pay in order to ensure opportunities for equal sharing of family responsibilities;
  - f) Develop programmes for training and recruitment of men in early childhood education and caregiving occupations;

- g) Put in place, and encourage men to take advantage of, family-friendly employment policies, such as parental leave, part-time work and flexible work hours to promote reconciliation of work and family life and encourage men to share equally with women household and child-care responsibilities;
- h) Create education programmes that develop awareness, knowledge and skills among men, including young men, on their roles as parents and the importance of sharing family responsibilities;
- i) Build confidence and skills of men and boys, including through training and education, to enable them to fully participate in the care and support of children, and older persons, persons with disabilities and sick persons;
- j) Encourage active involvement of men and boys through, inter alia, HIV/AIDS education projects and peer-based programmes, in challenging gender stereotypes as well as gender inequalities in relation to HIV/AIDS, as well as their full participation in prevention, care, treatment, support and impact evaluation programmes;
- k) Ensure men's access to and utilization of reproductive and sexual health services, including HIV/AIDS-related programmes and services, and encourage men to participate with women in programmes designed to prevent mother-to-child transmission;
- l) Encourage the design and implementation of programmes to sensitize and enable men and adolescent boys to adopt safe and responsible sexual and reproductive behaviour and to effectively use methods to prevent unwanted pregnancies and sexually transmitted infections, including HIV/AIDS;
- m) Encourage and support men and boys to take an active part in the prevention of violence against women and girls, including in the context of HIV/AIDS, and increase awareness of men's and boys' responsibility in ending the cycle of violence, inter alia, through education and rehabilitation of perpetrators;
- n) Encourage and support men in leadership positions, including political leaders, community and faith leaders, musicians and athletes, to show leadership and provide positive role models on gender equality;
- o) Develop and utilize a variety of methods in public information campaigns on the role of men and boys in promoting gender equality, including through approaches specifically targeting boys and young men;
- p) Identify and fully utilize contexts in which a large number of men can be reached, inter alia, in the police and armed forces, prisons, industries and sports associations, to sensitize men on their roles and responsibilities in the promotion of gender equality and women's human rights, including in relation to HIV/AIDS and violence against women;
- q) Carry out research and impact assessments on efforts undertaken to engage men and boys in promoting gender equality and identify and widely disseminate good practice.

4. The Commission urges the World Health Organization, the International Labour Conference and Governing Body of the International Labour Office, as well as the Programme Coordinating Board of UNAIDS, to take into account the recommendations contained in the agreed conclusions.