



# **GLION XI** HUMAN RIGHTS DIALOGUE **2025**

**BEIJING AT 30:  
MOBILISING THE UNITED  
NATIONS HUMAN RIGHTS SYSTEM  
TO ACCELERATE PROGRESS  
TOWARDS GENDER EQUALITY,  
AND THE FULL ENJOYMENT OF  
WOMEN'S AND GIRLS' RIGHTS.**





## TABLE OF CONTENTS

Beijing at 30: Mobilising the UN human rights system to accelerate progress towards gender equality and the full enjoyment of women's and girls' rights	4
Policy Dialogues ahead of the Eleventh Glion Human Rights Dialogue	9
Eleventh Glion Human Rights Dialogue retreat	11
Report of the Eleventh Glion Human Rights Dialogue	12
<b>Part I - Safeguarding and accelerating progress on the Beijing Declaration and Platform for Action and SDG 5 in times of contestation and reform</b>	<b>14</b>
The 30th anniversary as a moment for reaffirmation, reflection, and renewed commitment	15
Progress and challenges with the implementation of the Beijing Declaration and Platform of Action	17
<b>Part II: How and to what degree have the Human Rights Council and the human rights mechanisms contributed to gender equality, and women's and girls' rights (successes and shortfalls), what lessons have we learnt?</b>	<b>20</b>
Achievements and good practices across the UN human rights system, including the Human Rights Council	21
Challenges faced by the UN human rights system, including the Human Rights Council	25
<b>Part III - Good practices: evidence of impact from national-level implementation of gender equality and women's rights-related human rights recommendations, and international support thereto</b>	<b>28</b>
Eliminating violence against women and girls	30
Women, peace, and security	32
Gender-responsive institutions and women's representation, and participation	32
Women's economic empowerment	36
Integrating gender across climate, environment, and sustainable development	36
The role of UN agencies	37
<b>Part IV - Strengthening efficiency and effectiveness to accelerate progress in the future: next steps and the way forward to further mobilise the UN human rights system and accelerate progress towards gender equality and the realisation of women's and girls' rights, including through financing for development</b>	<b>38</b>
Guarantee adequate, predictable, and sustained funding	40
Address the crisis of confidence in multilateralism	41
Strengthen capacity, expertise, partnerships, and coordination among different actors	41
Close the implementation gap, and better translate international obligations and commitments into national level change	44
Enhance collection of gender statistics, and the gathering of evidence	46
Sharing good practices, and ensuring easier access to technical assistance	46
Empathy, constructive engagement, and cooperation	48
Bringing human rights closer to the people by promoting regionalisation, localisation, and an 'all of society approach' to implementation	48
<b>Part V - Chairs' text at the conclusion of the Eleventh Glion Human Rights Dialogue</b>	<b>50</b>
Marking the 30th anniversary of the Beijing Declaration and Platform of Action	51

## BEIJING AT 30: MOBILISING THE UN HUMAN RIGHTS SYSTEM TO ACCELERATE PROGRESS TOWARDS GENDER EQUALITY AND THE FULL ENJOYMENT OF WOMEN'S AND GIRLS' RIGHTS

The Eleventh Glion Human Rights Dialogue (Glion XI), organised by the Permanent Missions of the People's Republic of China, the Kingdom of Morocco, Spain, and the United Arab Emirates, Morocco's Inter-Ministerial Delegation for Human Rights, UN Women, and the Universal Rights Group (URG), was held from 16-17 October 2025 in Glion, Switzerland, and focused on the topic:

Beijing at 30: mobilising the UN human rights system to accelerate progress towards gender equality and the full enjoyment of women's and girls' rights.

2025 marks the 30<sup>th</sup> anniversary of the adoption of the Beijing Declaration and Platform for Action (BPfA), a universal blueprint for achieving gender equality, the empowerment of all women and girls, and the full enjoyment of their human rights. 2025 also marks the tenth anniversary of the adoption of the 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs), and the start of the final five-year push for the achievement of the SDGs by the decade's end.

Glion XI presented an opportunity to respond, by integrating a strong contribution by the UN's human rights pillar into a year of reviews of progress with and challenges to the realisation of the vision set out in the BPfA, and of efforts to strengthen implementation in the future. The Beijing+30 review process is being conducted at three distinct levels: national, regional, and global. The global review was preceded by regional reviews led by the regional economic commissions and informed by the national review reports submitted by member States. In resolution 2022/5 entitled the 'Thirtieth anniversary of the Fourth World Conference on Women,' the UN's Economic and Social Council (ECOSOC) mandated the Commission

of the Status of Women to undertake 'a review and appraisal of the implementation of the Beijing Declaration and Platform for Action,' as well as of the outcomes of the Beijing+5 review, 'including an assessment of current challenges that affect the implementation of the Platform for Action and the achievement of gender equality and the empowerment of women and its contribution towards the full realisation of the 2030 Agenda for Sustainable Development.' The global review took place at the Commission's 69<sup>th</sup> session (10-21 March 2025).

To inform that review, resolution 2022/5 furthermore called upon States to undertake comprehensive national-level reviews of the progress made and challenges encountered in the implementation of the BPfA and of the outcomes of Beijing+5, while the UN's regional commissions were encouraged to undertake regional reviews and convene regional intergovernmental meetings. The five regional reviews as well as nearly 160 national reviews have been completed, and the outcomes can be read [here](#). A wide range of stakeholders had the opportunity, moreover, to provide contributions to those reviews.



That has included, of course, stakeholders of the UN's human rights pillar (States, representatives of the human rights mechanisms, UN experts and officials, civil society, and human rights defenders). Notwithstanding, considering that the UN human rights system, especially the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and the compliance mechanisms (UPR, Treaty Bodies, and Special Procedures) represent one of the key 'engines' promoting implementation of the BPfA, and broader progress in the area of gender equality and the full enjoyment of women's and girls' rights, there is also considerable value in reviewing the effectiveness of the UN human rights system's existing contribution to the implementation of the BPfA, and in identifying ways to strengthen that contribution in the future by fully mobilising the system and making it a key engine of accelerated progress towards the BPfA and the 2030 Agenda.

In that sense, Glion XI aimed to forge an important contribution to the realisation of UN Women's Beijing+30 Action Agenda, which seeks to prioritise high-impact actions to accelerate the implementation of the BPfA and the SDGs at national level, ensure that women's rights organisations and civil society have the strategic pathways and resources to influence the Beijing+30 process, and ensure that the multilateral system better delivers on gender equality, women's and girls' rights, and scale up implementation of the BPfA and the SDGs.

In mobilising the UN human rights system in this way, Glion XI built on important recent

steps, driven by all parts of the UN system, to strengthen human rights implementation and impact at national level, especially by leveraging State engagement with the UN human rights mechanisms, by more efficiently translating recommendations into improved laws, policies, and practices at national-level (e.g., via NMIRFs), and by integrating them into the country programming documents and strategies of multilateral (e.g., UN) and bilateral development partners.

Finally, and linked to this last point, due to the growing interest, at present, in identifying, acknowledging, and learning from (i.e., good practices) implementation/impact 'success stories,' Glion XI aimed to provide an inclusive space to consider these and other questions. In that regard, one important input into the Dialogue was the recently published [UN Women-URG policy report](#) reviewing the output of the UN human rights mechanisms relevant to gender equality, and women's and girls' rights, the degree to which those recommendations are driving improvements in law, policy, and practice at national level, with the support of UN Country Teams and UN agencies, in particular UN Women, and the impact of implementation measures on the enjoyment of women's and girls' rights.

The Glion XI retreat brought together over 90 representatives, including ambassadors from all regions, senior officials from UN development agencies and programmes, OHCHR, and human rights (especially women's rights) and development civil society organisations.





## POLICY DIALOGUES AHEAD OF THE ELEVENTH GLION HUMAN RIGHTS DIALOGUE

Ahead of Glion XI, UN Women and URG, in conjunction with partners, organised three informal preparatory policy dialogues (pre-Glion dialogues) to provide a space for all interested States, civil society actors, and others, to participate in this process of dialogue, cooperation, and exchange.

The three informal policy dialogues addressed the following topics:

- *'The key ingredients of success - Best practices in national-level implementation of gender equality and women's rights-related human rights recommendations, and international support thereto,'* hosted by the Inter-Ministerial Delegation for Human Rights of the Kingdom of Morocco (*Délégation Interministérielle aux Droits de l'Homme*), the Permanent Mission of the Kingdom of Morocco in Geneva, and the Permanent Mission of the United Arab Emirates in Geneva, 3 July 2025, Geneva.
- *'Unpacking the Beijing+30 process and key take-aways - CSW69, Political Declaration, and Beijing+30 Action Agenda,'* hosted by the Permanent Missions of Thailand and Mexico, 5 June 2025, Geneva.
- *'Key approaches to further mobilise the UN human rights system to accelerate progress towards gender equality and women's and girls' rights,'* hosted by the Permanent Mission of Spain, 3 September 2025, Geneva.





## ELEVENTH GLION HUMAN RIGHTS DIALOGUE RETREAT

The retreat itself, held in Glion from 16-17 October 2025, began with a high-level opening plenary during which participants reflected on 'how to safeguard and accelerate progress towards the Beijing Declaration and Programme of Action (BPfA) and SDG5 at a time of contestation, crisis, and reform?'

This was followed by an interactive dialogue which explored 'how and to what degree the Human Rights Council and the human rights mechanisms have contributed to gender equality, and women's and girls' rights (successes and shortfalls), what lessons have been learnt, and how to strengthen efficiency and effectiveness to accelerate progress in the future.'

The second day started with three parallel breakout groups during which participants were able to explore relevant issues and questions in more detail. Each group was asked to produce three 'headline' conclusions, and three specific, precise, and achievable recommendations. The three groups were:

- The Beijing Declaration and Programme of Action: historical legacy, achievements, and challenges (Beijing+30 global review), and how to accelerate progress?

- The key ingredients of success – Best practices in national-level implementation of gender equality and women's rights-related recommendations, and international support thereto: good practices and lessons learnt.
- Key approaches to further mobilise the UN human rights system, the wider UN, and civil society to accelerate gender equality and the rights of women and girls, including through financing for development.

A closing plenary then convened to hear back from the breakout groups and further discuss, through an interactive dialogue, 'next steps – how to accelerate progress towards gender equality and the realisation of women's and girls' rights, including by better mobilising the UN system.'

The retreat ended with the compilation, under the authority of the co-hosts, of an informal outcome text: *'Marking the 30th anniversary of the Beijing Declaration and Platform of Action: Reaffirming our resolve to protect and accelerate progress towards gender equality and the full enjoyment of women's and girls' rights, including by further mobilising the UN human rights system.'* The text is a summary of the key discussion points, achievements and challenges, conclusions, and next steps, shared during the retreat, as well as during the three preparatory policy dialogues.

# REPORT OF THE ELEVENTH GLION HUMAN RIGHTS DIALOGUE



This report on Glion XI is divided into five parts. The first four parts summarise the discussions and good practices exchanged during the retreat (i.e., in the opening and closing sessions, and during the three breakout groups). The fifth part presents the co-hosts' informal outcome text: *'Marking the 30<sup>th</sup> anniversary of the Beijing Declaration and Platform of Action: Reaffirming our resolve to protect and accelerate progress towards gender equality and the full enjoyment of women's and girls' rights, including by further mobilising the UN human rights system.'*

The report is an informal document summarising (in a non-attributable manner, reflecting the Chatham House rule under which the retreat and dialogues were held) some of the key ideas, good practices, and lessons learnt shared during the Glion retreat, based in turn on the preparatory policy dialogues. The document does not represent the positions of China, Morocco, Spain, or the United Arab Emirates, nor those of any of the participants, but rather offers a non-exhaustive collection of ideas, views, and good practices shared during those meetings.



## PART I:

# SAFEGUARDING AND ACCELERATING PROGRESS ON THE BEIJING DECLARATION AND PLATFORM FOR ACTION AND SDG 5 IN TIMES OF CONTESTATION AND REFORM

## THE 30TH ANNIVERSARY AS A MOMENT FOR REAFFIRMATION, REFLECTION, AND RENEWED COMMITMENT

- States reflected on the journey to advance women's empowerment, recalling that 30 years ago the landmark Beijing Declaration and Platform for Action (BPfA) 'placed gender equality squarely on the global agenda.' The legacy of the Beijing Conference – and joint efforts since then – have helped forge a near universal consensus around gender equality, firmly embedded in the UN development agenda, and the SDGs (especially SDG5).
- Others acknowledged the historic legacy, yet urged States and other stakeholders to look forward as well as back, and to use the anniversary of the BPfA 'to inspire renewed progress for the rights of women and girls worldwide.' 'Now is a time,' said one, 'to reaffirm dialogue and unity, to listen, understand, strengthen collaboration, and empower women.'
- Numerous participants noted that progress over the past thirty years has been built upon cooperation, unity, and consensus: 'Beijing is a testament to what the world can achieve when we act with one purpose.'

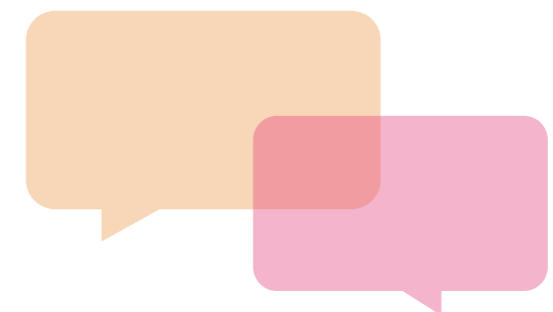
Another speaker agreed, highlighting the importance of sharing good practices, and recognising success – thereby inspiring others to follow.

- Another State representative reflected on the current difficulties facing the multilateral system, and argued that achievements in the area of gender equality of the past thirty years both show the value of international cooperation (at a time of doubt), and provide a platform for a redoubling of efforts. In that regard, noted another speaker, 2025 represents a unique opportunity: marking 30 years since the BPfA, and the midway point of the 2030 Agenda. 'We must seize this opportunity.'
- A representative of a UN agency agreed, calling for accelerated action to further translate the commitments made in Beijing, and the obligations of States under CEDAW, into better laws, policies, and practices at national level, and thereafter into tangible improvements in the lives of women and girls around the world.'



## PROGRESS AND CHALLENGES WITH THE IMPLEMENTATION OF THE BEIJING DECLARATION AND PLATFORM OF ACTION

- During the interactive dialogue, participants drew attention to both areas of particular progress, and areas where implementation of the BPfA has fallen behind.
- Regarding the former, speakers from various States highlighted 'remarkable progress in areas such as girls' education, women's economic empowerment, and women's participation in the labour force (including in cutting edge – STEM – sectors), in the civil service, in government and politics more generally (e.g., parliamentarians), and in diplomacy (including at ambassador level). Some participants argued that, in addition to the public sphere, there has also been some progress – though more limited – in the private sphere, i.e., regarding women's role in the family. Others disagreed, citing, for example, inheritance laws.
- One ambassador also noted that women are increasingly taking up leadership positions in UN agencies, and that some (e.g., IOM) are striving for full equality in the organisation's senior management. He noted that, next year, it is hoped a woman will be elected UN Secretary-General for the first time.
- Linked with this progress, it was noted that, since the Beijing Conference, there is now far more public awareness about discrimination against women, and women's rights. This is important, according to one ambassador, as 'progress needs to be firmly rooted in our societies – it cannot be based simply on amended legislation.' This latter point was supported by representatives from various UN agencies, who explained that much of their work at national level is centred on shifting societal attitudes, and working with religious and community leaders, as well as local civil society, to secure that shift.
- Turning to challenges, participants remarked that implementation of the BPfA, while impressive, has been uneven, 'both across rights, and across countries.' According to a UN official, this is why UN Women has launched its '[Beijing+30 Action Agenda](#),' focused on six areas where progress needs to be accelerated: the digital revolution, freedom from poverty, zero violence, full and equal decision-making power, peace and security, and climate justice.



- Others drew attention to 'persistent structural inequalities,' as a particularly important barrier to further progress.
- At the same time, new challenges are emerging, including those related to climate change, COVID-19, and digital technologies/AI – 'all undermine progress under the BPfA, and disproportionately affect women.'
- Other areas where progress is falling behind, mentioned during Glion XI, include: women's corporate leadership, sexual violence, other forms of violence against women, attacks on SRHRs, the persistent gender pay gap, and 'the exclusion of more than 700 million women from the labour force due to unpaid care work.'
- State representatives from all regions decried the fact that women continue to suffer serious human rights violations due to violent conflict. '600 million women and girls are trapped in war and conflict, with many living in extreme poverty,' said one. Following on from this point about poverty, another speaker noted that women and girls are more likely to live in extreme poverty, due to structural inequalities in the economy. For example, 'only 20% of landowners are women.'
- There was also a great deal of concern at Glion XI around the impacts of the current crisis of multilateralism (both in terms of funding cuts and political division) on women's rights organisations, including civil society organisations. According to one ambassador, 'international aid is shrinking, and won't come back any time soon.' Another agreed, noting that 'the burden of these cuts is falling disproportionately on women.' A senior UN official decried the fact that 'the money is still out there, it is just being redirected towards military build ups, while human rights and development financing is being drastically reduced.' 'This,' she continued, 'together with populist politics, the anti-rights movement, and declining respect for multilateralism and international rule of law, is having a devastating impact on women's rights organisations.' A UN researcher offered figures, including that funding for women's rights NGOs was in any case very low, while, even prior to the current crisis, 'only 4% of UN budgets were allocated to gender equality programmes.'

600 million women and girls are trapped in war and conflict, with many living in extreme poverty. Women and girls are more likely to live in extreme poverty, due to structural inequalities in the economy.

- At the same time, according to others, 'there has been a steep rise in financing for anti-gender movements, estimated at USD 3.5 billion over the past decade.' These groups are also becoming more sophisticated, for example 'portraying gender equality as an ideology.' Other groups contend that 'gender equality is contrary to the tenets of the world's major religions, which is equally dangerous, and must be challenged.'
- A civil society speaker built on these comments, explaining that the 'anti-rights movement' is seeking to 'weaponise religion to exclude people and communities.'

'Faith can be transformative and inclusive, but disinformation and weaponisation is undermining this – a trend further exacerbated by a general shrinking of civic space.'

- It was noted that 'the current global situation is a far cry from when the BPfA was adopted, but instead of being defensive, we should seek to understand the 'anti-rights narrative' – in order to engage with the debate and defeat it.' Another participant agreed: 'it is important not to be paralysed by fear; rights are under threat, and fearing language or debate is counterproductive.'



## PART II:

# HOW AND TO WHAT DEGREE HAVE THE HUMAN RIGHTS COUNCIL AND THE HUMAN RIGHTS MECHANISMS CONTRIBUTED TO GENDER EQUALITY, AND WOMEN'S AND GIRLS' RIGHTS (SUCCESSES AND SHORTFALLS), WHAT LESSONS HAVE WE LEARNT?

## ACHIEVEMENTS AND GOOD PRACTICES ACROSS THE UN HUMAN RIGHTS SYSTEM, INCLUDING THE HUMAN RIGHTS COUNCIL

- There was general consensus, amongst participants at Glion XI, that the Human Rights Council, and the wider international human rights system, especially the three main mechanisms (UPR, Treaty Bodies, and Special Procedures) have played a major role – probably the major role – in powering progress towards the commitments made in Beijing thirty years ago. The Council and the mechanisms have put both ‘meat on the bones’ of the Beijing commitments, by clarifying the detailed normative framework around those commitments,’ according to one expert, and, according to another, have ‘provided the main implementation engine, moving States towards greater compliance with those commitments over time.’
- A number of speakers highlighted the particular importance of the UPR mechanism in driving progress with gender equality. This has worked, according to one, ‘because it is based on inter-State cooperation and dialogue.’
- A Treaty Body member said, ‘it is unquestionable that the CEDAW Convention, and its optional protocol, as well as the ongoing work of the Committee, have made an enormous contribution to realising the rights set out in the BPfA.’ Echoing the words of others, she noted that in addition to normative work, which has in turn influenced other parts of the UN (e.g., Security Council resolution 1325), the Committee also works closely with UN Women to help promote the implementation of its recommendations at national level. Finally, the Committee also works closely with women’s rights civil society organisations in all countries, which has a ‘multiplier effect’ on gender equality around the world, including in small countries, and countries facing difficulties in this area.’
- A Special Procedures mandate-holder likewise spoke of the mechanism’s important work in identifying, documenting, and analysing laws and policies that discriminate against women – i.e., laws that run counter to the BPfA. She referenced, for example, the Working Group on discrimination against women and girls’ 2024 annual report, ‘Escalating backlash against gender equality and urgency of reaffirming substantive equality and the human rights of women and girls.’ She also spoke of the importance of Special Procedures country visits, in ‘bringing the rights and freedoms set out in the BPfA

and CEDAW to the local level.’ She said that through such means, the Working Group has contributed to inter alia, ‘increased women’s public and political participation, expanded legal recognition of equality within the family, and progress on sexual and reproductive rights.’ Regarding the latter, she spoke of the importance of growing cooperation and coordination with UNFPA, as well as UN Women.

- Another speaker noted that the Council has also played a key role in shaping State views, and thereby, public views on women’s rights, significantly contributing to the ‘greater consensus around women’s and girls’ rights today, compared to thirty years ago.’ The annual panels on gender equality were held out as an example, as was the new President of the Human Rights Council’s Advisory Board on Gender Equality.
- A member of the President of the Human Rights Council’s Advisory Board on Gender Equality echoed this view, explaining how the work of the group is guided by the vision set out in the BPfA. The group also helps mainstream women’s rights across the UN through coordination with other UN entities. Moreover, she noted that the annual high-level panel discussion on human rights mainstreaming at the Council’s 58<sup>th</sup> session was organised under the theme, ‘Thirtieth anniversary of the Beijing Declaration and Platform for Action.’ An ambassador hailed that panel discussion as a celebration of ‘how far we have come since Beijing, recalling that one of the speakers was ‘Liu Yang, China’s first female astronaut in space.’ Another speaker recalled Council resolution 57/4 ‘Marking the thirtieth

anniversary of the Beijing Declaration and Platform for Action,’ remarking that the text, which also serves as a recognition of progress made since 1995, was co-sponsored by 126 States.

- A UN researcher provided a historical overview of women’s rights at the UN, and how the UN system has fuelled progress with the implementation of the commitments set out in the BPfA. ‘CEDAW entered into force in 1981, becoming the first legally binding international treaty dedicated to eliminating discrimination against women.’ This helped, in turn, to drive ‘advances on combatting violence against women, [e.g., general recommendation No. 19 (1992), which clarified that gender-based violence falls under discrimination.’
- As a particular example of the changes that have been made possible through the adoption of CEDAW, she noted that in 1981, ‘human rights mechanisms did not systematically address the structural root causes of gender inequality.’ That changed in the late 1980s and 1990s, when ‘human rights mechanisms began examining structural barriers that prevent women’s equality, shifting their focus toward the concept of substantive equality. This period saw the adoption of the 1995 Beijing Declaration and Platform for Action.’
- During the 2000s, ‘human rights bodies increasingly recognised that international law prohibits discrimination based on gender - not only sex - and started to look into intersectionality. Treaty Bodies and Special Procedures began analysing how multiple forms of discrimination overlap and reinforce each other.’

- In 2010, the UN Working Group on discrimination against women and girls was established under Human Rights Council resolution 15/23. ‘The Working Group has further accelerated progress by documenting discriminatory laws, identifying structural inequalities, and promoting legal and policy reforms toward gender equality.’
- Since then, the mechanisms have continued to raise the profile of different, important women’s rights concerns. For example, ‘in 2013, Treaty Bodies placed care at the centre of human rights discussions.’ She noted that, from this time, ‘the unequal distribution of unpaid care work started to be treated as a human rights issue, particularly through general comments and Treaty Body recommendations linking care,

economic inequality, and women’s rights.’ Another participant offered the example of how the UN human rights mechanisms have forged a link between the enjoyment of women’s rights, and the enjoyment of the right to development.

- Speakers then turned to implementation – noting that, in addition to this important normative and attitudinal work, the mechanisms, often working closely with UN agencies, and civil society, have been able to ‘translate women’s rights obligations and commitments into better laws, policies, and practices at national level.’ This has been made possible, he said, ‘because of the increasingly numerous, detailed, and tailored recommendations extended by the mechanisms.’



- A civil society speaker offered the example of UPR recommendations. She explained that ‘between the 1<sup>st</sup> and 2<sup>nd</sup> cycles, the number of recommendations on gender equality and women’s rights almost tripled – and the majority of them were accepted by the State-under-review.’
- A UN official likewise drew attention to the importance of Special Procedures, ‘the only mechanism that is able to travel to countries, and thereby help make universal women’s rights norms real to rights-holders and duty-bearers at national level.’ She noted, in particular, the ability of mandate-holders to ‘facilitate national dialogue on gender equality.’
- The Treaty Bodies, and not only the Committee on the Elimination of Discrimination against Women, have also played a key role in promoting compliance with both international human rights law, and the BPfA. ‘Approximately 20 per cent of all Treaty Body recommendations,’ recalled an ambassador, ‘relate to women’s and girls’ rights.’
- Various speakers highlighted the important role of OHCHR both in helping shape norms in the area of women’s rights (e.g., by writing and presenting reports to the Council), and in strengthening implementation (e.g., through the work of Human Rights Advisors in UN Country Teams, and through ‘useful materials on implementation’).
- Although many speakers focused on the important role of each individual mechanism, others highlighted the complementary and mutually reinforcing nature of the UPR, Treaty Bodies, and Special Procedures, with ‘each having its particular strengths.’ What is more, ‘when taken together, and clustered, the recommendations from all three provide a detailed and nuanced blueprint for States to make progress in the area of women’s rights.’ Another speaker added that mechanisms, taken as a whole, also encourage an intersectional approach. ‘For example, recommendations from the Committee on the Rights of Persons with Disabilities, and the Committee on the Elimination of Discrimination against Women, taken together, provide important guidance on how to better promote and protect the rights of women with disabilities.’

Many speakers focused on the important role of each individual mechanism, others highlighted the complementary and mutually reinforcing nature of the UPR, Treaty Bodies, and Special Procedures, with ‘each having its particular strengths.’

## CHALLENGES FACED BY THE UN HUMAN RIGHTS SYSTEM, INCLUDING THE HUMAN RIGHTS COUNCIL

- Notwithstanding this impressive progress, driven by the UN human rights system, participants at Glion XI recognised that much remains to be done. Offering just two examples, they noted that ‘the UN has yet to elect a woman as Secretary-General, although hopefully that will change next year,’ and, reflecting the global landscape of women in politics, ‘during the Human Rights Council’s high-level segment in 2025, only 24 national leaders out of 193 participating were women (12 per cent)’.
- Others spoke of the particular risk to women’s rights posed by the current financial and political crisis facing the UN. Both UN agencies focused on women’s rights, and civil society organisations, face severe cuts, and growing backlash from conservative States and ‘anti-rights NGOs.’ The cuts are also impacting the mechanisms, for example, ‘the Treaty Bodies are facing deep difficulties in convening sessions and reviewing all the periodic national reports they have received, or in following up on those it has not received – 50 State reports are pending under CEDAW.’ Moreover, some States ‘no longer recognise our decisions in terms of individual communications and urgent appeals.’
- Another speaker argued that cuts and backlash are disproportionately affecting women’s economic and social rights, over their civil and political rights.



- A large number of participants also drew attention to the disproportionate impact of the current financial and political crisis on sexual and reproductive health and rights (SRHR), and gender-based violence. In these areas, 'it is not only implementation that is being threatened, but the very normative basis of implementation.' 'States and civil society are increasingly questioning the normative consensus we thought we have reached.' Another agreed, noting that 'it is even worse in areas such as sexual orientation and gender identity.'
- Linked with this, some UN experts raised concern at increasing 'gender neutral language at the UN,' and the broader idea that 'human rights should be neutral, without special protections for certain groups.'
- A Special Procedures mandate-holder opined that 'we have witnessed a steadily increasing backlash since 2018, across multiple regions.' This has included, she said, 'attempts to block or reverse SRHR, rising maternal mortality in various different countries, and efforts to introduce

regressive concepts or language, often couched in cultural or religious terms.' In some situations, for example Afghanistan, we are even witnessing, she said, 'gender apartheid.'

- Others, while also expressing concern at the current situation, urged colleagues to use the crisis, and the UN80 reform process, to make 'difficult yet necessary changes to the way we work – for example, reducing the number of debates on women's rights, and merging relevant mechanisms, and focusing resources instead of supporting implementation.'
- A further point raised was that, rather than complaining about the rising tide of what we see as 'anti-rights' concepts or positions, we should engage those groups in debate, to better understand each other's positions as well as the reasons (e.g., religion, societal) for those positions, and try to find common ground. 'It may not always be possible to find such common ground,' said one participant, 'but nor will it work to talk past each other, and to label countries or groups 'anti-rights.''



## PART III

# GOOD PRACTICES: EVIDENCE OF IMPACT FROM NATIONAL-LEVEL IMPLEMENTATION OF GENDER EQUALITY AND WOMEN'S RIGHTS- RELATED HUMAN RIGHTS RECOMMENDATIONS, AND INTERNATIONAL SUPPORT THERETO

- Participants reflected on how recommendations on gender equality and women's and girls' rights, issued by the three UN human rights mechanisms – the UPR, Special Procedures, and Treaty Bodies – have led to tangible results at national level, accelerating progress towards BPfA commitments.
- States shared experiences demonstrating how engagement with the mechanisms, including submitting detailed and accurate periodic reports, and implementing resulting recommendations, contributed to concrete advances at national level, while also recalling challenges encountered and how these were addressed. These exchanges were intended to enable peer learning, allowing other States to recognise successes, reflect on lessons learned,

and share good practices from their own national contexts.

- For their part, UN agencies highlighted good practices in supporting the implementation of human rights recommendations, measuring impact, and leveraging State engagement with UN human rights mechanisms to promote a *human rights-powered approach to sustainable development*.
- Civil society organisations and national human rights institutions (NHRIs) also presented examples of how they have supported State implementation efforts, including by collecting data on impact.

The good practices presented may be grouped across different thematic areas:



## ELIMINATING VIOLENCE AGAINST WOMEN AND GIRLS

- States and other stakeholders shared examples of how sustained engagement with UN human rights mechanisms has driven legal, institutional, and practical improvements.
- One example from Latin America demonstrated how evolving and increasingly intersectional recommendations issued over two decades – supported by UN Women – have enabled the gradual development of a comprehensive framework to address violence against women. For example, in direct response to recommendations from the Committee on the Elimination of Discrimination against Women and the Human Rights Committee, the State has adopted landmark legislation establishing specialised domestic violence courts, rapid protection measures, and integrated survivor services. Subsequent law reforms, again responding to human rights recommendations, have criminalised femicide, strengthened penalties, and led to the establishment of a National Femicide Registry, with data disaggregated by race, age, region, and relationship to the perpetrator. According to the speaker, the registry contributed to a significant increase in femicide convictions. Further recommendations from CEDAW and the UPR Working Group have led to greater investments in institutional capacity, and the expansion of integrated, multi-sectoral service centres providing legal, psychological, health, and protection services to survivors of violence.
- A further case study from North Africa illustrated how, in response to UN human rights recommendations, the country has adopted a strong national framework to eliminate violence against women, established a national model to support survivors and ensure accountability, and implemented gender-sensitive reforms with the guidance of human rights institutions.
- Other speakers also presented national implementation and impact case studies. For example, in the Asia-Pacific region, a State representative spoke of his country's efforts to strengthen the national legal and policy framework for gender equality and women's rights, including reforms addressing sexual harassment, domestic violence, and child marriage. Legislative changes included raising the minimum legal age of marriage.
- A representative from Northern Europe explained that even if his country has strong legal frameworks guaranteeing *de jure* gender equality and positing the country as a global leader on gender-related issues, legal equality has not yet translated into full *de facto* equality, underscoring the need for continued efforts to address structural barriers and persistent gender inequalities.



## WOMEN, PEACE, AND SECURITY

- An ambassador presented the case of his post-conflict country, explaining how the peace agreement integrated a comprehensive gender perspective, including specific provisions addressing the differentiated impact of conflict on women and girls. Human rights mechanisms were described as providing essential guidance.

## GENDER-RESPONSIVE INSTITUTIONS AND WOMEN'S REPRESENTATION, AND PARTICIPATION

- Participants shared a range of national experiences illustrating how gender-responsive institutions, legal reforms, and budgeting processes can significantly increase women's representation and participation across political, administrative, and social spheres.



- For example, one speaker, representing a State representative from the Eastern European Group, explained how her country, guided by recommendations from the UN human rights mechanisms, has been able to gradually integrate gender equality principles into national governance systems, including through gender-responsive governance, relevant legal reforms, and gender-responsive budgeting. Recommendations from the Committee on the Elimination of Discrimination against Women, and the UPR, 'provided a clear normative roadmap that national authorities used to advance legal reforms, institutionalise gender-responsive governance, and introduce gender-responsive budgeting.' The UN Country Team, especially though the Gender Thematic Results Group, played a catalytic role by 'systematically integrating women's and girls' rights and gender equality recommendations into UN advocacy and policy advice, as well as at all stages of UN programming: design, implementation, review, monitoring, and evaluation.' Through technical assistance, coordination platforms, and partnerships with government and civil society, international human rights standards were effectively 'domesticated,' contributing to

measurable progress such as increased women's representation in parliament, strengthened legal protections, and improved accountability mechanisms.

- A State representative from the Asia-Pacific Group referred to the clear link between recommendations from the UN human rights mechanisms, and subsequent actions in his country, to advance women's participation and representation in political life. 'Guidance from the mechanisms informed legal and policy reforms that progressively strengthened women's political representation across federal, provincial, and local levels.' For its part, 'the UN Country Team, especially UN Women, played a critical role in raising awareness of gaps in women's participation, bringing these issues to the attention of the UN mechanisms, and systematically integrating recommendations into advocacy, policy dialogue, and programming.' Support was provided at national, regional, and local levels to translate international standards into national and local practice, including through technical assistance and capacity-building support.' He explained that, thanks to these steps, the country has made major advances in women's participation in national and regional assemblies, and had even – very recently – elected its first female Prime Minister.

- Another speaker explained how, in response to UN human rights recommendations, targeted actions were taken to increase the election of women to parliament, strengthen women's representation within political parties, and support women's leadership more broadly. These measures were complemented by the introduction of gender-responsive budgeting.
- An example from the Gulf region described notable progress in increasing women's participation across a wide range of sectors, including government, the judiciary, the military, the police, and the fire service, contributing to broader pathways for women's leadership and participation. Women were reported to hold a growing number of judicial positions, alongside strong representation in the private sector. Significant female participation was also noted within higher education institutions, where women make up a substantial share of staff, reflecting sustained investment in women's education and professional advancement across public and private spheres.
- A representative of a Small Island Developing State explained that ratification of the CEDAW Convention, complementing its commitments under the BPfA, had led to the establishment of the country's Gender Directorate (represented at ministerial level).
- An Asian ambassador spoke of his country's longstanding engagement with

the UN human rights mechanisms, and how this had led to significant advances in gender equality including women and girls across political, public, and private spheres of national life. The first female Prime Minister was elected in the late 1980s, with women increasingly holding senior political positions, as well as leadership roles in areas such as media and public services.

- Another case study from the Gulf region highlighted the impacts of sustained investment in women's participation in political and public life. Women were reported to hold half of the seats in the national consultative body, represent a majority of the workforce, and occupy 64 per cent of senior leadership positions in government.
- An African ambassador spoke of how gender mainstreaming has been strengthened across national institutions, with international commitments translated into concrete tools and practices. Gender-responsive approaches were embedded in transitional justice processes, demonstrating how institutional reform can support inclusivity and rights-based governance. Women have played leadership roles in constitutional reviews, and in truth and reconciliation processes, contributing to designs that reduce stigma, encourage women's participation, and support durable reconciliation. Women's participation was also treated as central to the establishment and functioning of the NHRI.

- A further example from Asia showcased the impacts of investing in women's participation in science and technology, including in advanced research fields such as space and deep-sea exploration. Women are now reported to make up a 45 per cent of the science and technology workforce.
- An example from Western Europe offered a historical perspective, noting that the

institutionalisation of gender equality occurred later than in some comparable contexts. Women's political rights and legal autonomy were achieved relatively late, underscoring the role of international pressure, comparative experiences, and recommendations from regional and international human rights mechanisms as important drivers of change.



## WOMEN'S ECONOMIC EMPOWERMENT

- Different participants shared examples of how the use of a national gender marker to track public expenditure related to women's economic empowerment, had helped align budgeting with gender equality objectives; a youth-focused national programme to support women through skills training, entrepreneurial opportunities, and direct, unconditional financial assistance, had encouraged women's participation in the workforce; and a country's post-World War II economic recovery had been strengthened by the integration of women into the labour market, alongside investments in education, childcare, and support for women - demonstrating that such investments generate positive returns for national public finances.



## INTEGRATING GENDER ACROSS CLIMATE, ENVIRONMENT, AND SUSTAINABLE DEVELOPMENT

- An example was shared of a country that developed a National Gender and Climate Change Action Plan through collaboration between national gender equality and environmental authorities. The plan positioned women as key actors in climate action and climate justice, rather than only as beneficiaries. It included concrete measures to protect and empower populations most vulnerable to climate impacts, highlighting the importance of integrating gender perspectives across climate, environmental, and sustainable development policies.

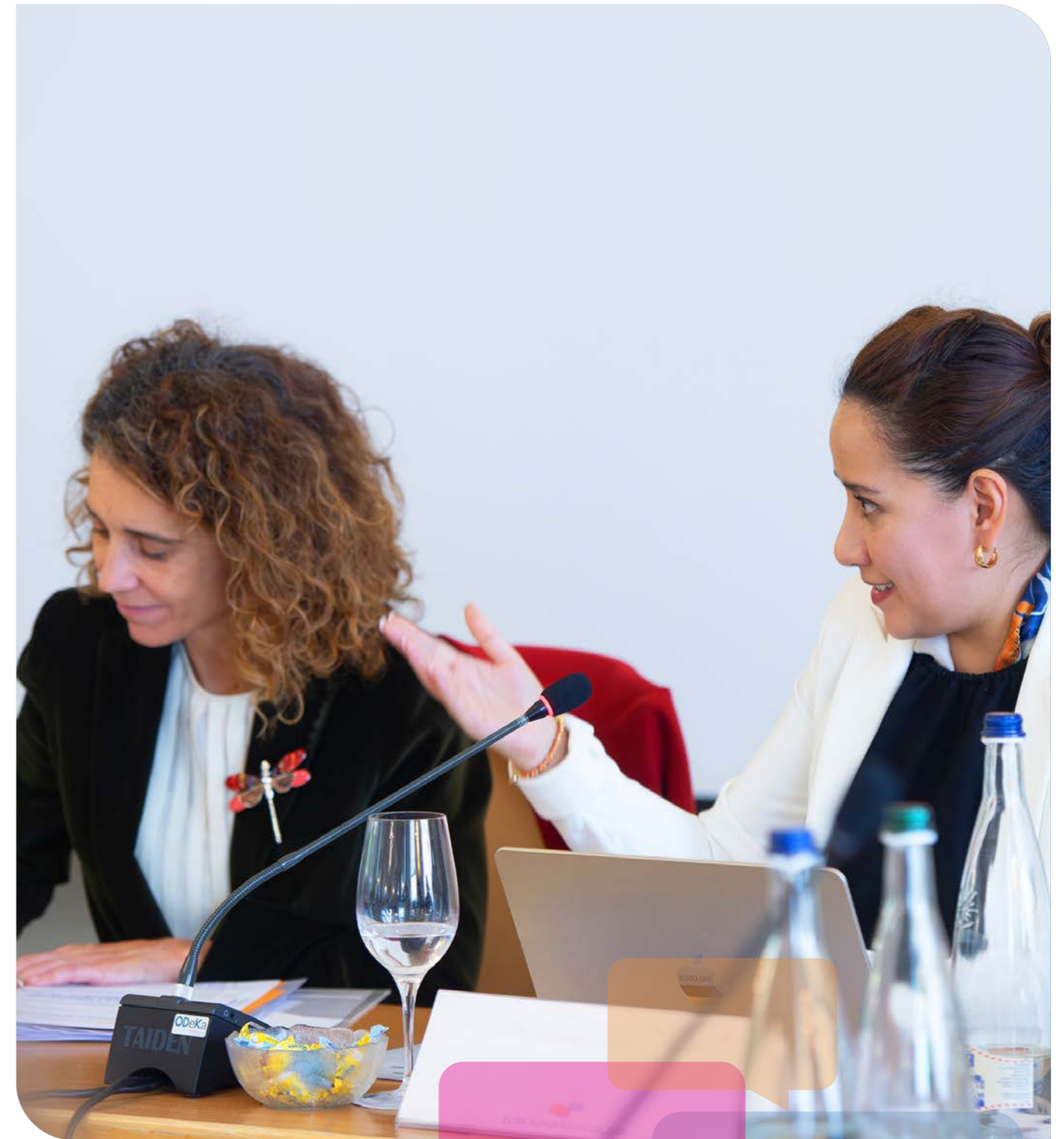
## THE ROLE OF UN AGENCIES

- UN agencies shared good practices in supporting States with the implementation of human rights recommendations at national level. Examples highlighted:
  - Strengthening coherence and coordination at country level;
  - Cooperation with national institutions, the private sector, academia, and civil society, leading to the development of legal and policy frameworks aligned with national development priorities, the Sustainable Development Goals, and recommendations arising from the UN human rights mechanisms;
  - Working with national authorities to track levels of implementation and measure impact;
- Integrating human rights mechanism recommendations into UN country programming, national strategies and action plans, and advocacy and policy advice;
- Analysing and disseminating information on the level of implementation of past recommendations concerning women's and girls' rights;
- Coordinating evidence-based reporting to the human rights mechanisms and providing policy advice to inform future recommendations; and
- Conducting awareness-raising and advocacy activities to bring critical gender issues to the attention of human rights mechanisms.



## PART IV

**STRENGTHENING EFFICIENCY AND EFFECTIVENESS TO ACCELERATE PROGRESS IN THE FUTURE: NEXT STEPS AND THE WAY FORWARD TO FURTHER MOBILISE THE UN HUMAN RIGHTS SYSTEM AND ACCELERATE PROGRESS TOWARDS GENDER EQUALITY AND THE REALISATION OF WOMEN'S AND GIRLS' RIGHTS, INCLUDING THROUGH FINANCING FOR DEVELOPMENT**



## GUARANTEE ADEQUATE, PREDICTABLE, AND SUSTAINED FUNDING

- A widely held view at Glion XI was that an essential, yet scarce, resource to drive progress and deliver tangible improvements to the lives of all women and girls is adequate, predictable, and sustained funding. As one speaker put it, 'investing in human rights prevents costlier crises later.'
- In particular, participants highlighted gender budgeting as an important, strategic tool for advancing gender equality. Targeted financing and linking budgets to gender-specific objectives, they argued, are key to strengthening policy impact and ensuring that commitments translate into concrete outcomes. The discussions also shed light on the role of data and digital tools in identifying gaps in resource allocation, with one speaker encouraging partnerships with national statistics offices to support the integration of a gender lens in financing efforts.
- A UN official argued that UN member States should be the main providers of funding for gender equality instead of private companies. Others, while not disagreeing with this point, nonetheless highlighted the value of collaborating with private actors to mobilise sufficient levels of financing to achieve gender equality objectives in a timely manner.
- A UN researcher argued that achieving such change requires reform of the international financial architecture, and explained that raising taxes on the ultra-rich and multinational corporations is an essential strategy to mobilise the resources needed to address women's rights and needs.



## ADDRESS THE CRISIS OF CONFIDENCE IN MULTILATERALISM

- Several participants underlined the need to maintain and strengthen State engagement with the UN system and the human rights mechanisms – the UPR, Treaty Bodies, and Special Procedures – to advance gender equality at the national level. As one UN official stated, 'when States engage with the human rights mechanisms, real change follows.'
- One country representative pointed out that these mechanisms offer valuable guidance and serve as important accountability frameworks for States, enabling and encouraging them to uphold their human rights commitments. Another speaker urged strong and consistent integration of gender equality principles across all UN activities in order to counter the rising pushback against the movement, emphasising that 'human rights and gender equality are low-cost, high-impact investments.'



## STRENGTHEN CAPACITY, EXPERTISE, PARTNERSHIPS, AND COORDINATION AMONG DIFFERENT ACTORS

- A range of speakers discussed the importance of strengthening institutional capacity and coordination within the UN system, to more effectively advance gender equality. One UN agency representative highlighted the benefits of building dedicated teams with specialised expertise to ensure that initiatives are truly responsive to the needs of women and girls.
- Another UN official explained that strengthening partnerships across the UN system, as well as with civil society and academia, would further strengthen States' implementation capacities. Adding to this, another UN agency representative called on colleagues to strengthen institutional relationships with Missions in Geneva in order to support their work in advancing gender equality objectives.



- A Special Procedures mandate-holder called for improved cross-mechanism coordination in order to secure sustainable resources for women and girls. Another speaker, representing a Treaty Body, called for increased coordination between the Human Rights Council and the Committee on the Elimination of Discrimination against Women, urging participants to prioritise the implementation of existing treaty obligations over the creation of new normative frameworks (e.g., new optional protocols).
- Building on these points, a representative of an Asian State explained that efforts to strengthen coordination should be applied across all human rights mechanisms. This includes better cross-referencing between mechanisms so that recommendations reinforce rather than repeat each other, as well as sharing good practices to promote consistency and learning. An integrated approach to UPR recommendations, and streamlining the work of Treaty Bodies were also highlighted as ways to reduce duplication, clarify priorities, and help States focus on implementation, thereby creating a more efficient, coherent human rights system.



## CLOSE THE IMPLEMENTATION GAP, AND BETTER TRANSLATE INTERNATIONAL OBLIGATIONS AND COMMITMENTS INTO NATIONAL LEVEL CHANGE

- There was considerable discussion at Glion XI regarding the challenge of closing the gap between international commitments and their implementation at national level – ‘a longstanding issue and frequent critique of the international human rights system.’ Participants heard several suggestions and proposals from countries and civil society to ensure States’ obligations and commitments to advance gender equality bring about real-world change for women and girls.
- Various speakers underscored the importance of strategically leveraging the UN human rights system and the vast body of resources it offers to support States in advancing their gender equality commitments – focusing on implementation

and impact. One country representative, for example, highlighted the value of the UPR mechanism, while several others called on States to integrate recommendations directly into national development plans, budgets, and policies.

- According to another speaker, ‘NHRIs not only provide credible information to the international system but also support national implementation efforts – connecting Geneva with the ground.’ Another civil society speaker agreed, adding that while civil society organisations do work with local actors to bring about change on-the-ground, they also – crucially – hold governments accountable and push for change at the local level.



## ENHANCE COLLECTION OF GENDER STATISTICS, AND THE GATHERING OF EVIDENCE

- There was broad agreement at Glion XI on the importance of investing in systems to collect gender statistics, in order to track key disparities and monitor efforts to achieve gender equality.
- This is especially useful, as one country representative pointed out, to build a robust evidence base for the future development of effective, gender-responsive policies. A UN official agreed that developing narratives grounded in data is an effective way of shifting national policies.
- One ambassador pointed out that investing in robust gender data collection systems and practices should also capture intersectional considerations. Another suggested creating widely accessible gender data platforms to facilitate information-sharing and support evidence-based policymaking.

## SHARING GOOD PRACTICES, AND ENSURING EASIER ACCESS TO TECHNICAL ASSISTANCE

- In addition to leveraging the extensive set of resources provided by the UN human rights system, and using data to inform policy and practice, participants at Glion XI also emphasised the value of States learning from one other, sharing good practices, and adapting successful approaches to their own national contexts.
- Several Latin American country representatives encouraged their fellow participants to report on their experiences in addressing specific challenges, especially areas where they have made notable progress, to facilitate knowledge-sharing and to inspire other States to adopt similar practices in their own countries. Another State representative supported this point, noting that her own country has benefited from learning from the experiences of others.
- Reflecting on his own country's experience, an ambassador noted that partnership-building and experience-sharing with the Treaty Bodies can serve as a another particularly valuable source of guidance and support to drive progress.

- Other speakers highlighted the importance of technical support from the UN to advance gender equality objectives. For example, an ambassador from an African State called for greater technical assistance to support gender mainstreaming, and the integration of gender considerations across all sectors.

As part of this, he called for a reform of the Human Rights Council's agenda item 10, to create a space for dialogue and sharing good practices, a new 'small projects trust fund,' and a 'roster of experts' to deliver support to national stakeholders.



## EMPATHY, CONSTRUCTIVE ENGAGEMENT, AND COOPERATION

- In the same vein, a number of participants argued that advancing gender equality is most effective when grounded in constructive engagement and cooperation, uniting actors around shared priorities and practical outcomes. One country representative encouraged colleagues to ‘focus on shared objectives rather than divisive technicalities,’ while another spoke of the value of ‘grounding action in dialogue and inclusive partnerships.’
- Another participant repeated a previous point concerning the enormous potential of the UN human rights mechanisms to drive positive change, arguing that strong, cooperative inter-State relationships, as well as constructive engagement with the mechanisms, are essential to support countries facing human rights challenges.
- Echoing these views, another speaker noted that ‘cooperation with the international community is key to advance progress,’ including by maintaining and building strong relationships with the human rights mechanisms.

## BRINGING HUMAN RIGHTS CLOSER TO THE PEOPLE BY PROMOTING REGIONALISATION, LOCALISATION, AND AN ‘ALL OF SOCIETY APPROACH’ TO IMPLEMENTATION

- Finally, there was broad consensus among participants concerning the need to bridge the gap between the international human rights system and the people it was designed to serve. As many participants explained, ‘strengthening multi-level collaboration, and empowering and engaging with local actors is essential to build mutual understanding, and ensure that international standards are effectively translated into action at the local, national, and regional level.’ Speakers drew attention to the importance of ‘amplifying the voices of women’s/grassroots organisations, civil society, youth, religious leaders, and the private sector, and involving them in decision-making processes.’ As one civil society representative observed, this cooperation ‘can bring unlikely voices together to cooperate on promoting gender equality without fear.’
- Participants also recognised, however, that such efforts must be context-sensitive, taking societal norms and cultural barriers into consideration – particularly on historically sensitive issues such as those

related to sexual and reproductive health and rights. For example, a representative of an African State spoke about her country’s experience engaging with local actors, including faith-based organisations, to stimulate discussions on female genital mutilation, an approach she described as ‘bridging the values’ between the local, the national, and the international.

- Another ambassador added that key to designing effective policy responses is understanding and analysing negative reactions or public resistance to certain phenomena or changes – by doing so, policymakers are better able to tailor their

strategies to be more context-sensitive, and ultimately more effective.

- Several participants also underscored the value of investing in, and strengthening, State engagement with NHRIs, noting their key role in connecting rights-holders and the international system.
- A civil society representative emphasised the need to ensure their presence in major global fora, while a UN official explained that enhancing collaboration with NHRIs to support effective reporting and follow-up processes would ensure the system is more ‘democratic and inclusive.’



## PART V

# CHAIRS' TEXT AT THE CONCLUSION OF THE ELEVENTH GLION HUMAN RIGHTS DIALOGUE

At the conclusion of Glion XI, the co-hosts of Glion presented an informal outcome text compiled under their authority, which summarises the key discussion points, achievements and challenges, conclusions, and next steps, shared during the retreat, as well as during the three preparatory policy dialogues.

### Marking the 30<sup>th</sup> anniversary of the Beijing Declaration and Platform of Action:

**Reaffirming our resolve to protect and accelerate progress towards gender equality and the full enjoyment of women's and girls' rights, including by further mobilising the UN human rights system**

#### Chairs' text at the conclusion of the Eleventh Glion Human Rights Dialogue

Glion, Switzerland | 16–17 October 2025

This Chair's text is a summary and distillation of views on international progress towards gender equality and the full enjoyment of women's and girls' rights, how to accelerate progress in the coming years, and contemporary political and financial challenges thereto - and how to overcome them, as shared between participants during the 11th Glion Human Rights Dialogue (Glion XI) held from 16-17 October 2025, as well as during the three preparatory meetings held in Geneva on 5 June, 3 July, and 3 September 2025. It is compiled under the authority of the Co-Chairs of the 11th Glion Human Rights Dialogue.

Participants at the Eleventh Glion Human Rights Dialogue, held under the theme 'Beijing at 30: mobilising the UN human rights system to accelerate progress towards gender equality and the full enjoyment of women's and girls' rights,' as well as at the three preparatory meetings held in advance of the retreat, reflected on a number of points, including:

- Beyond a commemoration, the 30th anniversary of the adoption of the Beijing Declaration and Platform for Action offers an important opportunity to reaffirm the commitments set out in those landmark documents, as well as the relevant goals (especially SDG5) and targets contained in the 2030 Agenda for Sustainable Development (gender equality is also a cross-cutting objective of the Agenda), and to recognise the major strides taken by States since 1995, learn lessons, share good practices, reflect on barriers to further, deeper progress, and agree on how to overcome them.
- The latest ['Progress on the Sustainable Development Goals: the gender snapshot 2024'](#) report by UN Women and UN DESA concludes that while the world has made major advances towards gender equality, and the full enjoyment of women's and girls' rights, progress has been uneven and insufficient.

- The outcomes of the Beijing+30 review process (including the Political Declaration, and the Beijing+30 Action Agenda), support this conclusion. They show that considerable progress has been made in some areas, such as increased access to education for girls, reduced maternal mortality, and expanded participation of women in public and political life. This finding is backed up by discussions during the three pre-Glion XI policy dialogues, as well as during the Glion XI retreat, which inter alia heard from a range of States on national progress in areas such as the eradication of poverty among women and girls, involving women and ensuring their rights are promoted in peace processes, introducing zero tolerance policies to prevent gender-based violence against women, and expanding women's participation in politics. However, at the same time, the review outcomes also show that no country has fully achieved gender equality and the empowerment of women and girls. Persistent structural barriers, including discriminatory laws and practices, gender stereotypes, and all forms of violence and discrimination, together with rising persistent challenges and barriers to gender equality, are preventing further, deeper gains, and in some cases are leading to reversals.
- With the significant reduction in financial support to the UN, as well as development assistance to developing countries including through enhanced partnerships with governments, the UN system, and relevant organisations supporting gender equality, and women's and girls' rights, there is a real risk that those reversals will multiply.
- These same themes and trends were repeated during the recent (13 October) Global Leaders' Meeting on Women, held in Beijing to mark the 30th anniversary of the Fourth World Conference. During the opening ceremony, H.E. Mr. Xi Jinping, President of the People's Republic of China, noted that, 'over the past 30 years [...] the cause of women has been thriving around the world.' For example, '189 countries have ratified the Convention on the Elimination of All Forms of Discrimination against Women,' while gender equality is a prominent goal of the 2030 Agenda. To realise these obligations and commitments, 'nearly 1,600 laws on women's rights and interests have been enacted by more than 190 countries.' Yet, complex challenges remain. 'Globally, over 600 million women and girls are still mired in war and conflict, and around 10 percent [...] are trapped in extreme poverty. [Moreover], deep-rooted problems such as violence and discrimination still persist, the gender digital divide is widening.'
- In response to these trends, participants at Glion XI echoed the call of Beijing+30 review outcomes for 'urgent, transformative action,' and a recommitment to fully and effectively implement the Platform for Action, with particular emphasis on six priority areas identified in UN Women's Beijing+30 Action Agenda: a digital revolution for women and girls; freedom from poverty; zero violence; full and equal decision-making power; peace and security; and climate action. To this end, the review outcomes also reaffirmed the need for promoting the rule of law, strengthening access to justice, and ensuring adequate, predictable, and sustainable funding.

## The UN human rights system as a key engine of 'urgent, transformative action'

- The UN human rights system is ideally placed to be a cost-efficient and cost-effective engine of such 'urgent, transformative action.' Through the international human rights instruments, the various political commitments included in the Beijing Declaration and Platform for Action are set out as legal obligations for States parties, including the 189 States that are party to the Convention on the Elimination of Discrimination against Women. Moreover, the UN human rights system has further elaborated and clarified these universal norms through Human Rights Council resolutions, Treaty Body general recommendations/comments, and the work of Special Procedures mandates. Finally, the UN human rights mechanisms, especially the UPR, the Treaty Bodies, and the Special Procedures, together represent a powerful compliance system, working in dialogue and cooperation with States (and in full consultation with other national stakeholders including civil society and NHRIs) to bring national laws, policies, and practices into line with their international obligations and commitments in the area of gender equality, and women's and girls' rights.
- It is therefore vital, at this time of financial constraint, political contestation, and multilateral reform (e.g., UN80), that States work together to strengthen their cooperation and engagement with the multilateral human rights system, including the mechanisms, by reporting periodically, by implementing resulting recommendations extended by the mechanisms (as appropriate), and by tracking progress and measuring impact (through data gathering). In this, they should be supported by UN agencies and programmes, including UN Women and OHCHR, as well as bilateral development partners. Both implementation and reporting should be done in full consultation with NHRIs and civil society organisations. Adopting such a practical, operational approach would represent a cost-efficient and cost-effective use of existing resources and capacities. What is more, by focusing on efficiency and operational impact (on-the-ground), and sharpening the UN's relevance in a rapidly changing world, such an approach would also be consistent with and contribute to the UN Secretary-General's UN80 reform initiative.
- To support enhanced cooperation with the UN human rights system, States should strengthen national systems for effective engagement with the UN human rights mechanisms (covering periodic reporting, the implementation of recommendations, as appropriate, the tracking of progress, and the measurement of impact through disaggregated data collection), including by establishing, as appropriate, national mechanisms for implementation, reporting, and follow-up (NMIRFs), consistent with the Marrakech Guidance Framework (MGF).
- All relevant national stakeholders, including all relevant ministries and state agencies, parliamentarians (especially women parliamentarians), and national statistics offices, should be centrally involved in national reporting and implementation processes. Moreover, other

stakeholder groups must also have the opportunity to participate, as appropriate, including civil society organisations, NHRIs, UN Country Teams, academia, community leaders, youth representatives, and business enterprises. To be effective, implementation should be a participatory and transparent exercise rather than a bureaucratic one.

- In this regard, States should also leverage digital technologies to enhance the efficiency, effectiveness, and transparency of human rights and SDG implementation, including through automation and digital tools for implementation tracking, improved data management, and streamlined reporting to international and regional mechanisms.
- For their part, UN agencies and programmes (via UN Country Teams), including UN Women as the lead agency for gender equality within the UN system, should continue and expand their proven strategies to integrate relevant UN human rights recommendations into country programming (e.g., UN Sustainable Development Cooperation Frameworks, Country Programming Documents), thereby supporting implementation at national- and local-levels, and should cooperate closely with the State and with other national stakeholders to ensure timely reporting on progress, and the integration of policy ideas into periodic reports to further strengthen the implementation of the BPfA, SDG5, and CEDAW (as well as other relevant international human rights instruments) in the future.
- In order to achieve the foregoing, and as made clear in the Beijing+30 outcomes, it is vital to maintain adequate, predictable, and sustainable funding for UN entities supporting gender equality, and the enjoyment of women's and girls' rights, and for civil society organisations working in this field.
- Finally, it is also of vital importance to strengthen the UN human rights system's capacity to recognise, showcase, and encourage mutual learning about national success stories in the area of gender equality, and women's and girls' rights, as well as reflect on national challenges and barriers to implementation, and how they were overcome.

In conclusion, participants at the 11<sup>th</sup> Glion Human Rights Dialogue reaffirmed their conviction that the full implementation of the Beijing Declaration and Platform for Action remains essential to achieving gender equality and the full enjoyment of human rights for all women and girls, and that a strong, coordinated, and inclusive UN human rights system is central to accelerating progress, ensuring accountability, and leaving no one behind.





**GLION XI**  
HUMAN RIGHTS  
DIALOGUE  
**2025**



working together to protect universal human rights



Universal Rights Group  
Chemin Eugène-Rigot 2E,  
1202 Geneva  
Switzerland

T +41 22 755 14 56

[info@universal-rights.org](mailto:info@universal-rights.org)  
[www.universal-rights.org](http://www.universal-rights.org)