**Submission to the CEDAW Committee for the elaboration of a General Recommendation on Indigenous women and girls**

UN Women is honored to share this submission ahead of the virtual day of general discussion on the rights of indigenous women and girls, to be held on 24 June 2021. This submission aims at providing inputs to the Committee on Discrimination against Women for the elaboration of a General Recommendation on the rights of indigenous women and girls.

This submission compiles information and recommendations received from the UN Women Regional Office in Latin America and the Caribbean and from the UN Women Regional Office in Asia and the Pacific, based on UN Women country offices’ work and programmes with and for indigenous women and girls in these regions.

# Indigenous women and girls in Latin America and the Caribbean [[1]](#footnote-1)

In Latin America and the Caribbean there are an estimated **58 million of indigenous people**, approximately 9.8% of the region's population[[2]](#footnote-2), although this proportion is much higher in countries such as Bolivia, Ecuador, Guatemala, Mexico and Peru. Belonging to more than **800 different indigenous peoples and nationalities**, the around **28 million indigenous women and girls** face various types of challenges, barriers and opportunities in contexts as different as the jungles of Central America, the mountains of the Andes or urban environments, where more than half of the region's indigenous population lives.

**Indigenous peoples have been subjected to conditions of marginalization and historical discrimination**, coupled with assimilation practices, territorial dispossession and denial of their rights. This has resulted in significant social, economic and rights gaps between indigenous peoples and the rest of the population. Discrimination increases social inequality and deepens the conditions of **poverty** in which the indigenous population finds itself, with a disproportionate burden on women.

Prior to the arrival of COVID-19, **indigenous women and girls in the region faced discrimination and unequal access to education, health, work, land and public participation**, a situation that is exacerbated in the case of those living with disabilities, sexual diversity community or women on human mobility. In his report on *"The Impact of COVID-19 in Latin America and the Caribbean"*[[3]](#footnote-3),the Secretary General draws attention to how indigenous peoples, and in particular indigenous women, are **disproportionately affected due to the socioeconomic preconditions in which they live.**

**The COVID-19 pandemic has not created the inequalities suffered by indigenous women and girls, but rather has deepened them**, affecting the gains made in recent decades. In addition to loss of livelihoods, care workload, lack of access to health services or increased vulnerability to gender-based violence, the impact of the pandemic has been seen most directly in the lack of access to the digital world at a time when many public services are delivered only digitally and the sharing of information and knowledge is crucial to accessing a range of opportunities, from employment to education or health counseling.

It is important to recognize that this CEDAW General Recommendation on indigenous women and girls was **born out of the drive of indigenous women's organizations**, many of them from Latin American, to build a *"bottom-up"* process that highlights their leading role. Indigenous women's leaders and organizations in Latin America and the Caribbean have participated in this drive from the outset and in a decisive manner, who, in an **intergenerational dialogue**, continue to work to defend their rights in an environment in which racism, classism and colonial structures are still very much present.

In this same logic, it must be emphasized that this General Recommendation must **recognize indigenous women in all their strengths and capacities**, highlighting the crucial role they play as actors of development in their communities, with full autonomy to identify their problems, raise their demands and propose solutions. On many occasions we have heard how indigenous women refuse to be identified as victims and how they demand to have a voice to decide on those issues that affect them.

While recognizing the strength and leading role of indigenous women, it is also important to **recognize the diversity of indigenous women**, not only in their rich cultural heritage, but also in the **intersectionality** with other variables that may imply a deepening of the discrimination and inequality they face (disability, human mobility, sexual diversity, etc.) but that also opens the space to take advantage of the richness of these diverse perspectives.

A very important aspect of the General Recommendation should emanate from **recognizing the link of indigenous women with land, water, and territory**, and provide specific guidelines to States so that indigenous women can exercise their rights related to land, territories, and their natural resources, within the framework of their cosmology and ancestral knowledge.

This General Recommendation should **urge the States to consider in their normative, budgetary, and programmatic decisions and actions** for the full exercise of the rights of indigenous women and to recognize their contributions to the development of the peoples and the conservation of our great common home, planet Earth. The normative framework is provided not only by CEDAW but also by two instruments that are so important for indigenous peoples: ILO Convention 169 on Indigenous and Tribal People[[4]](#footnote-4) s and the United Nations Declaration on the Rights of Indigenous Peoples[[5]](#footnote-5), which recognizes all the rights and freedoms equally for indigenous men and women.

Respectfully **gathering the voices of indigenous women that have been raised in different spaces of dialogues**, and considering the impact that the pandemic has had on their communities, the UN Women Regional Office for the Americas and the Caribbean proposes the following recommendations to be considered in the elaboration of the General Recommendation:

1. **Institutional framework for the protection of indigenous women's rights**
   1. **State institutions and public policies**

* Promote **intercultural parity in the three branches of government**, executive, legislative and justice, including the indigenous justice system. The election of constituents to draft the new Chilean constitution, with seats reserved for indigenous peoples, is an example to be considered for the recognition of their rights.
* Promote **national laws, public policy and budgets from a gender perspective and with cultural relevance** that guarantee the closing of gaps and the elimination of all forms of discrimination, violence and exclusion that intersect indigenous women and girls.
* Ensure the recognition and protection of indigenous and tribal identities.
* Establish **monitoring mechanisms** to assess the impact of measures taken to eliminate discriminatory gender stereotypes and prejudice against indigenous women and girls.
* Take the necessary measures to **generate disaggregated data on indigenous peoples, especially indigenous women, and girls in all their diversity**. At the same time, to produce a system of variables and indicators developed by indigenous women themselves with adequate ethnic relevance that will be useful tools for the design, implementation, and measurement of public policies. To this end, self-identification has been the most widely used criterion to determine whether a person is indigenous.
* Strengthen **indigenous institutions** and the role those indigenous women assume in these institutions, as well as in their own **women's organizations**. It is important to support the political, social, and economic conditions that favor the organizational work of indigenous women so that they can organize themselves and develop initiatives to make their individual and collective rights effective.
* Emphasize the importance of **strengthening leadership as a strategy for the autonomy of indigenous women**. The comparative experience of these initiatives validates these initiatives as an effective mechanism to strengthen their role in their territories, to form networks among themselves and to collectively influence the decisions that impact their living conditions.
* Highlight the **work of indigenous women and girls in their communities** so that the voices of women who fight for their rights and the rights of their communities do not continue to be silenced, with concrete actions to achieve social transformation.
  1. **Access to justice and equality before the law**
* Guarantee **access to justice** for indigenous women, both in the **ordinary justice system and in indigenous justice and customary law**, taking the necessary measures to ensure that this access is not limited for reasons related to gender inequality or discrimination of any kind.
* Establish a **link between individual rights and collective rights** in such a way as to create an empowering link between the two of them.
* Consider the importance of facilitating indigenous women's **access to justice in their own language**, so that this does not impede the exercise of their rights.

1. **Rights with an individual and collective dimension**
   1. **Right to self-determination**

* Ensure **effective consultation mechanisms to guarantee** **the free, prior, and informed consent** of indigenous women in relation to the use of their natural resources and lands and any project or public policy that has an impact on their rights and legitimate interests.
* Ensure that companies implementing **natural resource exploitation projects** adequately compensate women living in the territories and areas affected by such projects.
  1. **Land rights**
* Expand indigenous and rural women's access to **land ownership and tenure**, including by ensuring their adequate representation in decision-making positions in relation to communal lands and traditional indigenous lands.
  1. **Water and food rights**
* Recognize the contribution of indigenous women in ensuring the **food security** of their communities and society in general, and facilitate means for indigenous peoples and women to carry out development proposals compatible with their traditions and cultures.
* Strengthen the role of indigenous women in the **preservation of water** and guarantee the access to this essential resource for the sustainability of life.
* Consider the unpaid work that indigenous women dedicate to **provide food and water to their communities** and promote public systems dedicated to alleviating this burden.
  1. **Cultural rights**
* Consider the **lack of intellectual property protection for indigenous knowledge, cultures and traditions** in the face of the industry that patents the knowledge obtained from indigenous communities.
* To value and recognize the role played by indigenous women in the **conservation and transmission of indigenous languages** as a fundamental aspect of the maintenance of their cultures and traditions.

1. **Specific rights recognized by CEDAW**
   1. **Equality and non-discrimination**

* Recognize the gap faced by indigenous women between the equality enshrined in the law and the real equality they experience in their lives, and take the necessary measures, both temporary and permanent, to achieve **substantive equality**.
  1. **Life free of violence, prostitution and human trafficking**
* Take the necessary measures to **eliminate the multiple forms of violence suffered by indigenous women and girls, including child marriage and early unions,** provide effective support to survivors and prevent the recurrence of such acts.
* Implement strategies for the prevention and eradication of all forms of violence against indigenous women that **incorporate indigenous perspectives** on the issue.
* **Promote greater knowledge and awareness among indigenous authorities** about the different types of violence suffered by indigenous women and girls, its causes and consequences, leading to the adoption and strengthening of commitments on the part of the communities.
* Strengthen the **disaggregation of data** in the statistical information generated by State institutions with competence in the prevention and treatment of violence originated by State and non-State actors.
* Ensure **access for all indigenous women to programs for the prevention and treatment of violence caused by state and non-state actors**, incorporating an intercultural and territorial approach in these programs.
  1. **Political participation and representation**
* Highlight the importance of **indigenous women's participation** and strengthen their **presence in public life,** establishing affirmative measures, **guaranteeing their presence at negotiation tables and in all decision-making spaces that impact their lives.**
* Ensure the participation of indigenous women in **decision-making bodies at the local and national levels** and in the development and implementation of policies, programs and initiatives.
* Recognize the **difficulties in accessing funding and the burden of care work that limit indigenous women's participation in public life**, and take the necessary measures to reverse this situation.
* Advocate for the **presence of indigenous women in media** as an effective way to promote their visibility, respecting their culture and traditions, and in an environment free of discrimination.
  1. **Economic, social and cultural rights**
* Recognize the **disproportionate burden of care work** that indigenous women assume, and that limits their access to employment and education, and implement concrete measures to redistribute and reduce this burden.
* Recognize that indigenous women have a large presence in the domestic work sector and **promote the adoption of ILO Convention 189 on domestic workers.**
* Promote **access to credit and encourage financing mechanisms** accessible to indigenous women that allow them to develop productive enterprises and **access the digital economy.**
* Facilitate the **transition from the informal economy to the formal economy** for indigenous women working in agriculture, handicrafts, and commerce, among other sectors.
* Recognize the **digital gap** that affects indigenous communities, especially women, and take measures to close this gap and promote better **access to technology.**
* Strengthen **bilingual education systems** and the inclusion of gender equality in the school curriculum.
* Strengthen the schooling of indigenous girls and promote their permanence throughout the education system, including **access to STEMs.**
* Guarantee the sexual and reproductive rights of indigenous women and facilitate **access to culturally relevant sexual and reproductive health services**, valuing the role of midwives in the prevention and reduction of maternal mortality.
* Value the role of **ancestral medicine and knowledge**, protecting intellectual rights in this area.
* Assess the impact that extractives projects may have on the **health of indigenous women** and take measures to guarantee the right to health of their inhabitants.
  1. **Marriage and family**
* Ensure the **registration of all indigenous children at birth**, providing a national identification document that allows them to claim their rights and citizenship.

1. **Situations of greater vulnerability that require urgent and priority attention**
   1. **Indigenous women human rights defenders**

* Recognize that indigenous women continue to face threats in the defense of their territories, so it is essential to transcend the vision of military security and **strengthen security strategies framed in the practices of self-care and community self-protection and ensure social investment** and empowerment of young women and girls.
  1. **Indigenous women in situations of armed conflict and post-conflict**
* Consider that indigenous women in situations of armed conflict and post-conflict, especially young women and girls, are **more exposed to gender-based violence, especially sexual violence**, and take appropriate measures to prevent and respond to this scourge, providing all necessary support to survivors.
  1. **Indigenous women in situations of natural disasters and climate change**
* Recognize the greater vulnerability of indigenous communities, particularly women, to natural disasters and climate change and **promote their full participation in negotiation and decision-making** in the formulation and implementation of any initiative in this area.
* **Strengthen the capacities** of indigenous women as key agents in natural disaster situations and for climate change adaptation and mitigation.
  1. **Indigenous women in situations of eviction, forced displacement, migration, refuge and asylum**
* Take concrete measures to address the **multiple types of violence that affect indigenous women in cross-border contexts**, including trafficking in women.
* Train **public operators** who work at the border so that they can carry out their function with adequate intercultural and gender equality knowledge.

Indigenous women and girls in Asia and the Pacific [[6]](#footnote-6)

**Asia and the Pacific is home to 260 million (about 70%) of the world’s Indigenous and tribal people,**[[7]](#footnote-7) with Indigenous Australians, one of the oldest Indigenous population outside of Africa, having lived on their continent for over 50,000 years. The stories of Indigenous women and girls in Asia and the Pacific are as varied as they are numerous.[[8]](#footnote-8) However, common themes of discrimination and obstacles to participation in public life run through all Indigenous communities in the region.

The **Convention on the Elimination of Discrimination Against Women (CEDAW)**, **United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)**, and the **International Labour Organisation Convention 169 on Indigenous and Tribal Peoples**, together with the **2030 Agenda for Sustainable Development**, provide a comprehensive framework to inform the promotion and protection of the rights of Indigenous women and girls. Despite this, Indigenous women and girls remain among the most marginalized and disadvantaged members of the society.

**Part 1: “Equality and non-discrimination with a focus on Indigenous women and girls and intersecting forms of discrimination”**

Indigenous women and girls face **multiple and intersecting forms of discrimination based on their gender and Indigenous identity**. Indigenous women and girls with compounding factors, such as disability or sexual orientation and gender identity, face even greater discrimination. [[9]](#footnote-9)

**Indigenous women and girls suffer increased instance of violence**. The Asia-Pacific region experiences the highest rates of violence against women and girls globally, with **47% of ever-married Indigenous women in South Asia experiencing emotional, physical or sexual violence by their partner** (compared to 40% of the total population).[[10]](#footnote-10) Indigenous women and girls are most at risk of violence in communities where **intra-communal and inter-communal conflicts** have arisen, as well as in those communities that conform to deeply-rooted patriarchal systems and practices that relegate women and girls to subordinate roles and positions in society.[[11]](#footnote-11)

**Harmful practices also persist in some Indigenous communities**. Child marriage is still practiced in regions that apply traditional, cultural and religious practices, such as in the Bangsamoro Autonomous Region in Muslim Mindanao in the Philippines. Indigenous women and girls in the Asia-Pacific region are also at high risk of human trafficking, the region having the highest prevalence of trafficking in women and girls.

Violence against Indigenous girls and women cannot be separated from the wider **contexts of discrimination and exclusion** to which Indigenous peoples are often exposed in social, economic, cultural and political life. Primarily as a result of the expropriation of lands over the past decade, many countries in the Asia-Pacific region, such as Fiji, India, Myanmar, Nepal, the Philippines, Thailand and Timor-Leste, have witnessed **increased conflict, political instability and militarization**, leading to insecure environments for Indigenous women and girls as a whole.[[12]](#footnote-12) The Special Rapporteur on the rights of Indigenous people noted numerous cases of **sexual violence, sexual enslavement and killing of Indigenous women and girls** involved with (or perceived to be involved with) parties to conflicts.[[13]](#footnote-13) The majority of these crimes have not been investigated nor prosecuted.[[14]](#footnote-14)

**Indigenous women die in pregnancy and childbirth more often than non-Indigenous women**. An intercultural approach to sexual and reproductive health and rights and the promotion of the inclusion of Indigenous health workers have not been priorities.[[15]](#footnote-15) Indigenous women are three times more likely to have had no antenatal care, twice as likely to give birth without a skilled birth attendant, and they have a significantly higher birth rate among adolescents.[[16]](#footnote-16) Furthermore, registration of births in Indigenous communities is below national averages.

**Indigenous peoples are among the poorest in almost every country, with Indigenous women and girls being the poorest of the poor**. Globally, Indigenous people represent 5 % of the world population, however they make up more than 15 % of the world’s poor.[[17]](#footnote-17) Most Indigenous and tribal peoples live in rural areas with Indigenous women as custodians of their communities’ natural resources, but often lack control over land and resources.

**Indigenous women are less likely than Indigenous men to speak the national common language**. This hampers Indigenous girls at school and eventually causes their early drop out. Without education and a working knowledge of the national language, Indigenous women are at a disadvantage compared to both Indigenous men and non-Indigenous women.[[18]](#footnote-18)

**Part 2: “Effective participation, consultation and consent of Indigenous women and girls in political and public life”**

Indigenous women in the Asia-Pacific region have demonstrated their **strengthen and resilience through a rich history, as human rights defenders, political participants, and women’s rights advocates**. They draw attention to exclusion, discrimination and violence that they and their communities experience, while acting as agents of change. On the international stage, Indigenous women played a major role in the **establishment of mechanisms to protect the rights of Indigenous peoples, including the creation of the United Nations Permanent Forum on Indigenous Issues (UNPFII)**.[[19]](#footnote-19)

However, **denial of Indigenous women’s rights** – both individually and collectively -, including the **lack of legal recognition, political representation, and participation in public life**, has contributed to silence their voices. Some countries in the Asia-Pacific region do not recognize the concept of “Indigenous peoples”, while other countries consider the whole population of a country as Indigenous.

Discussions with Indigenous women also highlighted issues relating to the **criminalization of Indigenous human rights defenders for their activities and actions;** the **lack of consultations to obtain the free, prior and informed consent of Indigenous peoples**; the **need for effective engagement of Indigenous peoples in the achievement of the 2030 Agenda**; **violence and discrimination against Indigenous women, youth, older persons and persons with disabilities**; and the **need to revitalize Indigenous languages**.[[20]](#footnote-20) For instance, in New Zealand, the Maori comprise less than 15% of the population, yet account for 40% of all court convictions and half the prison population. In Australia, the Indigenous unemployment rate is three times higher than the non-Indigenous rate. The Bakun Dam in Malaysia is reported to have caused the forced displacement of up to 8,000 Indigenous persons from 15 communities by clear-cutting 80,000 hectares of rainforest. [[21]](#footnote-21) In Thailand, several highland communities, including the Karen people, have reportedly been moved out of national parks against their will.[[22]](#footnote-22) In Bangladesh, it has been estimated that approximately 22% of Indigenous households in the Chittagong Hill Tracts have lost their lands.[[23]](#footnote-23) Indigenous women are the custodians and transmitters of their peoples’ cultures, pillars of their communities, traditional healers, guardians of the local environment, and primary caregivers and food suppliers for their families.[[24]](#footnote-24) They are at the forefront of the struggles for the recognition of the collective rights of Indigenous peoples and the advancement of their rights as women.[[25]](#footnote-25)

**Working on Indigenous peoples’ rights as well as land and environmental rights are the riskiest issues for human rights defenders in the Asia-Pacific region**, with 84% of the human rights defenders targeted and killed in 2020 having worked on these issues.[[26]](#footnote-26) There has also been a worrying trend of anti-terror laws and security laws in the region being used to target Indigenous human rights defenders.

**Consultations to obtain the free, prior and informed consent of Indigenous women** as recognized by UNDRIP, especially in the context of disputes over land rights, the expansion of extractive industries and agro-industry, is paramount to ensuring that the priorities of Indigenous women are understood and addressed. In addition, efforts to close the gap between the progress made at the international level and implementation at the local level needs to be reinforced. The Beijing Declaration and Lima Plan of Action provide important frameworks to address Indigenous women’s participation in decision-making processes.

**Recommendations:**

* Member States should **adopt and advance the implementation of CEDAW and UNDRIP**, as well as the **Beijing Declaration and Platform for Action, the Lima Plan of Action for Indigenous women and girls, and ILO Convention 169 on Indigenous and Tribal Peoples**, and ensure the application of all international human rights frameworks to Indigenous peoples. In this regard, **national action plans** can prove important tools to accelerate local implementation and should be developed in consultation with Indigenous women and their organizations. National Action Plans must be **supported through national budgets** and a **close monitoring mechanism** in place.
* The **distinct needs and experiences of Indigenous women should be prioritized in programmes and policies**, having regard to diverse Indigenous groups and intersectionality experienced by Indigenous women, such as Indigenous women with disabilities and LGBTQI+ Indigenous people.
* **Indigenous women and Indigenous people’s organizations** are best placed to determine the needs and priorities of Indigenous women and they **should be consulted through means and platforms designed and adapted to ensure and facilitate Indigenous women’s participation and engagement**.
* **Further efforts to eliminate violence against Indigenous women and girls must be made**, including through social norm change, prevention programmes, protection from violence, and access to justice.
* Indigenous human rights defenders must be afforded **additional protections to prevent criminalization of their activities, incarceration, intimidation, threats and attacks on their safety**. In this regard, the specific targeting of Indigenous women environmental rights defenders is particularly worrying.
* Indigenous **women’s traditional knowledge must be respected** and their effective participation in decision-making processes guaranteed. Communities depend on Indigenous women’s traditional knowledge and sustained access to land, natural resources and territories.
* **Issues related to the individual and collective rights to equality, nondiscrimination, and self-determination, as well as social and economic rights, including the rights to decent work and to land, territory, and resources, the right to water and food, cultural rights, civil and political rights, and the right to live free of any form of violence must be at the front and center of considerations** on advancing the rights of Indigenous women.
* The data gap as it relates to Indigenous women must be addressed with relevantly **disaggregated data collected to prevent Indigenous women** **from being invisible**.

# Useful resources

* UN Women, “[Fact sheet on indigenous women with disabilities](https://www.unwomen.org/en/digital-library/publications/2020/04/fact-sheet-on-indigenous-women-with-disabilities)” (2020)
* UN Women, “[Guidance note on integrating indigenous women and girls in the SG’s socio-economic framework response to COVID-19 and the MPTF](https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2020/04/Prioritizing-indigenous-women-in-the-MPTF-April-2020.-UN-Women.pdf)” (2020)
* UN Women, “[Strategy for inclusion and visibility of indigenous women](https://www.unwomen.org/en/digital-library/publications/2016/12/strategy-for-inclusion-and-visibility-of-indigenous-women)” (2016)

1. Submission from UN Women Regional Office for Latin America and the Caribbean [↑](#footnote-ref-1)
2. El impacto del COVID-19 en los pueblos indígenas de América Latina-Abya Yala: Entre la invisibilización y la resistencia colectiva <https://repositorio.cepal.org/bitstream/handle/11362/46543/5/S2000817_es.pdf> [↑](#footnote-ref-2)
3. <https://lac.unwomen.org/es/digiteca/publicaciones/2020/07/informe-el-impacto-de-covid-19-en-america-latina-y-el-caribe> [↑](#footnote-ref-3)
4. <https://www.ilo.org/dyn/normlex/es/f?p=NORMLEXPUB:12100:0::NO::P12100_INSTRUMENT_ID:312314> [↑](#footnote-ref-4)
5. <https://www.un.org/esa/socdev/unpfii/documents/DRIPS_es.pdf> [↑](#footnote-ref-5)
6. Submission from the UN Women Regional Office for Asia and the Pacific and country offices. [↑](#footnote-ref-6)
7. <https://www.ilo.org/asia/areas/WCMS_100364/lang--en/index.htm> [↑](#footnote-ref-7)
8. <https://www.asianindigenouswomen.org/index.php/indigenous-womens-human-rights/20-putting-together-a-picture-of-asian-indigenous-women/file> [↑](#footnote-ref-8)
9. <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2013/5/violence-against-indigenous-women-and-girls.pdf?la=en&vs=1457> [↑](#footnote-ref-9)
10. Ibid. [↑](#footnote-ref-10)
11. Ibid. [↑](#footnote-ref-11)
12. Ibid. [↑](#footnote-ref-12)
13. Ibid. [↑](#footnote-ref-13)
14. Ibid. [↑](#footnote-ref-14)
15. <https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2018/12/Recs.-PFII-Ind.-Women-17th-Sess.-Eng.pdf> [↑](#footnote-ref-15)
16. Ibid. [↑](#footnote-ref-16)
17. <https://www.ilo.org/asia/areas/WCMS_100364/lang--en/index.htm> [↑](#footnote-ref-17)
18. <https://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_173293.pdf> [↑](#footnote-ref-18)
19. <https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2021/06/Summary_side_event_CSW65_2021.pdf> [↑](#footnote-ref-19)
20. <https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2018/12/Recs.-PFII-Ind.-Women-17th-Sess.-Eng.pdf> [↑](#footnote-ref-20)
21. Ibid. [↑](#footnote-ref-21)
22. Ibid. [↑](#footnote-ref-22)
23. <https://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_779265.pdf> [↑](#footnote-ref-23)
24. Ibid. [↑](#footnote-ref-24)
25. Ibid. [↑](#footnote-ref-25)
26. <https://www.frontlinedefenders.org/sites/default/files/fld_global_analysis_2020.pdf> [↑](#footnote-ref-26)