



SPECIAL PROCEDURES
UNITED NATIONS
HUMAN RIGHTS COUNCIL



42nd session of the Working Group on discrimination against women and girls

Launch of the Guidance document on Substantive Gender Equality

Tuesday 27 May 2025, 15.00-16.30 (ET), Conference Room 1, NY UN HQ

Concept Note

1. Background and rationale

While significant progress has been made in advancing the human rights of women and girls, gender equality remains an unfulfilled promise, demanding renewed commitment and urgent action. In fulfilling its mandate, the Working Group on discrimination against women and girls focuses on addressing gender inequality affecting women and girls, recognizing the discrimination and disparities they face as manifestations of broader systemic patterns of inequality in political, legal, social, economic and cultural life.

Historically, substantive gender equality has materialized in different ways, enabling diverse States to make meaningful progress towards fully respecting, protecting and fulfilling the rights of women and girls. In its latest guidance document on substantive equality ([A/HRC/WG.11/42/1](#)), the Working Group introduced the CREATE framework, a feminist human rights-based tool to be used across the spectrum of challenges to gender equality. The framework provides a comprehensive and actionable road map for achieving transformative substantive gender equality; each letter in the name – CREATE – represents a pillar of action that States and other stakeholders are called upon to undertake, namely: (a) counter harmful social norms, discrimination, and violence; (b) redress socioeconomic disadvantages; (c) eliminate legal and structural barriers; (d) adopt proactive laws and policies; (e) transform institutionalized patriarchal power structures; and (f) enhance the participation and agency of women and girls.

2. Objectives of the event

The purpose of this event is to launch the guidance document on substantive gender equality and initiate further discussions with key stakeholders on how to ensure substantive equality in international, regional and national laws, policies and practices in order to ensure a life with dignity for all women and girls. This panel discussion will focus on:

- ◆ Presenting the Guidance Document and the CREATE framework;
- ◆ Identifying gaps and challenges in implementing substantive gender equality;
- ◆ Identifying good practices and positive developments in international human rights law;
- ◆ Identifying next steps in the protection of dignity of all women and girls at international level;
- ◆ Proposing joint strategies and bridging gaps.

3. Target Audience

Member States, UN agencies, and civil society organizations and academics, especially those working on girl's and women's rights

4. Date & venue

The event will take place on Tuesday 27 May 2025, from 15.00-16.30, Conference Room 1, NY UN HQ. The event will be held in person only and will not be recorded.

5. Languages

Interpretation into six UN official languages will be provided.

6. Format

The event will consist of opening statements by the Working group, followed by a moderated round of interventions by panelists. After the interventions, there will be a 25-minute discussion round, with opportunities for the panelists to discuss and take questions from the floor.

7. Panelists

- ◆ Ms. Dorothy Estrada-Tanck, a member of the Working Group
- ◆ H.E. Mrs. Alicia Guadalupe Buenrostro Massieu, Ambassador, Deputy Permanent Representative of Mexico
- ◆ H.E. Mrs. H.E. Mrs. Paula Narváz Ojeda, Ambassador Extraordinary and Plenipotentiary, Permanent Representative of Chile (*TBC*)
- ◆ Ms. Julia Fan, Director, Collective Action, Women Deliver
- ◆ Mr. Gary Barker, President and CEO, EQUIMUNDO (*TBC*)

8. Agenda

Time	
15:00 - 15:20	Welcome, objectives and introduction of the GD Ms. Dorothy Estrada-Tanck, a member of the Working Group on discrimination against women and girls Opening statement: Why are we here today? A needed shift H.E. Mrs. Alicia Guadalupe Buenrostro Massieu Ambassador, Deputy Permanent Representative of Mexico
15:20 - 15:35	Human Dignity of Women and Girls Ms. Julia Fan, Director, Collective Action, Women Deliver
15:35 - 15:50	Challenges, progress and the way forward at international level Mr. Gary Barker, President and CEO, EQUIMUNDO (TBC)
15:50 - 16:15	Collaborative discussion and way forward
16:15 - 16:30	Summary and concluding remarks H.E. Mrs. Paula Narváez Ojeda Ambassador Extraordinary and Plenipotentiary Permanent Representative of Chile (TBC)