



# SGG 3: GENDER EQUALITY AND EMPOWERMENT

BREAKING BARRIERS, BUILDING EQUAL FUTURES

CREATED BY EUSL AB | Care to Change the World  
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# SGG 3 is a universal, open-access framework designed to remove structural barriers and achieve equality in practice.

SGG 3 is framed to remove structural and behavioral barriers that limit women and marginalized genders from full and equal participation in social, economic, cultural, and political life.

**It is an outcomes-based social standard, not a funding program.**

- ✓ **Equal rights in law and in practice**
- ✓ **Freedom from all forms of gender-based violence**
- ✓ **Parity in decision-making at all levels**
- ✓ **Equal remuneration for work of equal value**
- ✓ **Dignified autonomy over one's body, labor, property, and data**

# The framework is anchored in decades of global consensus and international law.

SGG 3 is designed to be interoperable with, and draws normative authority from, established international instruments and agendas.



## SDG 5 (Agenda 2030)

Defines gender equality as both a stand-alone objective and a cross-cutting enabler of all Sustainable Development Goals.



## CEDAW

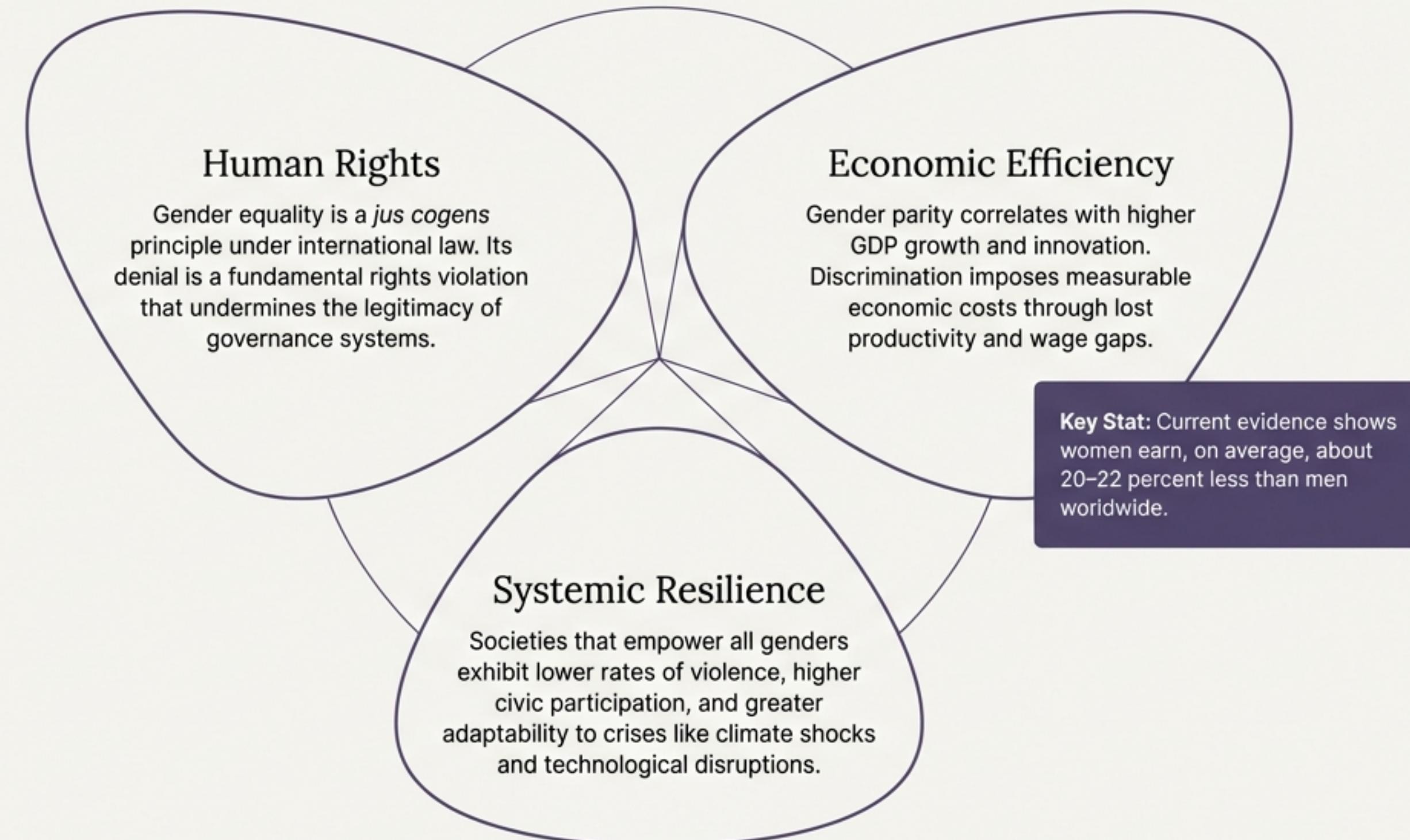
The “international bill of rights for women,” requiring States to take “all appropriate measures” to eliminate discrimination across all fields.



## Beijing Declaration & Platform for Action

Establishes a global framework of critical areas of concern and strategic actions for women’s rights and empowerment.

# The strategic rationale for SGG 3 rests on three interdependent pillars.



# SGG 3 translates commitments into enforceable standards through four key advocacy objectives.

## Policy & Legal Reform

Secure incorporation of gender equality into national constitutions and laws. Includes domestic implementation of CEDAW and criminalizing gender-based violence.

## Institutional Reforms

Promote gender-responsive budgeting, parity mechanisms in public appointments, and mandatory gender audits in corporate governance.

## Public Awareness & Behavioral Change

Launch evidence-based campaigns to dismantle stereotypes and challenge discriminatory practices, utilizing grassroots networks.

## Digital Empowerment & Data Equity

Advocate for universal access to digital tools, gender-sensitive AI governance, and protection against algorithmic bias.

# A distributed ecosystem ensures coherent implementation from global advocacy to grassroots action.



# Progress is driven by practical, non-financial pathways, making SGG 3 universally adaptable.

SGG 3 is designed for immediate integration into existing governance and enterprise practices without reliance on budgetary allocations. Key pathways include:



**Standards Integration:** Mapping and harmonizing existing laws and corporate codes with SGG 3 requirements.



**Capacity Building:** Deploying open-access curricula for public servants, educators, and HR on gender mainstreaming.



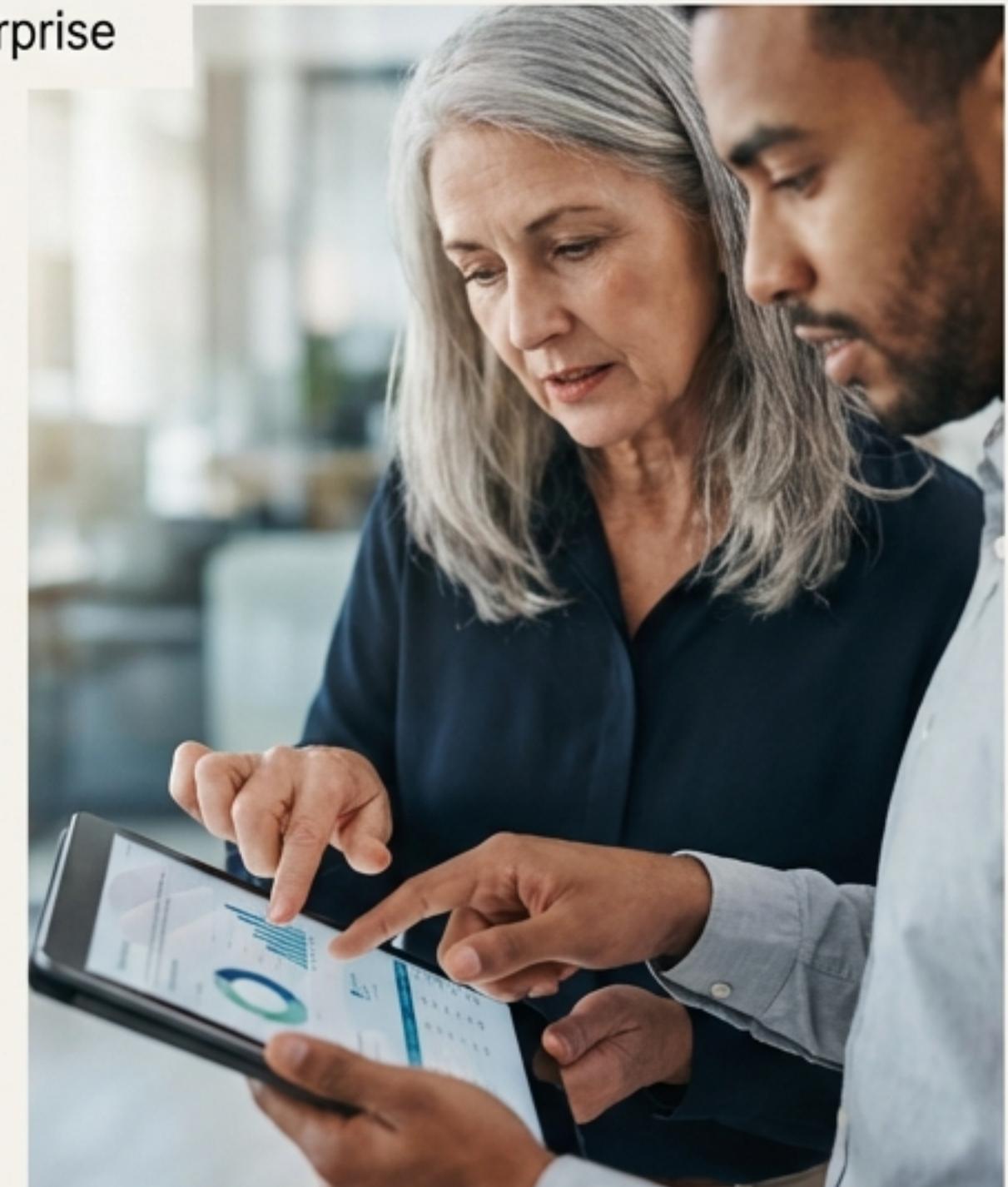
**Community Mobilization:** Coordinating campaigns to counter stereotypes and normalize shared care responsibilities.



**Digital Enablement:** Publishing open technical guidance to embed gender safeguards in AI and data systems.



**Multi-Actor Social Dialogue:** Convening regular dialogues to track progress and exchange non-financial solutions.



# Non-financial actions lead to measurable social outcomes.

## Illustrative Pathways Matrix

Pathway	Non-Financial Actions	Expected Outcome
<b>Equal Pay Standardization</b>	Adopt job evaluation method; publish pay bands; annual equity audit	Narrowing of unexplained gender pay gap.
<b>Anti-Violence Governance</b>	Zero-tolerance codes; confidential reporting; survivor referral map	Increased reporting; reduced prevalence; improved redress.
<b>Leadership Parity</b>	Parity targets; transparent appointment criteria; audit of board composition	Higher representation in decision-making bodies.
<b>Digital Safeguards</b>	Bias testing; consent/Privacy-by-Design; algorithmic appeal	Lower discrimination risk; trustworthy systems.
<b>Care Recognition</b>	HR policy on flexible work; shared parental leave advocacy	Reduced care penalty; improved retention.

# Compliance is a normative obligation governed by core principles of accountability.

Compliance is structured to ensure transparency, inclusivity, and accountability across all implementing entities—public, private, and cooperative.



## Legal Conformity

National laws and institutional policies must explicitly prohibit discrimination and mandate equal pay.



## Institutional Accountability

Organizations are obliged to adopt gender audits, publish pay equity reports, and disclose leadership composition.



## Participatory Governance

Women and marginalized genders must have an equal voice in decision-making through mandatory representation and accessible grievance mechanisms.



## Data Integrity & Digital Ethics

Institutions must implement bias testing in AI, maintain sex-disaggregated data, and guarantee privacy for survivors.

# Success is measured by social impact, not financial outputs.

Monitoring under SGG 3 is designed to measure advocacy success and governance performance through indicators that reflect progress in law, policy, institutional practice, and societal norms.

## Key Indicator Categories:

**Legislative Adoption:** Number of jurisdictions enacting aligned gender equality laws.

**Leadership Representation:** Percentage of women and marginalized genders in decision-making bodies.

**Pay Equity:** Reduction in the gender pay gap.

**Violence Prevalence:** Decline in reported cases of gender-based violence.

**Digital Inclusion:** Uptake of gender-responsive digital standards.



"Harmonized with SDG 5 targets and CEDAW reporting obligations, ensuring global comparability and legitimacy."

# A clear monitoring matrix sets ambitious targets for 2074.

## Monitoring Matrix: Key Indicators & Targets

Indicator	Target by 2074
Legislative Adoption	<b>100% of jurisdictions adopting core provisions</b>
Leadership Representation	<b>Minimum 50% representation</b>
Pay Equity	<b>Gender pay gap reduced to &lt;5% globally</b>
Violence Prevalence	<b>Reduction by 80%</b>
Digital Inclusion	<b>Universal adoption of bias safeguards</b>

Footnote: Indicators are measured using standardized methods (e.g., National law reviews, GSIA audits, ILO C100, WHO/UN prevalence surveys, DESA checklists).

# The framework anticipates risks with proactive, governance-centric mitigation.

Risk Category	Governance-Centric Mitigation
Cultural Resistance & Stereotypes	Community dialogues, open curricula, parity mechanisms (GSEA/WOSL).
Misinformation & Tech-Enabled Abuse	DESA bias testing, privacy safeguards, grievance mechanisms.
Political Inertia & Weak Enforcement	GSIA audits, public compliance reports, certification.
Economic Inequities & Pay Gaps	Gender-neutral job evaluation, pay band disclosure, GSIA monitoring.
Violence & Impunity	Zero-tolerance policies, confidential reporting, independent oversight.

Mitigating violence and impunity is critical, with nearly **one in three** women experiencing physical and/or sexual violence in their lifetime.

# SGG 3 is a cross-cutting goal that accelerates progress across the entire Agenda 2074.

## Fair Governance & Social Cohesion

Strengthens **SGG 8** (Social Justice), **SGG 12** (Social Cohesion), and **SGG 17** (Ethical Tech) by supplying norms, by supplying concrete parity and non-discrimination norms.



SGG 3

## Human Development & Well-being

Advances **SGG 1** (Essential Services), **SGG 4** (Educational Equity), and **SGG 5** (Mental Health) by ensuring equitable access and addressing sources of trauma.

## Economic Justice & Decent Work

Underpins **SGG 2** (Poverty Eradication), **SGG 9** (Social Inequality), and **SGG 10** (Decent Work) by tackling wage gaps, property rights, and care burdens.

# SGG 3: From Aspiration to an Enforceable, Open-Access Standard for Social Impact.

SGG 3 codifies gender equality as a universal standard any jurisdiction or institution can adopt to translate human rights commitments into enforceable governance practices.

Rooted in the consensus of CEDAW, the Beijing Platform, and SDG 5, its standards-first, evidence-led approach provides a clear pathway to address persistent gaps in pay, power, and protection.

By assigning clear responsibilities and publishing open tools, the framework ensures that equality in law becomes equality in fact, delivering measurable social impact by 2074.



**Breaking Barriers, Building Equal Futures.**