



International Council of Women

Conseil International des Femmes

Marrakech, June 27, 2025

STANDING COMMITTEES' PLANS OF ACTION 2025-2028

Triennial Theme

"Women's Empowerment and Leadership: a Quantum Leap for Peace, Progress and Equality"

ACRONYMS:

CEDAW	Convention on the Elimination of all forms of Discrimination against Women
e.g.	for example
ICW-CIF	International Council of Women – Conseil International des Femmes
i.e.	that is
NC	National Council
NC(s)W	National Council(s) of Women
NCDs	Non-Communicable Diseases
SC	Security Council
SCR	Security Council Resolution
SDG(s)	Sustainable Development Goals
STEAM	Science Technology Engineering Arts and Mathematics
UN	United Nations

INTERNATIONAL COUNCIL OF WOMEN (ICW-CIF)

Founded in 1888

NGO with General Consultative Status at ECOSOC (United Nations)

RNA: W759000085 - SIRET 784 412 660 00010

Registered Office: 13 rue Caumartin - 75009 Paris - France

Email: contact@icw-cif.com - Website: www.icw-cif.com

STATUS OF WOMEN



Working on this Plan of Action National Councils are urged to be mindful of the Sustainable Development Goals (SDG's), particularly 5, 13 and 16, the Beijing Platform for Action and applicable UN Conventions and look to running workshops on topics/issues of importance to you.

i) HUMAN RIGHTS

National Councils to:

- Implement CEDAW General Recommendation No.40 as a guiding standard
- Monitor and report on the situation of violence against women and girls in their respective country.
- Formulate and implement programmes to urge governments and international organizations to take stronger measures against violence, including stronger criminal penalties, anger management programmes and the protection of victims.
- Mainstream women's human rights in education and advocacy. Monitor and report on discrimination of equal access to all levels of education including rural and remote areas.
- Promote change in attitude, tolerance and respect for universally shared values – human rights and fundamental freedoms.
- Develop rights bases national action plans – involve young women with the development
- Follow up the consultation of the proposal of CEDAW general recommendation n°41

ii) INTERNATIONAL RELATIONS AND PEACE

National Councils to:

- Promote peaceful co-existence and international understanding by peace education through school programs and establishing appropriate mechanisms and frameworks for effective peace building.
- Create dialogue among women from conflict zones by developing professional exchanges and organizing educational and cultural events and developing joint projects.
- Initiate training activities/workshops/seminars for women's involvement in decision-making at all levels.
- Monitor the implementation of SCR 1325, SCR 2122 and related SC Resolutions.
- Promote tolerance and respect for universally shared values – human rights and fundamental freedoms.
- Involve the media in the implementation of the Plan of Action so that communications work in favour of peaceful resolution of conflicts – giving women a clearer voice and clearer message.

iii) LEGISLATION

National Councils to:

- Empower girls to become independent women who contribute to their communities.
- To formulate and implement programmes to realise the legislation on political and economic equality and the empowerment of women.
- Formulate and implement programmes to legislate for stronger measures against violence including female genital mutilation, early marriage, and trafficking of women and girls

iv) IMPLEMENTATION OF CONVENTIONS

National Councils to:

- Monitor and report on the implementation of gender equality under CEDAW and the Istanbul Convention.
- To develop programmes to implement international conventions.
 - Formulate and implement programs to improve the economic empowerment of women including job creation and entrepreneurship.

→ SUSTAINABLE DEVELOPMENT



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i) ECONOMICS

National Councils to:

- Encourage governments to introduce policies and budget for programmes for protection of women and girls that enhance equality and progress.
- Encourage economic freedom of women through programmes in their countries e.g., selling of goods.
- Distribute information and hold courses on micro-management loans.
- Encourage peaceful and sustainable use of resources.
- Waste management. Encourage recycling programmes
- Promote gender balanced investments.

ii) WOMEN AND EMPLOYMENT

National Councils to:

- Promote women's access to all forms of decent employment.
- Promote policies to reduce gender pay-gap and increase access to pensions.
- Prevent exploitation of part time and casual workers.
- Promote policies for family friendly flexible work and work life balance.
- Advocate for job security for those returning from maternity leave.
- Ensure that women return at the same level of employment and promotional opportunities.
- Advocate for the retraining of women returning to the workforce.
- Advocate for safety in the workplace. Work to prevent sexual harassment of women and girls.

iii) CONSUMER AFFAIRS

National Councils to advocate:

- For protection of purchasing goods and for payment systems via the internet.
- For the distribution of information to women of their rights as purchasers of goods and services.
- To encourage manufacturers, packing houses, marketers and retailers of consumer goods to provide accurate simple information about products and to give adequate recourse for defective goods.
- To encourage networking between women on issues relating to consumer affairs.
- To ensure disadvantaged women and girls have access to financial assistance and support.
- For protection against scammers.

iv) RURAL AND URBAN WOMEN

National Councils to:

- Promote equal representation of women in the community, at all levels of government and agencies.
- Promote equality and peace in all spheres of life.
- Advocate for ready access to markets to sell produce.
- Make provision of readily and accessible services e.g., transport, health, education and legal.

GENERAL WELL-BEING



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i) HEALTH

In working to empower women and enhance their general status by improving both their mental and physical health and therefore well-being across the lifespan; being mindful the health of every woman and girl is crucial to the peaceful development of their nation. A healthy woman is an empowered woman capable of contributing fully to peace, equality and sustainable development.

Ensure culturally appropriate, accessible, affordable and quality health care for all women and their families and that the principles of the Sustainable Development Goals are adhered to.

Suggested areas of work by National Councils are to:

- Improve maternal and infant health.
- Improve the physical and mental health of women and girls.
- Improve access to comprehensive and equitable sanitation, clean water and hygiene with special attention to the needs of women and girls.
- Ensure accessibility to appropriate health care pertaining to sexual and reproductive health in all stages of life.
- Improve access to preventative health, i.e., education and screening programmes over the entire lifespan.
- Work to eliminate harmful practices affecting the health of women and girls, e.g. Female Genital Mutilation and food taboos, by empowering women to lead advocacy and awareness efforts.

ii) ENVIRONMENT

To empower women to embrace the importance of environmental issues in relation to SDGs and to collaborate with and give support to those organisations and governments at local, regional and national levels working toward healthy ecosystems. Ensure a gender-equal approach to climate action which will help to build resilience and peace in communities.

The big challenge to reduce global warming is to secure a broad commitment from all, particularly the fossil fuel sector. A coordinated global effort is essential.

Suggested areas of work by the National Councils are to:

- Promote the acceptance of the rights of women and girls and of their obligations to be equally represented in all decision-making processes in relation to the environment and challenges of climate change.
- Promote effective mechanisms to mitigate and adapt to climate change related issues, particularly focusing on the safety of women and girls in extreme weather events.
- To promote and educate the community, particularly women and girls, to be prepared in the event of a natural disaster e.g., storms/cyclones, floods, droughts, heatwaves, and earthquakes.
- Promote environmental conservation and sustainable use of natural resources
- Collaborate with local, national and international bodies to amplify women's environmental leadership.

iii) HABITAT:

Empower women toward capacity building and awareness of housing rights and give them control over land and property; ensure the participation of women in decision making policies to include environmentally friendly safe, and affordable housing with clean, safe drinking water and good sanitation management. Equitable access to land, housing and services builds a foundation for peace and progress

Suggested areas of work by the National Councils are to:

- Reduce poverty and homelessness for women and girls and their families and provide access to adequate safe housing and basic services.
- Promote women's, also girls, participation in good town planning including clean water, sanitation, water and waste management.
- Promote proactive policies in favour of strengthening effective women's rights to land and shelter.
- Urge governments to give women and girls full and equal rights to own land and other property and to include other inheritance rights.
- Make cities and human settlements affordable, inclusive, safe, resilient and sustainable by promoting good infrastructure, e.g. transport, clean energy, information and communications technology. (SDG 9 & 11)
- Work with respective governments at all levels to ensure good governance in all habitat matters and that the principles of Sustainable Development Goals nos. 9 and 11 are adhered to.

iv) NUTRITION

- To promote the importance of food security and to educate and promote the prevention of food wastage.
- To network with other NCWs and to share their successful experiences.
- To promote a healthy lifestyle and prevent non communicable diseases (NCDs) through better access to nutritious food and regular physical activity.
- To provide comprehensive evidence-based information and education about nutrition through the communication channels available.
- To create sound policy frameworks, at regional and national levels, to address the nutritional needs of adolescent girls, pregnant and lactating women, and older women based on the principles of Sustainable Development Goal no. 2.

Suggested areas of work National Councils are to:

- Emphasize importance of an adequate nutritious diet for women and children.
- Address the nutritional needs of adolescent girls, pregnant and lactating women, and older women through evidenced based programmes.
- Promote breastfeeding as a powerful practice for both infant health and maternal empowerment .
- Promote healthy lifestyle throughout all stages of life
- Attain healthy lives for all by strengthening work on the prevention of alcohol, tobacco and substance abuse.
- Promote food security; ensure access to nutritionally adequate safe culturally appropriate and affordable food.
- Ensure availability and sustainable use of water and sanitation for all: achieve safe and affordable drinking water.
- Promote the understanding of food labelling to include the value of nutrition content.

COMMUNICATION



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i) ARTS AND LETTERS

is a way to communicate peacefully to inspire, empower and protect women and girls to achieve the best possible outcome for themselves and their families, in a world of sustainability.

National Councils are urged to communicate with their members and others by:

- Encouraging action and interaction by public speaking, art exhibitions, poetry and essay competitions for all ages.
- Using print and electronic media to promote social protection and peace in all fields, including education, affirmative action, women's entrepreneurship and good health practices. They can, e.g. promote lifestyle choices without having a common language.
- Performing arts to lift the spirits of all - particularly the isolated, the sick, the elderly and very young.
- Use of Arts and Letters as therapy and to promote equality, peace and progress.

ii) EDUCATION

National Councils to advocate for:

- The importance of comprehensive education from early childhood.
- The importance of support and appropriate education to cater for all forms of disabilities/needs.
- Equal access to all forms of training such as career advice, vocational training, and higher education e.g., Science, Technology, Engineering, Arts and Mathematics (STEAM).
- The importance of good teaching and the updating of skills.
- Education of young women in everyday life skills.
- Education of gender equality to promote human rights and therefore peace.

iii) MASS MEDIA

National Councils to advocate for:

The promotion of tolerance and peace.

- Appropriate use of Mass Media to promote gender equality and the prevention of violence, pornography and human trafficking and protection for women and girls.
- Responsible reporting of violence against all women and girls.
- Promoting good well-being including health issues, recreation and body image.
- The sustained development of good relations with local, national and international media to include the balanced reporting between men and women.

iv) MUSIC

National Councils to:

- Promote equal access for women musicians to apply for positions in the field of music including education.
- Raise awareness of empowerment through self-confidence.
- Recognize music as a form of communication e.g., to promote health, wellbeing and peace.
- Promote women composers and performers.
- Insist on equal pay when negotiating salaries and contracts.
- Promote traditional folk music.

→ SOCIAL ISSUES



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i) CHILD AND FAMILY

Through policy advocacy, education, and grassroots support, especially in the context of conflict,

National Councils to:

- Improve the well-being of children and their families including health, housing and education.
- Protect the girl from all forms of discrimination and violence including child marriage and mistreatment of young widows.
- Promote psycho-social recovery programs for children and families affected by war, displacement and trauma. This includes support for refugees, IDPs, and migrant families (SDGs 3, 5, 8, 16).
- Strengthen local programs for inclusive parenting, especially in vulnerable communities, including parenting support for refugees, single mothers and minority families (SDGs 1, 5, 10).
- Combat child exploitation and labor, especially in conflict and post-conflict zones, and advocate for strong protection against recruitment of child soldiers and trafficking (SDGs 4, 16).
- Advocate for comprehensive reproductive health education and services for young women and mothers, resisting regression in women's health rights (SDGs 3, 5).
- Support resilience-building initiatives for children and families affected by climate change, migration, and economic instability – integrating shelter, nutrition, and education into long-term development goals (SDGs 1, 2, 4, 13).
- Advance digital equity for children and young people, particularly girls, by supporting access to education technologies, safe internet use, and teacher training in low-connectivity regions (SDGs 4, 5, 10).
- Encourage inter-council cooperation, exchange of best practices, and joint projects, especially in countries hosting large, displaced populations or facing internal inequalities (SDG 17).

ii) YOUTH

National Councils to:

- Promote structured young women and girls' leadership by establishing platforms within National Councils, nominate and support one Representative for the Youth Group of ICW-CIF
- Develop empowerment initiatives that include Indigenous young women and girls, young women and girls with disabilities, migrant young women and girls and young women and girls from marginalized groups. They are an asset to their societies.
- Educate 10 young women and girls on international instruments related to women's rights, and on peace processes and negotiations per region by 2028, e.g. through training, webinars, sharing of resources, to promote dialogue, non-violence, and social cohesion in their communities.
- Involve young women and girls in projects that tackle the root causes of male violence against women and girls, inequalities between women and men and social injustice.
- Advocating for the needs of Indigenous youth including preservation of their cultural heritage.
- Promote skills training and economic autonomy of young women and girls.
- Advocate for young women and girls-friendly, inclusive, and rights-based health services — including mental health support, comprehensive sexuality education, and full access to sexual and reproductive health and rights.
- Promotion of a healthy lifestyle free from all forms of abuse.
- Organize at least one intergenerational and cross-cultural dialogue forum per region.
- Promote digital literacy and online safety by delivering targeted trainings and initiatives on misinformation, online male violence against women and girls, and responsible social media use — with a focus on combating the digital space's harmful effects and consequences towards young women .



iii) AGEING

Being aware that the percentage of the elderly population is increasing, National Councils should:

- Develop and apply at international, regional and national levels policies designed to enhance the lives of the aged. Refer to the UN Decade of Healthy Ageing (2021–2030)
- Promote national and international understanding of the humanitarian and developmental issues related to ageing and the importance of peace.
- Advocate for appropriate and affordable housing.
- Advocate for appropriate, affordable and readily available health care.
- Advocate for the expenditure on ageing to be considered as a lasting investment.
- Promote positive ageing and an age-friendly community.
- Protect the older population from discrimination and abuse – promote their human rights

iv) MIGRATION

National Councils to:

- Work towards supporting and caring for refugees including asylum seeking women and children.
- Encourage, monitor, and advocate for good policies in their adopted countries (including registration).
- Be mindful of the International Conventions to improve the protection of people against smuggling and trafficking.
- Prevent exploitation of migrant and refugee women and girl workers.
- Prevent negative attitudes e.g., hate speech,
- Work for peace.