

19-23 March

Documentation of the Work of the Commission on the Status of
Women (CSW)



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Conference A

Commission on the Status of Women (CSW)

Committee Staff

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Agenda

- I. Women's Economic Empowerment in a Changing World of Work
- II. Enhancing Women's Role in Peace Processes and Political Transition
- III. Realizing the Rights of Indigenous Women

Resolutions adopted by the Committee

Code	Topic	Vote
CSW/1/1	Women's Economic Empowerment in a Changing World of Work	Adopted without a vote
CSW/1/2	Women's Economic Empowerment in a Changing World of Work	Adopted without a vote
CSW/1/3	Women's Economic Empowerment in a Changing World of Work	35 votes in favor, 0 votes against, 4 abstentions
CSW/1/4	Women's Economic Empowerment in a Changing World of Work	Adopted without a vote

Summary Report

The Commission on the Status of Women held its annual session to consider the following agenda items:

- I. Enhancing Women's Role in Peace Processes and Political Transition
- II. Realizing the Rights of Indigenous Women
- III. Women's Economic Empowerment in a Changing World of Work

The session was attended by representatives of 39 Member States and one non-governmental organization.

On Sunday, the committee adopted the agenda of III, I, II, beginning discussion on the topic of "Women's Economic Empowerment in a Changing World of Work." By Tuesday, the Dais received a total of six proposals covering a wide range of sub-topics, including training in technology fields, maternity leave and accessible childcare for women in the formal economy, and the prevention of discrimination and harassment in the workplace. During the first few sessions, delegates spoke passionately on this myriad of challenges and discussed creative ways to address them, including via partnerships between local and international actors. Delegates also negotiated two merged papers, illustrating the body's eagerness to draw on the unique contributions of many Member States.

On Wednesday, four draft resolutions had been approved by the Dais, two of which had amendments. The committee adopted four resolutions following voting procedure, three of which received unanimous support by the body. The resolutions represented a wide range of issues, including improving digital literacy in rural areas, enhancing the collection and sharing of gender-disaggregated data, and expanding education initiatives and social media campaigns for women's empowerment. Over the course of the week, the body identified key actors with shared missions and encouraged new partnerships with updated frameworks to progress towards the goal of achieving women's economic empowerment in a changing world of work.



Code: CSW/1/1

Committee: Commission on the Status of Women

Topic: Women's Economic Empowerment in a Changing World of Work

1 *The Commission on the Status of Women,*

2
3 *Aware of the equal rights and inherent human dignity of women, and of the principles enshrined in the Charter of*
4 *the United Nations (UN),*

5
6 *Acknowledging* Economic and Social Council (ECOSOC) resolution 2013/18 of 2013, in which the Commission on
7 the Status of Women (CSW) is given the capacity to review the methods and resolutions of ECOSOC,

8
9 *Highlighting* the primary responsibility of CSW for the follow-up to the Fourth World Conference on Women and
10 the outcomes of the twenty-third special session of the General Assembly entitled "Women 2000: gender equality,
11 development and peace for the twenty-first century",

12
13 *Emphasizing the Universal Declaration of Human Rights (1948) stating, in Article 21, that everyone has the right to*
14 *work and the right to free choice of employment,*

15
16 *Supporting* the UN Secretary-General's *Planet 50-50 by 2030: Step It Up for Gender Equality*, which calls for
17 Member States to make national commitments in order to achieve full gender equality by the year 2030,

18
19 *Appreciating the International Covenant on Economic, Social and Cultural Rights (1966) expressing the need for*
20 *training programs, policies and techniques to achieve steady economic development and full and productive*
21 *employment,*

22
23 *Reaffirming* that the work of CSW should contribute to the implementation of actions to be taken listed in Chapter
24 IV, section F of the *Beijing Declaration and Platform for Action (1995) on Women and the Economy,*

25
26 *Noting* the change in the world of work due to market shifts from the agricultural towards the tertiary sector,
27 including especially information and communication technologies (ICTs) and the field of science, technology,
28 engineering and mathematics (STEM), which provide numerous new job opportunities,

29
30 *Bearing in mind* General Assembly resolution 68/198 of 2013 on ICTs for development, which outlines the urgency
31 of closing the gender digital gap,

32
33 *Recognizing* General Assembly resolution 58/146 of 2003 on the improvement of the situation of marginalized
34 groups, particularly noting that women in rural areas are the least able to acquire digital skills,

35
36 *Deeply conscious* that digital skills are essential for the development of entrepreneurship leading to full financial
37 strength and independence of women,

38
39 *Appreciating* General Assembly resolution 70/212 of 2015 on the International Day of Women and Girls in Science,
40 which proclaimed February 11th the International Day of Women and Girls in Science in order to celebrate
41 women's accomplishments and to promote full and equal access of women and girls of all ages to jobs in science-
42 related fields,

43
44 *Further appreciating* the United Nations Educational, Scientific and Cultural Organization's (UNESCO) continuous
45 work on female empowerment in the STEM field, and its cooperation with the UN Entity for Gender Equality and
46 the Empowerment of Women (UN-Women) on leading the events on the International Day of Women and Girls in
47 Science,

48

49 *Viewing with appreciation* the work done thus far by CSW, UN-Women, related UN sectors, non-governmental
50 organizations (NGOs), non-profit organizations (NPOs) and civil society organizations (CSOs), that have
51 contributed in enhancing female participation in the ICT field, as stated in the UN Division for the Advancement of
52 Women's (DAW) Report on *Information and Communication Technologies and their Impact and Use as an*
53 *Instrument for the Advancement and Empowerment of Women* (2002) and DAW's expert paper on *Increasing*
54 *Women's Participation in Science, Mathematics and Technology Education and Employment in Africa* (2010),
55

56 *Keeping in mind* the International Labour Organization's (ILO) report *Women at Work, Trends 2016* (2016), which
57 recognizes the existence of occupational segregation and discrimination towards women in the STEM field,
58

59 *Concerned* that women have a lack of control over their own life and management of their own time, as unpaid care
60 work reinforces patriarchal structures and entrenched gender biases, which in turn disproportionately impacts
61 women's time spent in education and labor market,
62

63 *Applauding* the Secretary-General's High-Level Panel on Women's Economic Empowerment (2016) for its
64 recognition of the link between unpaid care work and the gender gap, relating to the economic empowerment of
65 women,
66

- 67 1. *Encourages* the International Fund for Agricultural Development (IFAD) and the World Food Programme
68 (WFP) to consider extending the program Accelerating Progress towards the Economic Empowerment of Rural
69 Women in order to work in cooperation with UN-Women;
70
- 71 2. *Suggests* that the Accelerating Progress towards the Economic Empowerment of Rural Women program, which
72 economically empowers rural women in selected fields, focuses on rural areas, defined by national household
73 surveys using indicators such as low population density and no municipal boards, as well as areas that limit
74 women in most cases to agricultural and unpaid care work;
75
- 76 3. *Further suggests* to the IFAD's and WFP's program Accelerating Progress towards the Economic
77 Empowerment of Rural Women, in addition to the existing approach of fostering and developing rural women's
78 enterprises along the food value chain, to:
79
 - 80 a. Furthermore lay the focus of that programme on empowering women's enterprises in the ICT and
81 STEM sectors;
82
 - 83 b. Collaborate with the International Telecommunication Union (ITU), in order to provide advice from
84 previous experiences on training women on digital skills;
85
- 86 4. *Intends* to ensure that women participating in training provided by the programme Accelerating Progress
87 towards the Economic Empowerment of Rural Women develop sustainable entrepreneurial expertise;
88
- 89 5. *Recommends* the inclusion of CSOs to acquire gender-disaggregated data on the nexus of unpaid and paid work
90 to illustrate the reality of women's disproportionate time-deficit, and to annually report their data to the
91 Secretary-General's High-Level Panel on Women's Economic Empowerment, for further analysis of economic
92 empowerment strategies, as taking unpaid care into account will allow for better programs, child care, security,
93 education, and all other essential elements that guarantee the well-being of households;
94
- 95 6. *Calls for* broader access to ICTs for women in rural areas through the involvement of local donors with small
96 businesses to donate the necessary resources, such as laptops, and encourages the United Nations Information
97 and Communication Technologies Task Force (UN ICT TF) to form further partnerships with civil society
98 foundations such as the New Delhi-based Digital Empowerment Foundation (DEF), and NGOs, such as the
99 Association for Progressive Communications (APC);
100
- 101 7. *Invites* the above-mentioned partners to provide technological equipment and financial means, and to transfer
102 their knowledge through more initiatives like the Nabanna project in India, which offers training programs at
103 special ICT centers to women, and to continue promoting the benefits of using ICTs;

- 104
105 8. *Encourages* UNESCO and UN-Women to increase their efforts on promoting the STEM sector to women and
106 girls through a campaign within UN-Women's platform Empower Women to be called Women in the Future
107 Economy, solely focusing on women's economic empowerment in an increasingly changing world of work by:
108
- 109 a. Acquiring information through cooperation with institutions, such as The World Economic Forum and
110 the International Center for Research on Women, and NGOs, such as the Association for Women's
111 Rights in Development, in order to evaluate women's current situation and possible measures to
112 encourage them to take part in sectors expected to expand in the future, as for example the STEM
113 sector, covering the topics of the predicted change of the economic environment within the future years
114 and the educational and environmental background prerequisite to adapt to a changing economy;
115
 - 116 b. Distributing the newly acquired information in quarterly reports through UNESCO's Better Life,
117 Better Future Global Partnerships to national education ministries, civil society actors, and ITU's and
118 UN-Women's Global Partnership for Gender Equality in the Digital Age (EQUALS) which focuses on
119 the empowerment of women's and girl's ICT skills as well as including it in Empower Women's
120 online resource section;
121
 - 122 c. Inviting education ministries to establish study and research programs in cooperation with civil society
123 actors aiming solely at the promotion of the inclusion of women in the STEM sector by utilizing the
124 information exchanged and acquired through Women In The Future Economy;
125
 - 126 d. Encouraging UNESCO and UN-Women to increase their effort on promoting the expansion of
127 awareness of the International Day of Women and Girls in Science through the full utilization of social
128 networking services (SNS);
129
- 130 9. *Recommends* to Member States the promotion of incentives to motivate women to become more involved in the
131 STEM field through efforts such as:
132
- 133 a. The development of private partnerships with local programs promoting women and local businesses
134 to encourage the share of resources;
135
 - 136 b. Provide a framework for a specific side event in a world conference hosted by a joint partnership with
137 UN-Women, Empower Women, and the UN ICT Task Force, that focuses on available job
138 opportunities in the changing world of work to expose more women to different interests such as:
139
 - 140 i. Engineering such as civil, mechanical and biology;
 - 141 ii. Science such as biology, chemistry, physics and medicine;
 - 142 iii. Information and technology such as database analyst, privacy coordinator and computer and
143 information systems manager;
 - 144
 - 145 c. Encouraging mentorships between young women and professionals in the world of work, especially for
146 rising industries such as ICT and STEM sectors, then collaborating with non-governmental
147 organizations (NGOs), such as Million Women Mentors, to provide networks for mentors and mentees
148 around the world;
149
 - 150 d. Encouraging to actively introduce programs that encourages female empowerment and inclusion in the
151 STEM field such as governmental programs that cooperate with universities, exemplified by the
152 Republic of Korea with its 2006 Women In Engineering (WIE) Project;
153
- 154 10. *Expresses hope* that the international community, NGOs, private sector, and other actors involved continue their
155 efforts towards empowering women in the changing world of work.



Code: CSW/1/2

Committee: Commission on the Status of Women

Topic: Women's Economic Empowerment in the Changing World of Work

1 *The Commission on the Status of Women,*

2
3 *Desirous of the increase in education focuses on the empowerment of women in the global economic sphere,*

4
5 *Endorsing articles 23 and 26 of the Universal Declaration of Human Rights of 1948, which specify that everyone is*
6 *entitled to freedoms including the right to an education and equal workplace standards without discrimination,*

7
8 *Recalling article 7 of the International Covenant on Economic, Social and Cultural Rights (ICESCR) of 1966,*
9 *which notes that all individuals have a right to just and favorable conditions of work, including fair wages and equal*
10 *pay,*

11
12 *Affirming article 14 of the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)*
13 *of 1979, which recognizes the critical role that rural women play in the economic survival of their family, and*
14 *stipulates that access to resources to generate income is essential for the health and survival of communities,*

15
16 *Referring to the Beijing Declaration and Platform for Action of 1995, which focuses on basic education, lifelong*
17 *education, literacy and training of women related to sustainable development,*

18
19 *Considering Sustainable Development Goals (SDG) 5 and 8, which promote gender equality and empowerment for*
20 *all women and girls and call for the promotion of equal pay for equal work,*

21
22 *Deeply convinced that implementing legislation and promoting educational efforts will ensure non-discrimination*
23 *and equality of opportunity in the workforce, as stipulated on the International Labour Organization's Convention*
24 *No. 111 of 1958,*

25
26 *Having adopted Economic and Social Council (ECOSOC) resolution 2 of 2016 on mainstreaming a gender*
27 *perspective into all policies and programs in the United Nations system,*

28
29 *Having examined General Assembly resolution 58/146 of 2003, which formulates policies and designates programs*
30 *on the improvement of the situation of women in rural areas,*

31
32 *Reiterating Commission on the Status of Women (CSW) report 3 of 2016 on women's empowerment and its link to*
33 *sustainable development,*

34
35 *Deeply alarmed that globally, women on average are paid 24% less than men, and that 75% of women's*
36 *employment in developing regions is in the informal sector and thus unprotected,*

37
38 *Recognizing the need for efficient allocation of funds provided to the United Nations Entity for Gender Equality and*
39 *the Empowerment of Women (UN-Women) to maintain a sustainable strategy for women's economic*
40 *empowerment,*

41
42 *Noting the work of CARE, a worldwide organization dedicated to ending poverty that has promoted 3,840 women's*
43 *political participation in local communities and government structures,*

44
45 *Stressing the importance of the continuation of existing programs such as CARE to help train women on how to*
46 *enter the workforce, including but not limited to training on the topics of interviews, building resumes, increasing*
47 *access to careers in various fields, and preparing women to enter the workforce,*

48

49 *Recognizing* the importance of “Women’s Empowerment Principles” developed through a partnership between UN
50 Women and the United Nations Global Compact and designed to support companies in reviewing and establishing
51 business policies and practices,
52

53 Observing that the McKinsey Global Institute (MGI) reported in 2015 that USD 12 trillion could be added to global
54 GDP by 2025 by advancing women’s equality,
55

- 56 1. *Recommends* educating and working with young boys and girls in promoting respectful relationships and gender
57 equality, with a focus on the HeForShe campaign, which aims to invite people around the world to stand
58 together to create a bold, visible force for gender equality through UN-Women;
59
- 60 2. *Encourages* local and regional governments to establish partnerships such as the United Nations Educational
61 Scientific and Cultural Organization (UNESCO) Girls’ Education Initiative and other programs such as the
62 Malala Fund and the Girl Up campaign, that allow equal education for any gender to ensure stronger economic
63 futures for young women and girls;
64
- 65 3. *Encourages* Member States to promote second chance education, which helps women who never attended
66 school or left school before completion of their education through initiatives such as the collaboration between
67 the World Bank Second Chance Education Project and UN-Women;
68
- 69 4. *Encourages* all relevant non-governmental organizations (NGOs), such as Plan International or Education
70 Without Borders, to collaborate with local and regional governments to expand upon existing initiatives aimed
71 at providing training on career services and income-generating activities, such as the Girl Empowerment
72 Program and Initiative, which provides improvements on their current employment situations and sustainable
73 livelihoods;
74
- 75 5. *Suggests* that companies adopt women’s mentoring programs such as the Junior Professional Officer (JPO)
76 Mentoring Programme, which pairs female mentees with leadership mentors in order for them to discuss topics
77 such as career development, career options within the UN, supervisory issue, and work-life balance;
78
- 79 6. *Encourages* UN-Women to review the efficiency of its annual budget to provide more adequate support for
80 programs aimed at the economic empowerment of women in the changing world of work, as well as the
81 continued collaboration with relevant NGOs to ensure sustained funding for programs and projects;
82
- 83 7. *Expresses its hope* that companies will have fair hiring processes, promotions and reviews based on equal
84 performance indicators while expressing understanding of unique cultural business practices;
85
- 86 8. *Encourages* companies of the private sector to follow the “Women’s Empowerment Principles” of the UN
87 Global Compact and UN-Women, such as supporting the encouragement of empowerment principles to
88 promote equality through community initiatives and advocacy;
89
- 90 9. *Recommends* that local governments support education initiatives of the private and public sectors on the
91 benefits of gender equality, such as the MGI does through producing research and publications on gender
92 equality;
93
- 94 10. *Encourages* the prevention of violence and sexual harassment against women in the workplace by promoting
95 gender equality among youth through educational initiatives such as the United Nations Population Fund’s
96 (UNFPA) Violence Against Women and Girls Initiative, which focuses on bringing awareness of sexual
97 harassment and violence to youth.



Code: CSW/1/3

Committee: The Commission on the Status of Women

Topic: Women's Economic Empowerment in a Changing World of Work

1 *The Commission on the Status of Women,*

2
3 *Echoing* the sentiments expressed in the *Universal Declaration of Human Rights* (UDHR), with emphasis on
4 Article 2, Article 7, and Article 23, referring to non-discrimination and the right to work,

5
6 *Supporting* the 1966 *International Covenant on Economic, Social, and Cultural Rights* (ICESC), with emphasis on
7 Article 6 safeguarding the right of every individual to freely choose her or his work and encourages the
8 implementation of guiding and training programs, especially in the field of technology, article 7 promoting equal
9 and fair wages, working conditions as well as the possibility, article 8, which express the right to work and form
10 trade unions, as well as for those trade unions to form international coalitions and finally article 10 having regard
11 maternity leave and child care,

12
13 *Applauding* the sentiments expressed in articles 2 and 3 of the *Declaration Concerning the Aims and Purposes of the*
14 *International Labour Organization* (1944), stating that every person has the right to pursue their own well-being and
15 have assistance in the areas of welfare and maternity protection as well as equality of educational opportunity,

16
17 *Recalling* the perspective of the *International Labour Organization Equal Remuneration Convention* (1951), ratified
18 by 172 nations in 1951, with regard to the principle of equal remuneration for working men and women for work of
19 equal value,

20
21 *Taking into account* the international agreement on the Sustainable Development Goals (SDGs) in 2015, which
22 promotes productive and decent work for all, along with recognizing the vital role of women in achieving full
23 implementation of the SDGs, and in particular Sustainable Development Goal 5, which refers to the achievement of
24 gender equality,

25
26 *Reaffirming* articles 11.1, 11.2, and 11.3 of the *Convention on the Elimination of All Forms of Discrimination*
27 *against Women* (CEDAW) (1981) and emphasizing the responsibility of all Member States to take appropriate
28 measures to protect women from discrimination in the workplace, specifically during maternity,

29
30 *Emphasizing* Article 14 of the CEDAW, being essential to the empowerment of women in general but also
31 particularly women in rural communities and significant for addressing the role of woman in the economic survival
32 of their families and therefore acknowledging that they are immensely affected by any measures taken on the issues
33 at hand,

34
35 *Emphasizing* the importance of the full realization of the goals outlined in the *Beijing Declaration and Platform for*
36 *Action* (BDPfA) (1995), which designed and strived towards the implementation of new policies aimed at
37 economically empowering women through addressing issues such as education and maternity leave,

38
39 *Appreciating highly* the United Nations Flagship Program “Make Every Woman and Girl Count,” which refers to
40 the collection of sex-disaggregated data to ensure more effective information acquisition and monitor progress on
41 current programs and enact more effective legislation in future,

42
43 *Deeply concerned* that despite all these efforts, the involvement of women in the workplace and economic
44 empowerment remains a prominent issue across all Member States as outlined in the assessment in the BDPfA,

45
46 *Aware* that the main disadvantage women face regarding their empowerment is the unequal participation of women
47 and men in the labor market, as well as the unaccountability of unpaid care work of which more women than men
48 are in charge and the actual burden unpaid labor constitutes,

49

50 *Recognizing* that child marriage and teenage pregnancy are obstacles to women's economic empowerment
51 preventing them from entering the working world,
52
53 *Noting with approval* the commitment of the international community to aspire towards decent socioeconomic
54 conditions for women during pregnancy by allowing them to participate in the economy,
55
56 *Convinced* that the employment of women at all levels in the public sector could illustrate their success in
57 managerial positions and be exemplar for the implementation of women's role the private sector,
58
59 *Acknowledging* the role of labor unions in protecting the economic rights of women,
60
61 *Recognizing* finally the extensive role of women in unpaid domestic labor, and bearing in mind that according to the
62 Women's Economic Empowerment Organization, women spend more total time in paid and unpaid work combined
63 than men spend in paid work alone, leading women to have little additional time to spend in political domains,
64
65 *Supporting fully* the implementation of opportunities for education and employment in order to reduce women's
66 dependence on men in their families,
67
68 1. *Recommends* the United Nations Entity for Gender Equality and Empowerment of Women (UN-Women) to
69 direct and further their research on the distribution of work both in formal and informal sector to monitor the
70 progress of women's economic empowerment through the use of gender disaggregated data, by:
71
72 a. Encouraging the UN-Women to continue working alongside the Making Every Woman and Girl Count
73 initiative, which aims to assist countries in making evidence-based and targeted policies to fully
74 implement and track progress on the Sustainable Development Goals (SDGs);
75
76 b. Focusing research on the unique intersectional experiences of minority women in the workforce;
77
78 c. Conducting research on the potential advantages of paternity leave and pilot programs highlighting
79 joint family leave;
80
81 d. Expanding research on the potential benefits of family leave and subsequent impacts on women's
82 economic empowerment;
83
84 e. Further researching issues faced by working parents and potential solutions to the obstacles facing their
85 entry into the workplace;
86
87 2. *Encourages* civil society, in particular workers, to form or utilize existing community-based organizations and
88 unions that advocate for worker's rights and gender-responsive actions;
89
90 3. *Further encourages* labor unions to designate internal commissions composed of representative from the labor
91 sectors which will have the task of monitoring gender-related issues on that specific sector;
92
93 4. *Invites* labor unions to communicate and cooperate with workers at grassroots level to identify concerns and
94 opportunities for improvement addressing issues including, but not limited to:
95
96 a. Educating women on their rights in the workplace and advocating for the protection of these rights by
97 engaging in the colloquium, utilizing portions of the training module presented by the Better Work
98 Programme, a collaboration between the United Nation's International Labour Organization (ILO) and
99 the International Finance Corporation (IFC), as enhanced to present a gender-focused module;
100
101 b. Promoting their protection by focusing on actions that will combat gender-based harassment and
102 violence in the workplace;
103
104 c. Taking into account the unique importance of multilayered identities and transforming power structures,
105 with due respect to cultural influences, in the process of identifying concerns and opportunity for

- 106 improvement;
- 107
- 108 5. *Further encourages* the above mentioned unions and organizations to advocate for benefits that facilitate female
- 109 access to the workplace such as maternity leave, health care services, insurance, and economic independence by
- 110 lobbying national authorities or the private sector, by:
- 111
- 112 a. Working alongside UN-Women in collecting the data outlined in operative clause (1);
- 113
- 114 b. Campaigning for accountancy of unpaid care work and agricultural labor by measures such as:
- 115
- 116 i. publishing reports on the issue of unpaid care work and agricultural labor,
- 117 ii. advocating for the recognition of unpaid care work on the local and national level to
- 118 acknowledge the significant importance of this work to functional society,
- 119 iii. advocating to recognition of the unpaid care work of women as an economic burden in
- 120 order to discourage the existence of unpaid work and further women's economic
- 121 empowerment,
- 122
- 123 6. *Further encourages* the above-mentioned unions and organizations to address cultural practices and gender
- 124 stereotypes which hinder women's entrance to the labor market, by measures such as, but not limited to:
- 125
- 126 a. Engaging in the HeForShe Campaign to increase the acceptance of women's economic empowerment
- 127 in the population and include men and boys in the process;
- 128
- 129 b. Training women to gain and maintain skills relevant to the labor market by facilitating access to
- 130 programmes enacted by civil society organizations (CSOs) that provide specific capacity building
- 131 training, such as the women's empowerment programme organized by Skills for Change, local
- 132 grassroots non-governmental organizations (NGOS), and the programmes which would train women
- 133 on issues such as, but not limited to:
- 134
- 135 i. negotiation;
- 136 ii. supervisory skills;
- 137 iii. preventing sexual harassment;
- 138 iv. communication;
- 139 v. human resources management;
- 140
- 141 7. *Encourages* the implementation of media campaigns supported by civil society, the private sector, local
- 142 organizations, and NGOs devised to encourage equal domestic labor distribution;
- 143
- 144 8. *Recommends* to emphasize the impacts of uneven unpaid labor distribution within these media campaigns to
- 145 focus on women's economic independence and success;
- 146
- 147 9. *Further recommends* the use of media campaigns like the HeforShe campaign to help transform the perception
- 148 of gender roles in order to continue advocating for reduction and equal balance of the burden of unpaid labor
- 149 and the benefits offered by joint family leave;
- 150
- 151 10. *Expresses its hope* that Member States will help continue to assist UN-Women's Fund for Gender Equality and
- 152 encourages the Fund to support appropriate campaigns for developing nations taking into account their potential
- 153 lack of media structure;
- 154
- 155 11. *Recognizes* unique cultural heritages and boundaries within Member States and recommends that these
- 156 localities should address issues of gender with a considerate following the principles of achieving Progress
- 157 through understanding and genuine pursuit of respect of all positions, heritages and cultures, and parity;
- 158
- 159 12. *Encourages* existing international labor colloquiums such as the ILO's International Labor Conference (ILC) to
- 160 include gender-responsive policies as agenda items at their regularly occurring meetings, with particular focus
- 161 on:

- 162 a. The publication of the findings in a format accessible for all salient organizations;
163
164 b. The collection of salient sex-disaggregated data regarding the existing disconnection between
165 legislation and the enforcement of practice especially due to lack of cooperation among Member States
166 in order to hamper women’s empowerment in the world work, through:
167
168 i. presenting the sex-disaggregated data gathered by the participating commissions and the
169 recommendations they provide based on the results of their analysis;
170 ii. encouraging the examination of common practices within each Member State to determine the
171 alignment with the suggestions made by the commission and any requisite adjustments they
172 may consider;
173
- 174 13. *Encourages* all Member States to give equal precedence to the issues suggested for focus in operative clause (4)
175 by revising and enforcing legislative priorities to foster a gender-responsive atmosphere, such as policies to
176 combat gender-based harassment and violence in the workplace;
177
- 178 14. *Further encourages* Member States to support labor unions to advocate for female access to the workplace by
179 providing benefits such as maternity leave, healthcare and reproductive services, insurance, and economic
180 independence;
181
- 182 15. *Further encourages* Member States to draw enhanced attention to the issues of Sexual and Reproductive Health
183 Rights (SRHR) and encourages Member States to cooperate with stakeholders on local and national levels,
184 specifically;
185
- 186 16. *Invites* Member States to support civil societies and private companies as they attempt to establish sufficient
187 care for mothers during their pregnancies, childbirth, and breast feeding stage of their motherhood in order to
188 avoid putting them at an economic disadvantage in the workplace;
189
- 190 17. *Expresses* its hope that localities and non-governmental actors support the SheDecides initiative, as it plays a
191 vital role in further sexual health education, along with supporting women in family planning which can assist
192 their economic independence;
193
- 194 18. *Encourages* local governments and CSOs to provide clear information regarding SRHR to its citizens, to help
195 empower women concerning their sexual and reproductive health;
196
- 197 19. *Further encourages* Member States to cooperate with non-governmental actors, especially in developing
198 nations, to acknowledge the issues of child marriage and teenage pregnancy, and to consider collaborating with
199 UNICEF in tackling these crucial topics;
200
- 201 20. *Stresses its desire* to advocate for the addition of a new indicator within SDG 5 (5.4.2), which would value and
202 include unpaid care work within domestic economic planning, as well as the addition of new indicator within
203 SDG 8 (8.5.3.) using 5.4.1. as a premise to include and fully include unpaid work as an unavoidable variable
204 within decent work;
205
- 206 21. *Further encourages* the private sector to engage in the economic empowerment of women and create a
207 multifaceted approach by cooperating with labor unions and implementing practices such as the formulation of
208 mission statements which will specify their commitment to decrease workplace discrimination practices and
209 improve women’s protection in all areas,
210
- 211 22. *Further encourages* businesses and companies to apply UN-Women’s Women Empowerment Principles
212 (WEPs) and to examine common practices within the structure company in order to empower women in the
213 workplace, marketplace, and community by encouraging Member States to utilize and implement those mission
214 statements by adjusting their objectives to reflect the goals represented in the WEPs;
215
- 216 23. *Suggests* businesses to train human resources personnel in equitable hiring practices and merit-based
217 performance measures, by enacting guidelines such as, but not limited to:

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- a. Creating a balance between achieving gender parity and merit-based advancement;
 - b. Assessing applications based on experiences and skill rather than gender;
 - c. Recognizing and combating harassment practices toward female employees;
 - d. Ensuring that women are equitably employed in all levels of the workplace, with equal representation in managerial and nonsupervisory positions as well as equal pay for equal work to reflect their position as equal contributors in the workplace;
24. *Notes with satisfaction* the constitutional equality of man and woman achieved by some Member States and encourages them to work together through bilateral and multilateral agreements and transnational cooperation to improve national public law regarding the economic empowerment of women.



Code: CSW 1/4

Committee: Commission on the Status of Women

Topic: Economic Empowerment in the Changing World of Work

1 *The Commission on the Status of Women,*

2
3 *Reaffirming* Article 1 of the *Charter of the United Nations* of 1945, which expresses the development of friendly
4 relations among nations based on respect for the principle of equal rights,

5
6 *Recalling* Article 26 of the *United Nations Declaration of Human Rights* of 1948, stating that everyone has the right
7 to education, and Article 23, which establishes that everyone has the right to work, to free choice of employment
8 and to equal pay without any discrimination,

9
10 *Reaffirming* the importance of the *2030 Agenda for Sustainable Development*, and more specifically Goal 4, which
11 aims to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all, through
12 the supply of qualified teachers, including through international cooperation for teaching training in developing
13 countries, especially least developed, and Goal 5, which seeks to achieve gender equality and to empower all women
14 and girls by adopting and strengthening sound policies and enforceable legislation for the promotion of gender
15 equality and the empowerment of all women and girls at all levels,

16
17 *Emphasizing* the *Beijing Declaration and Platform for Action* of 1995, which reaffirms the State Parties'
18 commitment to realizing equal rights and ensures the implementation of human rights of women,

19
20 *Cognizant* of the *Convention on the Elimination of all Forms of Discrimination against Women* (CEDAW) of 1979,
21 which affirms in Article 41 that the States Parties shall take all appropriate measures to eliminate discrimination
22 against women in the field of employment in order to ensure, on a basis of equality of men and women, the same
23 rights, such as the right to work, as an inalienable right of all human beings,

24
25 *Recalling* the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) *Annual*
26 *Report 2012-2013*, which notes the importance of women's equal contribution and responsibility to their society and
27 economy as well as men,

28
29 *Referring* to the International Labour Organization (ILO) to expand on the process of monitoring and reporting
30 discriminatory violence in the workplace,

31
32 *Remembering* the 2013 partnership between UN-Women and the Association for the Protection and Defense of
33 Women Rights in Mali, which established a Freephone hotline to overcome gender-based violence,

34
35 *Concerned* with the amount of violence women face both in the workplace and the domestic sphere, and recognizing
36 that sexual harassment is an issue in the economic sector, and endorsing government-run programs, such as the
37 Tanzania Women Cross Party (TWCP), which aims to equip female candidates for presidential, parliamentary, and
38 council positions to gain political skills and techniques,

39
40 *Acknowledging* the severe lack of proper statistics regarding sexual harassment, discrimination and opportunities in
41 labor force through an efficient data collective,

42
43 *Acknowledging* the importance of the development of local microfinance projects, which aim to promote women's
44 economic independence through control of their own economic activity, thereby reducing gender-based
45 discrimination faced in the workplace and community,

46
47 *Bearing in mind* the success of the HeForShe campaign in different social media since its creation in 2014 by UN-
48 Women,

49

50 *Believing* in principles of transparency and accountability promoted by UN-Women FundHer: Donor ScoreCard, a
51 tracker of financial allocation and a controller on how and where funds are spent, in order to increase accountability
52 in financing for gender equality,
53

54 1. *Encourages* the application of scientific competition inside education initiatives for women, such as the 2015
55 For Women in Science International Rising Talents promoted by the United Nations Educational, Scientific and
56 Cultural Organization (UNESCO), in order to:
57

- 58 a. Promote incentives for women and young girls in sciences and provide experience in scientific
59 institutions at the national and international levels;
- 60 b. Be part of new scientific research that will be an example for present and new generations to include
61 women in this field;
62

63 2. *Suggests* the development of a three-point plan (TIG): Train, Inspire, and Guide, in which:
64

- 65 a. Women in Development (WID) and World Assembly for Women (WAW) provide training in all types
66 of work environments, education institutions and economics;
- 67 b. Private education institutions are willing to inspire women to gain knowledge in order to gain interest
68 in women's rights and women's movements;
- 69 c. WAW creates a guide for each individual Member State in order to track accomplishments in
70 education and the inspiration of women to be a part of the economy;
71

72 3. *Stresses its readiness* to advocate for collaborations between Member States and NGOs such as the
73 International Folk Art Alliance (IFAI) for the use of mass media in order to enhance women's economic
74 empowerment through campaigns and documentaries aimed at raising awareness of their social and political
75 rights, and the inequalities they face;
76

77 4. *Recommends* to the regional commissions of the Economic and Social Council (ECOSOC) and UN-Women the
78 implementation and expansion of projects such as the United Nations Girls' Education Initiative, including the
79 adoption of educative technical assistance and capacity building programs for women and young girls on
80 financial management for countries, in order to give women a proper space in the national income management
81 and for their personal financing; and suggests that the High Level Political Forum and the United Nations
82 Office of Project Services encourage coordination and development of educative programs focused primarily on
83 youth, specifically girls;
84

85 5. *Recommends* that UN-Women Training Center provide human resource personnel training in gender equality in
86 the private sector with the coordination of NGOs such as Empower Women to avoid discrimination in the
87 workplace and to enable the removal of cultural barriers;
88

89 6. *Encourages* Women International, which works with marginalized women by teaching them how to obtain
90 employment and save money, empowering women economically, and ensuring their economic opportunities;
91

92 7. *Encourages* businesses from the private sector to follow the principles created by NGOs such as Women for
93 Empowerment;
94

95 8. *Encourages* collaboration with CSOs and the ILO to report any gender-based harassment occurring in the
96 workforce in order to:
97

- 98 a. Support publicizing records public publishing of work environment conditions involving paid leave,
99 maternity leave, child care, gender-based discrimination and inclusion of women in a database that is
100 available to the general population;
101

- 105 b. Refer these publications to ECOSOC regional commissions and ultimately UN-Women, which could
106 offer beneficial ideas to address these issues;
107
- 108 c. Suggest that CSOs consider expanding helpline services, which would give advice in the event of gender-
109 based harassment in the workforce;
110
- 111 9. *Encourages* local NGOs and institutions, in collaboration with UN bodies, to implement and promote micro-
112 credits projects, which consist of an extension of small loans given to women who are in need of financial
113 support in order to start an economic activity, following the example of the UN-Women’s Spring Forward for
114 Women program;
115
- 116 10. *Encourages* NGOs and institutions, in collaboration with UN bodies, to implement micro-insurance to lessen
117 risk and to encourage women to create their own business without any pressure from their family environment,
118 in order to become fully independent;
119
- 120 11. *Suggests* the review of micro-financing policies and practices to ensure ethical micro-financing and discourage
121 tied aid, inviting both donors and recipients to respect financial transparency;
122
- 123 12. *Invites* private companies to prioritize the promotion of women’s education and leadership by applying a
124 strategy for women’s empowerment in the workplace and by encouraging the companies to continue hiring a
125 considerable amount of women, as it is already implemented in their respective industry, and further invites
126 companies to continue to mentor women in order to improve their empowerment in their work environment;
127
- 128 13. *Encourages* the development of principles for the integration of women in the workplace in collaboration with
129 Women’s UN Report Network, which should focus on the following:
130
- 131 a. Promoting transparency with regard to hiring processes and fields of work where women are
132 Underrepresented, such as engineering, mathematics, scientific fields;
133
- 134 b. Disapproving of any discrimination regarding recruitment, allocation of tasks,
135 conditions of work, income, professional development and progress, promotion or dismissal;
136
- 137 14. *Encourages* Member States to take into consideration the double burden faced by women entering the
138 workforce, by:
139
- 140 a. Promoting the development of conferences such as Women’s Economic Empowerment in the
141 Changing World of Work and A Call to Action for Gender Equality and Women’s Empowerment to
142 bring awareness and consciousness to the choice of women to enter and reenter the workforce while
143 also not depreciating domestic labor;
144
- 145 b. Drawing attention to the specific needs of women, which include maternity leaves, flexible hours of
146 work and childcare services, that are raised during conferences such as International Women’s Day
147 (IWD), so that women do not have to choose between parenting and their career;
148
- 149 15. *Recommends* a structural change in public and private sectors to develop institutions in rural and urban areas,
150 as mentioned in the 2030 *Agenda for Sustainable Development*, by encouraging organizations to take concrete
151 measures contingent upon the Member States’ needs to ensure the empowerment of women at a local and
152 national scales;
153
- 154 17. *Advocates* for Member States to collaborate with NGOs like the IFAI in order to use mass media to enhance
155 women’s economic empowerment through campaigns and documentaries aimed at raising awareness of their
156 social and political rights and the inequalities they face;
157
- 158 18. *Advocates* for stronger partnerships between CSOs and international funds to promote the development of
159 women-led CSOs by seeking wider inclusion of developing CSOs in funds such as the UN-Women’s Fund for
160 Gender Equality and Trust Fund to End Violence against Women.



Code: CSW/1/4/Ann.

Committee: Commission on the Status of Women

Topic: Economic Empowerment in the Changing World of Work

1 *The Commission on the Status of Women,*

2

3 1. *Encourages* civil society organizations (CSOs) to facilitate working programs such as the Best Family-Friendly
4 Management program sponsored by the Organization for Economic Cooperation and Development (OECD),
5 which helps provide domestic part time jobs to women in charge of their family, in order to contribute to their
6 personal development and self-improvement by:

7 a. Providing them with the tools to become more economically independent, taking into account existing
8 initiatives such as LinkedIn, which is a social community where people can work on data entry,
9 writing, editing, word processing, document translations, social media and photography editing,

10 b. Encouraging the development of day care centers accessible to both the private and public sector for
11 working families, which will reduce the amount of unpaid care work normally taken upon by women.