19-23 March

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

Conference A
Commission on the Status of Women (CSW)

Committee Staff

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<tr>
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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

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<td>CSW/1/1</td>
<td>Women’s Economic Empowerment in a Changing World of Work</td>
<td>Adopted without a vote</td>
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<td>CSW/1/2</td>
<td>Women’s Economic Empowerment in a Changing World of Work</td>
<td>Adopted without a vote</td>
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<td>CSW/1/3</td>
<td>Women’s Economic Empowerment in a Changing World of Work</td>
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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.
The Commission on the Status of Women,

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

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

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

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

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

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

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

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

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

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

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

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

Further appreciating the United Nations Educational, Scientific and Cultural Organization’s (UNESCO) continuous work on female empowerment in the STEM field, and its cooperation with the UN Entity for Gender Equality and the Empowerment of Women (UN-Women) on leading the events on the International Day of Women and Girls in Science,
**Viewing with appreciation** the work done thus far by CSW, UN-Women, related UN sectors, non-governmental organizations (NGOs), non-profit organizations (NPOs) and civil society organizations (CSOs), that have contributed in enhancing female participation in the ICT field, as stated in the UN Division for the Advancement of Women’s (DAW) Report on *Information and Communication Technologies and their Impact and Use as an Instrument for the Advancement and Empowerment of Women* (2002) and DAW’s expert paper on *Increasing Women’s Participation in Science, Mathematics and Technology Education and Employment in Africa* (2010),

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

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

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

1. *Encourages* the International Fund for Agricultural Development (IFAD) and the World Food Programme (WFP) to consider extending the program Accelerating Progress towards the Economic Empowerment of Rural Women in order to work in cooperation with UN-Women;

2. *Suggests* that the Accelerating Progress towards the Economic Empowerment of Rural Women program, which economically empowers rural women in selected fields, focuses on rural areas, defined by national household surveys using indicators such as low population density and no municipal boards, as well as areas that limit women in most cases to agricultural and unpaid care work;

3. *Further suggests* to the IFAD’s and WFP’s program Accelerating Progress towards the Economic Empowerment of Rural Women, in addition to the existing approach of fostering and developing rural women's enterprises along the food value chain, to:

   a. Furthermore lay the focus of that programme on empowering women’s enterprises in the ICT and STEM sectors;

   b. Collaborate with the International Telecommunication Union (ITU), in order to provide advice from previous experiences on training women on digital skills;

4. *Intends* to ensure that women participating in training provided by the programme Accelerating Progress towards the Economic Empowerment of Rural Women develop sustainable entrepreneurial expertise;

5. *Recommends* the inclusion of CSOs to acquire gender-disaggregated data on the nexus of unpaid and paid work to illustrate the reality of women’s disproportionate time-deficit, and to annually report their data to the Secretary-General’s High-Level Panel on Women’s Economic Empowerment, for further analysis of economic empowerment strategies, as taking unpaid care into account will allow for better programs, child care, security, education, and all other essential elements that guarantee the well-being of households;

6. *Calls for* broader access to ICTs for women in rural areas through the involvement of local donors with small businesses to donate the necessary resources, such as laptops, and encourages the United Nations Information and Communication Technologies Task Force (UN ICT TF) to form further partnerships with civil society foundations such as the New Delhi-based Digital Empowerment Foundation (DEF), and NGOs, such as the Association for Progressive Communications (APC);

7. *Invites* the above-mentioned partners to provide technological equipment and financial means, and to transfer their knowledge through more initiatives like the Nabanna project in India, which offers training programs at special ICT centers to women, and to continue promoting the benefits of using ICTs;
8. **Encourages** UNESCO and UN-Women to increase their efforts on promoting the STEM sector to women and girls through a campaign within UN-Women’s platform Empower Women to be called Women in the Future Economy, solely focusing on women’s economic empowerment in an increasingly changing world of work by:

   a. Acquiring information through cooperation with institutions, such as The World Economic Forum and the International Center for Research on Women, and NGOs, such as the Association for Women’s Rights in Development, in order to evaluate women’s current situation and possible measures to encourage them to take part in sectors expected to expand in the future, as for example the STEM sector, covering the topics of the predicted change of the economic environment within the future years and the educational and environmental background prerequisite to adapt to a changing economy;

   b. Distributing the newly acquired information in quarterly reports through UNESCO’s Better Life, Better Future Global Partnerships to national education ministries, civil society actors, and ITU’s and UN-Women’s Global Partnership for Gender Equality in the Digital Age (EQUALS) which focuses on the empowerment of women’s and girl’s ICT skills as well as including it in Empower Women’s online resource section;

   c. Inviting education ministries to establish study and research programs in cooperation with civil society actors aiming solely at the promotion of the inclusion of women in the STEM sector by utilizing the information exchanged and acquired through Women In The Future Economy;

   d. Encouraging UNESCO and UN-Women to increase their effort on promoting the expansion of awareness of the International Day of Women and Girls in Science through the full utilization of social networking services (SNS);

9. **Recommends** to Member States the promotion of incentives to motivate women to become more involved in the STEM field through efforts such as:

   a. The development of private partnerships with local programs promoting women and local businesses to encourage the share of resources;

   b. Provide a framework for a specific side event in a world conference hosted by a joint partnership with UN-Women, Empower Women, and the UN ICT Task Force, that focuses on available job opportunities in the changing world of work to expose more women to different interests such as:

      i. Engineering such as civil, mechanical and biology;

      ii. Science such as biology, chemistry, physics and medicine;

      iii. Information and technology such as database analyst, privacy coordinator and computer and information systems manager;

   c. Encouraging mentorships between young women and professionals in the world of work, especially for rising industries such as ICT and STEM sectors, then collaborating with non-governmental organizations (NGOs), such as Million Women Mentors, to provide networks for mentors and mentees around the world;

   d. Encouraging to actively introduce programs that encourages female empowerment and inclusion in the STEM field such as governmental programs that cooperate with universities, exemplified by the Republic of Korea with its 2006 Women In Engineering (WIE) Project;

10. **Expresses hope** that the international community, NGOs, private sector, and other actors involved continue their efforts towards empowering women in the changing world of work.
The Commission on the Status of Women,

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

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

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

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

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

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

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

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

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

Reiterating Commission on the Status of Women (CSW) report 3 of 2016 on women’s empowerment and its link to sustainable development,

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

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

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

Stressing the importance of the continuation of existing programs such as CARE to help train women on how to enter the workforce, including but not limited to training on the topics of interviews, building resumes, increasing access to careers in various fields, and preparing women to enter the workforce,
Recognizing the importance of “Women’s Empowerment Principles” developed through a partnership between UN Women and the United Nations Global Compact and designed to support companies in reviewing and establishing business policies and practices,

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

1. **Recommends** educating and working with young boys and girls in promoting respectful relationships and gender equality, with a focus on the HeForShe campaign, which aims to invite people around the world to stand together to create a bold, visible force for gender equality through UN-Women;

2. **Encourages** local and regional governments to establish partnerships such as the United Nations Educational Scientific and Cultural Organization (UNESCO) Girls’ Education Initiative and other programs such as the Malala Fund and the Girl Up campaign, that allow equal education for any gender to ensure stronger economic futures for young women and girls;

3. **Encourages** Member States to promote second chance education, which helps women who never attended school or left school before completion of their education through initiatives such as the collaboration between the World Bank Second Chance Education Project and UN-Women;

4. **Encourages** all relevant non-governmental organizations (NGOs), such as Plan International or Education Without Borders, to collaborate with local and regional governments to expand upon existing initiatives aimed at providing training on career services and income-generating activities, such as the Girl Empowerment Program and Initiative, which provides improvements on their current employment situations and sustainable livelihoods;

5. **Suggests** that companies adopt women’s mentoring programs such as the Junior Professional Officer (JPO) Mentoring Programme, which pairs female mentees with leadership mentors in order for them to discuss topics such as career development, career options within the UN, supervisory issue, and work-life balance;

6. **Encourages** UN-Women to review the efficiency of its annual budget to provide more adequate support for programs aimed at the economic empowerment of women in the changing world of work, as well as the continued collaboration with relevant NGOs to ensure sustained funding for programs and projects;

7. **Expresses its hope** that companies will have fair hiring processes, promotions and reviews based on equal performance indicators while expressing understanding of unique cultural business practices;

8. **Encourages** companies of the private sector to follow the “Women’s Empowerment Principles” of the UN Global Compact and UN-Women, such as supporting the encouragement of empowerment principles to promote equality through community initiatives and advocacy;

9. **Recommends** that local governments support education initiatives of the private and public sectors on the benefits of gender equality, such as the MGI does through producing research and publications on gender equality;

10. **Encourages** the prevention of violence and sexual harassment against women in the workplace by promoting gender equality among youth through educational initiatives such as the United Nations Population Fund’s (UNFPA) Violence Against Women and Girls Initiative, which focuses on bringing awareness of sexual harassment and violence to youth.
The Commission on the Status of Women,

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

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

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

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

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

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

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

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

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

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

Aware that the main disadvantage women face regarding their empowerment is the unequal participation of women and men in the labor market, as well as the unaccountability of unpaid care work of which more women than men are in charge and the actual burden unpaid labor constitutes,
Recognizing that child marriage and teenage pregnancy are obstacles to women’s economic empowerment preventing them from entering the working world,

Noting with approval the commitment of the international community to aspire towards decent socioeconomic conditions for women during pregnancy by allowing them to participate in the economy,

Convinced that the employment of women at all levels in the public sector could illustrate their success in managerial positions and be exemplar for the implementation of women’s role the private sector,

Acknowledging the role of labor unions in protecting the economic rights of women,

Recognizing finally the extensive role of women in unpaid domestic labor, and bearing in mind that according to the Women’s Economic Empowerment Organization, women spend more total time in paid and unpaid work combined than men spend in paid work alone, leading women to have little additional time to spend in political domains,

Supporting fully the implementation of opportunities for education and employment in order to reduce women’s dependence on men in their families,

1. Recommends the United Nations Entity for Gender Equality and Empowerment of Women (UN-Women) to direct and further their research on the distribution of work both in formal and informal sector to monitor the progress of women’s economic empowerment through the use of gender disaggregated data, by:

   a. Encouraging the UN-Women to continue working alongside the Making Every Woman and Girl Count initiative, which aims to assist countries in making evidence-based and targeted policies to fully implement and track progress on the Sustainable Development Goals (SDGs);

   b. Focusing research on the unique intersectional experiences of minority women in the workforce;

   c. Conducting research on the potential advantages of paternity leave and pilot programs highlighting joint family leave;

   d. Expanding research on the potential benefits of family leave and subsequent impacts on women’s economic empowerment;

   e. Further researching issues faced by working parents and potential solutions to the obstacles facing their entry into the workplace;

2. Encourages civil society, in particular workers, to form or utilize existing community-based organizations and unions that advocate for worker’s rights and gender-responsive actions;

3. Further encourages labor unions to designate internal commissions composed of representative from the labor sectors which will have the task of monitoring gender-related issues on that specific sector;

4. Invites labor unions to communicate and cooperate with workers at grassroots level to identify concerns and opportunities for improvement addressing issues including, but not limited to:

   a. Educating women on their rights in the workplace and advocating for the protection of these rights by engaging in the colloquium, utilizing portions of the training module presented by the Better Work Programme, a collaboration between the United Nation’s International Labour Organization (ILO) and the International Finance Corporation (IFC), as enhanced to present a gender-focused module;

   b. Promoting their protection by focusing on actions that will combat gender-based harassment and violence in the workplace;

   c. Taking into account the unique importance of multilayered identities and transforming power structures, with due respect to cultural influences, in the process of identifying concerns and opportunity for
5. **Further encourages** the above mentioned unions and organizations to advocate for benefits that facilitate female access to the workplace such as maternity leave, health care services, insurance, and economic independence by lobbying national authorities or the private sector, by:

   a. Working alongside UN-Women in collecting the data outlined in operative clause (1);

   b. Campaigning for accountancy of unpaid care work and agricultural labor by measures such as:

      i. publishing reports on the issue of unpaid care work and agricultural labor,

      ii. advocating for the recognition of unpaid care work on the local and national level to acknowledge the significant importance of this work to functional society,

      iii. advocating to recognition of the unpaid care work of women as an economic burden in order to discourage the existence of unpaid work and further women’s economic empowerment,

6. **Further encourages** the above-mentioned unions and organizations to address cultural practices and gender stereotypes which hinder women’s entrance to the labor market, by measures such as, but not limited to:

   a. Engaging in the HeForShe Campaign to increase the acceptance of women’s economic empowerment in the population and include men and boys in the process;

   b. Training women to gain and maintain skills relevant to the labor market by facilitating access to programmes enacted by civil society organizations (CSOs) that provide specific capacity building training, such as the women’s empowerment programme organized by Skills for Change, local grassroots non-governmental organizations (NGOS), and the programmes which would train women on issues such as, but not limited to:

      i. negotiation;

      ii. supervisory skills;

      iii. preventing sexual harassment;

      iv. communication;

      v. human resources management;

7. **Encourages** the implementation of media campaigns supported by civil society, the private sector, local organizations, and NGOs devised to encourage equal domestic labor distribution;

8. **Recommends** to emphasize the impacts of uneven unpaid labor distribution within these media campaigns to focus on women’s economic independence and success;

9. **Further recommends** the use of media campaigns like the HeforShe campaign to help transform the perception of gender roles in order to continue advocating for reduction and equal balance of the burden of unpaid labor and the benefits offered by joint family leave;

10. **Expresses its hope** that Member States will help continue to assist UN-Women’s Fund for Gender Equality and encourages the Fund to support appropriate campaigns for developing nations taking into account their potential lack of media structure;

11. **Recognizes** unique cultural heritages and boundaries within Member States and recommends that these localities should address issues of gender with a considerate following the principles of achieving Progress through understanding and genuine pursuit of respect of all positions, heritages and cultures, and parity;

12. **Encourages** existing international labor colloquiums such as the ILO’s International Labor Conference (ILC) to include gender-responsive policies as agenda items at their regularly occurring meetings, with particular focus on:
a. The publication of the findings in a format accessible for all salient organizations;

b. The collection of salient sex-disaggregated data regarding the existing disconnection between legislation and the enforcement of practice especially due to lack of cooperation among Member States in order to hamper women’s empowerment in the world work, through:

i. presenting the sex-disaggregated data gathered by the participating commissions and the recommendations they provide based on the results of their analysis;

ii. encouraging the examination of common practices within each Member State to determine the alignment with the suggestions made by the commission and any requisite adjustments they may consider;

13. **Encourages** all Member States to give equal precedence to the issues suggested for focus in operative clause (4) by revising and enforcing legislative priorities to foster a gender-responsive atmosphere, such as policies to combat gender-based harassment and violence in the workplace;

14. **Further encourages** Member States to support labor unions to advocate for female access to the workplace by providing benefits such as maternity leave, healthcare and reproductive services, insurance, and economic independence;

15. **Further encourages** Member States to draw enhanced attention to the issues of Sexual and Reproductive Health Rights (SRHR) and encourages Member States to cooperate with stakeholders on local and national levels, specifically;

16. **Invites** Member States to support civil societies and private companies as they attempt to establish sufficient care for mothers during their pregnancies, childbirth, and breast feeding stage of their motherhood in order to avoid putting them at an economic disadvantage in the workplace;

17. **Expresses** its hope that localities and non-governmental actors support the SheDecides initiative, as it plays a vital role in further sexual health education, along with supporting women in family planning which can assist their economic independence;

18. **Encourages** local governments and CSOs to provide clear information regarding SRHR to its citizens, to help empower women concerning their sexual and reproductive health;

19. **Further encourages** Member States to cooperate with non-governmental actors, especially in developing nations, to acknowledge the issues of child marriage and teenage pregnancy, and to consider collaborating with UNICEF in tackling these crucial topics;

20. **Stresses its desire** to advocate for the addition of a new indicator within SDG 5 (5.4.2), which would value and include unpaid care work within domestic economic planning, as well as the addition of new indicator within SDG 8 (8.5.3.) using 5.4.1. as a premise to include and fully include unpaid work as an unavoidable variable within decent work;

21. **Further encourages** the private sector to engage in the economic empowerment of women and create a multifaceted approach by cooperating with labor unions and implementing practices such as the formulation of mission statements which will specify their commitment to decrease workplace discrimination practices and improve women’s protection in all areas;

22. **Further encourages** businesses and companies to apply UN-Women’s Women Empowerment Principles (WEPs) and to examine common practices within the structure company in order to empower women in the workplace, marketplace, and community by encouraging Member States to utilize and implement those mission statements by adjusting their objectives to reflect the goals represented in the WEPs;

23. **Suggests** businesses to train human resources personnel in equitable hiring practices and merit-based performance measures, by enacting guidelines such as, but not limited to:
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.
The Commission on the Status of Women,

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

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

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

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

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

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

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

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

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

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

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

Bearing in mind the success of the HeForShe campaign in different social media since its creation in 2014 by UN-Women,
Believing in principles of transparency and accountability promoted by UN-Women FundHer: Donor ScoreCard, a tracker of financial allocation and a controller on how and where funds are spent, in order to increase accountability in financing for gender equality,

1. **Encourages** the application of scientific competition inside education initiatives for women, such as the 2015 For Women in Science International Rising Talents promoted by the United Nations Educational, Scientific and Cultural Organization (UNESCO), in order to:
   
a. Promote incentives for women and young girls in sciences and provide experience in scientific institutions at the national and international levels;
   
b. Be part of new scientific research that will be an example for present and new generations to include women in this field;

2. **Suggests** the development of a three-point plan (TIG): Train, Inspire, and Guide, in which:
   
a. Women in Development (WID) and World Assembly for Women (WAW) provide training in all types of work environments, education institutions and economics;
   
b. Private education institutions are willing to inspire women to gain knowledge in order to gain interest in women’s rights and women’s movements;
   
c. WAW creates a guide for each individual Member State in order to track accomplishments in education and the inspiration of women to be a part of the economy;

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

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

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

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

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

8. **Encourages** collaboration with CSOs and the ILO to report any gender-based harassment occurring in the workforce in order to:
   
a. Support publicizing records public publishing of work environment conditions involving paid leave, maternity leave, child care, gender-based discrimination and inclusion of women in a database that is available to the general population;
b. Refer these publications to ECOSOC regional commissions and ultimately UN-Women, which could offer beneficial ideas to address these issues;

c. Suggest that CSOs consider expanding helpline services, which would give advice in the event of gender-based harassment in the workforce;

9. Encourages local NGOs and institutions, in collaboration with UN bodies, to implement and promote micro-credit projects, which consist of an extension of small loans given to women who are in need of financial support in order to start an economic activity, following the example of the UN-Women’s Spring Forward for Women program;

10. Encourages NGOs and institutions, in collaboration with UN bodies, to implement micro-insurance to lessen risk and to encourage women to create their own business without any pressure from their family environment, in order to become fully independent;

11. Suggests the review of micro-financing policies and practices to ensure ethical micro-financing and discourage tied aid, inviting both donors and recipients to respect financial transparency;

12. Invites private companies to prioritize the promotion of women’s education and leadership by applying a strategy for women’s empowerment in the workplace and by encouraging the companies to continue hiring a considerable amount of women, as it is already implemented in their respective industry, and further invites companies to continue to mentor women in order to improve their empowerment in their work environment;

13. Encourages the development of principles for the integration of women in the workplace in collaboration with Women’s UN Report Network, which should focus on the following:

   a. Promoting transparency with regard to hiring processes and fields of work where women are Underrepresented, such as engineering, mathematics, scientific fields;

   b. Disapproving of any discrimination regarding recruitment, allocation of tasks, conditions of work, income, professional development and progress, promotion or dismissal;

14. Encourages Member States to take into consideration the double burden faced by women entering the workforce, by:

   a. Promoting the development of conferences such as Women’s Economic Empowerment in the Changing World of Work and A Call to Action for Gender Equality and Women’s Empowerment to bring awareness and consciousness to the choice of women to enter and reenter the workforce while also not depreciating domestic labor;

   b. Drawing attention to the specific needs of women, which include maternity leaves, flexible hours of work and childcare services, that are raised during conferences such as International Women’s Day (IWD), so that women do not have to choose between parenting and their career;

15. Recommends a structural change in public and private sectors to develop institutions in rural and urban areas, as mentioned in the 2030 Agenda for Sustainable Development, by encouraging organizations to take concrete measures contingent upon the Member States’ needs to ensure the empowerment of women at a local and national scales;

17. Advocates for Member States to collaborate with NGOs like the IFAI in order to use mass media to enhance women’s economic empowerment through campaigns and documentaries aimed at raising awareness of their social and political rights and the inequalities they face;

18. Advocates for stronger partnerships between CSOs and international funds to promote the development of women-led CSOs by seeking wider inclusion of developing CSOs in funds such as the UN-Women’s Fund for Gender Equality and Trust Fund to End Violence against Women.
The Commission on the Status of Women,

1. Encourages civil society organizations (CSOs) to facilitate working programs such as the Best Family-Friendly Management program sponsored by the Organization for Economic Cooperation and Development (OECD), which helps provide domestic part time jobs to women in charge of their family, in order to contribute to their personal development and self-improvement by:
   a. Providing them with the tools to become more economically independent, taking into account existing initiatives such as LinkedIn, which is a social community where people can work on data entry, writing, editing, word processing, document translations, social media and photography editing,
   b. Encouraging the development of day care centers accessible to both the private and public sector for working families, which will reduce the amount of unpaid care work normally taken upon by women.