

3-7 April 2022

Documentation of the Work of The United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) NMUN Simulation*



Conference A

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UN Entity for Gender Equality and the Empowerment of Women

Committee Staff

Director
Assistant Director
Chair

Lindsey Velde
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Agenda

- I. Women as Drivers of Economic Recovery and Resilience
- II. Combating Gender Inequality to End Poverty

Resolutions adopted by the Committee

CODE	TOPIC	VOTE (FOR-AGAINST-ABSTAIN)
1.1	Combating Gender Inequality to End Poverty	Adopted by acclamation
1.2	Combating Gender Inequality to End Poverty	Adopted by acclamation
2.1	Women as Drivers of Economic Recovery and Resilience	Adopted by acclamation

Summary Report

The UN Entity for Gender Equality and the Empowerment of Women (UN Women) held its annual session to consider the following agenda items:

- I. Women as Drivers of Economic Resilience and Recovery
- II. Combating Gender Inequality to End Poverty

On Sunday, the committee discussed setting the agenda in formal session and in suspension. The agenda was adopted in the order II, I. The committee then started forming working groups to discuss multiple themes pertaining to the topic.

On Monday, the committee continued discussing the topic in their working groups. There were five established working groups, which were reduced to three as working groups discussed similar ideas and decided to merge their ideas into one working paper before the first draft was submitted to the Dais. Three working papers were submitted to the Dais by the end of the day.

On Tuesday, the body received back its first round of feedback from the Dais and continued working on the working papers that were returned. The working papers were returned as Wicked, Beetlejuice, and Hamilton. Working papers Wicked and Beetlejuice merged before submitting the second draft by the end of the day, hence, two working papers were received by the Dais.

On Wednesday, the body received back their working papers and submitted their last drafts, which were accepted as draft resolutions 1/1 and 1/2. The committee went into voting procedure where both draft resolutions were adopted by consensus. The committee then quickly started debate and work on the second topic, submitting a working paper to the dais in around 40 minutes, which was accepted as draft resolution 2/1. The committee then went into voting procedure where the draft resolution was adopted by consensus.



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Code: UN-Women/1/1

Committee: The United Nations Entity for Gender Equality and the Empowerment of Women

Topic: Combating Gender Inequality and End Poverty

The United Nations Entity for Gender Equality and the Empowerment of Women,

Alarmed by the pervasive lack of access to education for women due to discriminatory social norms,

Considering the importance of providing vocational training for women, whose urgency is shown by the fact that over 11 million girls may not return to school due to the COVID-19 pandemic according to the United Nations Educational, Scientific, and Cultural Organization (UNESCO) report *Girls' Education is Our Future 2020*,

Taking into consideration the twelve problematic areas highlighted within the *Beijing Declaration and Platform for Action*, of which education and training of women and Human Rights of women are the most alarming, and the contribution of the gender pay gap increasing poverty among women,

Keeping in mind that 62% of all low paid employees are women and 247 million women currently live in poverty according to the UN Women report *Poverty deepens for women and girls 2022*,

Affirming the efficiency of conditional cash transfer programs, supported by the World Bank, to catalyze the education of young girls and vocational opportunities for women,

Bearing in mind the importance of the Sustainable Development Goals (SDGs) as established by General Assembly resolution 70/1 "Transforming our world: the 2030 Agenda for Sustainable Development," particularly SDG 3 ("Ensure healthy lives and promote well-being for all at all age"), SDG 4 ("Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all"), SDG 5 ("Achieve gender equality and empower all women and girls"), and SDG 10 ("Reduce inequality within and among countries"),

Re-emphasizing General Assembly resolution 74/235 (2019) addressing women's disproportionate contribution to Unpaid Care and Domestic Work (UCDW) compared to men, noting that this often keeps them from having their income, consequently exposing them to poverty,

Regretting the lack of data-based assessment of gender disparities regarding unpaid labor and highlighting the importance of existing tools such as care calculators that have been established in some Member States in collaboration with the International Labour Organization (ILO) and that have successfully assessed the amount of UCDW women perform every day,

Acknowledging the work of Muhammad Yunus in promoting microfinancing loans for women, based on "Sixteen Decisions", instituted by the Grameen Bank, that foster social change and development, and bearing in mind that other international bodies and institutes, such as the *Foundation for International Community Assistance* (FINCA), has the 38% of female borrowers and has allowed the creation of about the 40% of businesses run by women, and the creation of about 39% of jobs created by women all over the world,

Noting that around 33% of developing regions have not achieved gender parity in education according to UNESCO's report *Quality and Completion to Ensure Equal Opportunities for Girls and Boys*,

Acknowledges the contribution of the gender pay gap to poverty among women and the need for gender mainstreaming,

Deeply concerned with the immensely increasing poverty figures around the world such as on the African continent, where 71% of women live below the poverty line according to Social Watch's report *Growth, Poverty and Inequality 2020*,

Expressing with deep concern that women make up 50% of the global labor force and hold only 28% of the world's decision making-roles according to United Nations report *The World's Women 2019*,

Recognizing the importance of the *Convention on the Elimination of All Forms of Discrimination Against Women* (1979), noting that the labor force participation rate for women is 63% compared to 94% for men according to UN Women's report *Gender Equality in the 2030 Agenda for Sustainable Development 2018*,

Aware that the United Nations Capital Development Fund's work on a fairer future, affirming the urgent need to foster feminine economic alternatives, compared to men, noting that this often keeps them from having their own income, consequently exposing them to poverty,

Concerned that 129 million girls worldwide do not attend primary school which causes them to be unable to take part in the labor market upon majority according to United Nations International Children's Emergency Fund's (UNICEF) report *Girls' Education 2021*,

Stressing the need for legal protection of women in the workplace and educational institutions from sexual and gendered based violence in order to allow women to safely and fully participate in the economy and society,

Further proclaims its intent to protect women from gender-based violence and recognize femicides and prompts their counting to raise awareness about these crimes and better ways to prevent them,

Fully alarmed that 40.9% of women in need of contraceptives lack them, acknowledging the increased correlation between lack of contraceptive education and teenage pregnancy according to the UN's report *World Family Planning*,

Deeply disturbed by the statistics concerning violence against alternative workers according to the National Library of Medicine that 82% of alternative workers have been physically assaulted,

Noting with concern gender-based violence, with 1 out of 10 girls forced to perform sexual acts and 215 million women unable to get healthcare benefits and social protection according to Guttmacher's report *The Impact Poverty Has On Women's Health 2021* and each year 12 million girls below the age of 18 years old are forced to get married according to the Office of the High Commissioner Human Rights,

Guided by article 25 of the United Nations' Human Universal Declaration of Human Rights, valuing housing as a right, not a commodity, defining it as "the right to live somewhere in security, peace, and dignity", a universal need that must be answered for communities as wholes,

1. *Requests* the aid of the United Nations Development Programme in evaluating individual Member State's progress towards the 2030 Agenda for Sustainable Development, specifically SDG 4, Quality Education to promote equal access to knowledge in such highly-desired fields as Science,

Technology, Engineering, and Mathematics (STEM), economics, and governmental affairs for purposes of building a diverse next generation of educators and students;

2. *Invites* Member States to model after the program *Keep Girls in The Picture* by UNESCO which is a platform for collaboration with UN bodies, civil society, and the private sector to provide young girls with the right technology to keep up online learning during the COVID-19 pandemic and hold education providers accountable;
3. *Further requests* that Member States contribute to the collection of data regarding the condition of women in the work and educational environment, through:
 - a. The institution of local and regional observatories, modeled on the Gender Equality Observatory for Latin America and the Caribbean, that report on context-based data in order to implement adequate and custom-tailored policies on regional and local levels;
 - b. Emulate the actions of the United Nations Economic Commission for Europe (UNECE) such as in the program *Empowering Women Through Reducing Unpaid Work* and in coordination with the central government and physical and digital surveys administered by local municipalities of Member States to provide updated and valid information on sexual harassment and microaggressions at the workplace and in the household, discrimination faced by women in the workplace, and the wage gap between men and women in different sectors;
 - c. Differentiate between gender-based experiences for comparison in the surveys previously mentioned in clause b, by disaggregating the data collected by gender, following the guidelines set by the program Evidence and Data for Gender Equality, which will provide a comprehensive framework for the issues at hand;
4. *Asks* Member States to dedicate funding for national and local programs and collaborate with non-state actors, that include civil society, legal advocacies such as the Centre for Reproductive Rights and NGOs such as Oxfam International and Amnesty International in order to:
 - a. Implement local leadership programs with the aim of empowering women and giving them the opportunity to advocate for their rights;
 - b. Provide local sustainable jobs with a livable wage for women to bring them out of the poverty cycle;
 - c. Provide educational programs for boys and men on the roles of women in society, the economy, and the household in order to end systemic gender inequality;
5. *Supports* Member State's implementation of economic aid initiatives that aim to:
 - a. Provide monetary transfers to families in extreme poverty in exchange for adherence to specific guidelines regarding children's education and care by:
 - i. Requiring families to send their children, regardless of gender, to over 80 percent of school days;
 - ii. Facilitating transfers through visitations with families and social workers to educate families about programs and conditions for qualification;

- iii. Funding conditional cash transfer programs through the World Bank's Strategic Impact Evaluation Fund which has funded programs in the Republic of Chile, Tanzania, and Indonesia to examine the impact of conditional cash transfers;
 - iv. Calling upon Oxfam International to continue its effort collecting data on the effects, both negative and positive, regarding the implementation of conditional cash transfer programs;
 - b. Increase female participation in the workforce through access to local social services and job training programs;
- 6. *Intends* to draw international public attention to structural barriers and gender disparities in UCDW by launching an international campaign:
 - a. Presenting data on the daily amount of UCDW women perform and pointing out the financial consequences;
 - b. Giving women concerned the opportunity to raise their voices and leverage national governments to adjust policies;
 - c. Including on-site actions organized by Non-Governmental Organizations (NGOs) and civil society organizations and online formats;
 - d. Emphasizing the long-term economic profit for all Member States through investment in the care economy;
 - e. Funded by the Fund for Gender Equality program as well as by voluntary contributions by Member States acknowledging their responsibility to protect women from impoverishment;
- 7. *Encourages* Member States to establish care calculators on a national level in collaboration with the International Labour Organization (ILO) to shed light on women's immense economic contribution and their consequent financial and fiscal disadvantages;
- 8. *Recommends* the inclusion of women in microfinance systems and programs through initiatives such as the Women's Microfinance Initiative, which:
 - a. Levels the playing field by giving women the opportunity to build businesses that can generate income to improve household living standards, the loan program achieves impressive results, for example women in Uganda who are buying land and building permanent houses thanks to its help;
 - b. Invites Member States to adopt the program, or those similar to, Small Change, Big Changes: Women and Microfinance by the ILO to:
 - i. Break the generational transmission and feminization of poverty through microfinancing, following educational and career training opportunities to profit from loans;
 - ii. Assist women in poverty through workshops and information sessions regarding loans and finances;

- c. Encourages the consideration of women for microfinance loans, adhering to Muhammad Yunus' "*Sixteen Decisions*" by:
 - i. Considering borrowers and recipients based on dedication to inspiring social change, rather than solely credit history;
 - ii. Recognizing women's significant increase in loan returns compared to men and their increased use of funds to support the education of children and the well-being of the household;
9. *Emphasizes* Member States to the empowerment of female entrepreneurship through the collaboration with international financial bodies such as the FINCA, which provides people with access to loans, savings accounts, and other financial services so they can generate income and employment, both for themselves and others in their community, with particular attention to female empowerment;
10. *Stresses* that all Member States should:
 - a. Consider the implementation of domestic policy to specifically criminalize gender-based violence and afford equal legal protection to all women;
 - b. Encourage that domestic legal codes reflect adequate sentencing standards for sex crimes and gendered-based violent crimes;
 - c. Urges private enterprise to create codes of conduct in alignment with international standards of gender-based violence prevention outlined by the OHCHR;
 - d. Urges public and private educational institutions, both primary and secondary, to enforce codes of conduct in alignment with international standards of gender-based violence prevention outlined by OHCHR;
11. *Expresses its belief* for countries to ratify ILO Convention No. 100 on equal remuneration to close the gender pay gap:
 - a. Taking sufficient measures to ensure implementation of equal remuneration by implementing transparency and gender mainstreaming;
 - b. Implementing mechanisms such as the *Quadrennial Comprehensive Policy Review* to review the impact and effectiveness of measures taken;
12. *Draws attention* to the Member States for the need for change and improvements within the educational systems:
 - a. Taking measures to make education systems more inclusive for girls, including refugees and immigrants, on all levels;
 - b. Conducting research on the reason why 129 million do not follow primary education and 'reasons why more girls compared to men drop out of education, based on the results of the research, appropriate measures must be taken;
 - c. Investing as an international community in education which includes girls in and from developing countries;

13. *Expresses its hope* for collaboration between Member States and UN Programs such as the World Program Action for Youth (WPAY) which focuses on introducing girls to STEM subjects and increasing digital connectivity in hard-to-reach areas with limited capacity all along with building a positive image of women in STEM;
14. *Notes with interest* the UNESCO and the UNICEF, as well as the continuance of partnerships with private entities such as the 2XCollaborative gender-lens investing initiative to increase the representation of women and girls in primary and secondary education, and promote equal access to knowledge in such highly-desired fields, such as STEM by:
 - a. Implementing the STEM and Gender Advancement (SAGA) project, led by UNESCO, and similar projects;
 - b. Acknowledging the barriers women face in careers in STEM, and consequently seeking solutions for them, to achieve each of the 17 Sustainable Development Goals;
 - c. Furthering prior collaboration between UNESCO and UN Women to build awareness campaigns for women in STEM and women's education, such as the International Day of Women and Girls in Science on February 11, in support of the 30 SDG targets and 40 of the indicators and targets are gender-related;
 - d. Enhance the quality of and the participation in STEM teaching programs for the purpose of preparing future educators for rigorous instruction in this field;
15. *Suggests* Member States take concrete actions to combat gender inequalities, especially in the education and health sector, to create safe spaces for everybody by:
 - a. Promoting information campaigns targeting school children to inform them about the COVID-19 pandemic, thereby mitigating its effects and ensuring that students have appropriate access to the technical devices required to participate in remote education;
 - b. Providing menstrual hygiene products and safe places to use them;
 - c. Offering psychological support for any issues that hinder children to study successfully;
 - d. Averting financial burdens and associated factors that may preclude women from pursuing further education, such as work obligations or early pregnancy;
16. *Endorses* implementing partnerships such as The United Nations Population Fund (UNFPA) Supplies Partnership in order to utilize marketing agencies to raise awareness of contraceptives and increase access to them;
17. *Further encourages* the decriminalization of alternative work to guarantee fair access to healthcare and welcoming care by the competent law enforcement authorities when victims of social injustice;
18. *Modeling* after The UNFPA-UNICEF Global Programme to End Child Marriage to create a more resilient approach to end child marriage and raise awareness among populations;
19. *Welcomes* the creation of nationals' assistance phone numbers to operate like hotlines to inform the competent law enforcement authorities when domestic violence is witnessed by modeling initiatives such as the National Hotline For Women Victims Of Violence in Morocco, Violence

Against Women Helpline in The Republic of Chile, and the National Hotline Service 1522 in Italy to:

- a. Provide immediate support and protection, available 24/7, to victims of domestic violence, regardless of economic circumstances that may otherwise inhibit women from seeking protection or leaving unsafe households;
 - b. Gather information on domestic violence instances to handle individual cases and be used in national reports of Member States;
 - c. Refer victims of domestic violence to regional facilities and resources that offer medical, legal, and emotional support as well as temporary housing;
 - d. Highlight common issues faced by domestic violence victims to strengthen Member States' domestic violence facilities and programs, such as the hotlines;
20. *Reaffirms* its belief in the urgent nature to demean inequalities we encourage the building of social housing with a ceiling price, improving the quality of life of the poorest populations and guaranteeing a basic standard of living;
21. *Further recommends* an additional gratuity fee for women to compensate proportionally for the wage gaps.



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Code: 1/2

Committee: The United Nations Entity for Gender Equality and the Empowerment of Women

Topic: Combating Gender Inequality and End Poverty

The United Nations Entity for Gender Equality and the Empowerment of Women,

Recognizing the importance of Articles 2 and 26 of the *Universal Declaration of Human Rights* (1948) outlining the importance of education for all genders to further their social and economic involvement,

Deeply concerned with the unjust discrimination women face in hiring and promotion when considered to be of child-bearing age,

Reaffirming the importance of the 2030 Agenda for Sustainable Development, especially Sustainable Development Goal (SDG) 4 (“Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all”), which aims to progress access to education,

Keeping in mind that both parents can share equal responsibility in the care of their child regardless of their gender,

Bearing in mind the *Beijing Declaration and Platform for Action* (1995), especially regarding equal access to vocational training,

Observing that access to quality education throughout a woman’s lifetime is crucial to her success, personal development, and financial independence,

Recognizing that businesses have a stake in, and responsibility for, gender equality and women’s empowerment and the power to improve the situation for women in the workplace, marketplace, and community,

1. *Supports* the Fund for Gender Equality (FGE) and the World Bank’s efforts toward uplifting girl’s education in order to address and combat the inequalities they face in the early stages of life;
2. *Draws attention* to the need for increased funding and access to programs aimed at providing girls with meals, preparatory materials, sanitary products, and proper seasonal clothing to support their success in the school environment;
3. *Calls upon* Member States to provide access to a well-rounded, quality education for all girls and women in preparation for future plans that ensure the possibility for lifelong learning opportunities as outlined in SDG 4 (“Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all”) by:
 - a. Encouraging all states to allow free primary education for all girls of primary age, through the implementation of budgeting and funding with the aid of Non-Governmental Organizations (NGOs);
 - b. Providing a curriculum focused on science, technology, engineering, and math in addition to issues of health and well-being;

4. *Recommends* Member States to encourage companies to increase consumers' and potential employees' awareness of the *Women's Empowerment Principles* (WEPs) along with an increase in the international recognition of gender equality-nurturing companies through the provision of:
 - a. Visible certification of WEPs-compliance in various forms, including displays on a company's websites and social media;
 - b. Platforms allowing NGOs to communicate through member states with companies, supplying them with UN Women's promotional channels for awareness campaigns;
5. *Invites* Member States to implement gender-responsive budgeting while continuing to dedicate financial resources to the UN Women Fund for Gender Equality to increase equal access to public education in all regions of each state so as to:
 - a. Improve women's knowledge through professional training on matters such as financial literacy, digital literacy, and vocational skills to provide competencies that are needed in the workforce administered through the United Nations Development Programme;
 - b. Provide technical and vocational schools to underserved communities worldwide to equip women with the skills demanded in job markets;
 - c. Provide academic scholarships for primary-aged female students as modeled by the *Bangladesh Rural Advancement Committee Education Program* as well as university-aged female students as modeled by the L'Oreal-UNESCO For Women in Science Fellowships;
 - d. Employ on-field experts that assess the educational needs of women and girls in rural areas;
6. *Further requests* the implementation of parental leave programs in Member States by:
 - a. Implementing a non-gender-based parental leave policy with recommended twenty-four to fifty weeks of leave reserved to each parent along with additional days being distributed between parents at their own discretion;
 - b. Issuing both amounts of parental leave to individuals even if they reside in a single parent household;
7. *Welcomes* all Member States to incentivize small and large companies to adopt protective policy acts, used to support expecting and current mothers within the workplace and labor market through:
 - a. Providing a flexible work schedule, in accordance with the World Fair Trade Organization's 6th principle of Commitment to Non-Discrimination, Gender Equity, and Women's Economic Empowerment, and Freedom of Association;
 - b. Creating the option for women to choose reduced, part-time hours while expecting the ability to return to the same full-time position and employment upon their return to work after maternity leave;
8. *Encourages* Member States to provide social and economic opportunities for women to balance traditional family life and career through measures such as:
 - a. Ensuring a place for every child in nursery schools;

- b. Ensuring affordable, private, or state-supported childcare for all to help alleviate mothers' burden of unpaid care-work and allow them to rejoin the workforce within the twenty-four to fifty-week window when they deem appropriate, through cost-reducing measures like tax subsidies;
- c. Providing compensation for caring for a family member in need of special care using programs and initiatives that Member States and other UN entities have already established that are in the cause of women and children.



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Code: UN-Women/2/1

Committee: The United Nations Entity for Gender Equality and the Empowerment of Women

Topic: Women as Drivers of Economic Recovery and Resilience

The United Nations Entity for Gender Equality and the Empowerment of Women,

Standing by the Charter of the United Nations (1945) Article 1, paragraph 3, which promotes international cooperation in solving economic problems without distinction of sex,

Aware that the COVID-19 pandemic has heightened gender disparities and inequality through the disproportionate toll on industries dominated by women such as the hospitality and service sectors,

Recognizes the importance of female inclusion in national and international disaster response planning, especially pertaining to the current COVID-19 pandemic as well as the integration of gender-specific clauses into Disaster Risk Reduction strategies as modeled by Japan's application of including such clauses in their Guidelines for Disaster Planning, Response, and Reconstruction from a Gender-equal Perspective (2020),

Bearing in mind that the importance of the participation of women in the economy is consistently underestimated and undervalued, making up 39% of the global workforce and driving a majority of consumer decisions,

Deeply concerned that women lack access to financial infrastructure and full economic participation due to gendered social norms and other barriers such as mobility constraints, recognizing the potential of Digital Financial Services (DFS) that can act as a low threshold offer, especially for women,

Acknowledging that only 58% of women have access to financial institutions or have a bank account according to the World Bank's report,

Reaffirming Sustainable Development Goal 5 ("Achieve gender equality and empower all women and girls") that women and girls deserve an equal quality education, improved access to economic resources as well as equal opportunity for employment leadership and decision-making at all levels,

1. *Recommends following the UN Women Strategic Plan 2022-2025 guidelines to ensure sustainable financing by:*
 - a. *Organizing events to introduce business opportunities, provide support, and share good practices;*
 - b. *Extending programs such as the Catalyzing Women's Entrepreneurship program created by the United Nations Economic and Social Commission for the Asia-Pacific region, which promotes the creation of an inclusive entrepreneurial system;*
2. *Recognizes women as agents of recovery from the COVID-19 pandemic economic recession and suggests collaboration with the UN Women Rise for All (WRA) program to:*

- a. Recall and employ *the Sendai Declaration and Framework for Disaster Risk Reduction 2015-2030*, which has created a call for women to help promote recovery efforts that are inclusive and supportive of women in times of disaster;
 - b. Distribute funds for female-owned businesses substantially affected by the COVID-19 economic recession by:
 - i. Holding accountability to the standard and amount of funds allocated towards these businesses in crisis in that the aid provided is on par or balanced with the aid provided to men;
3. *Encourages* Member States to provide data on female labor force participation, gender pay disparity, and consumer trends to:
 - a. Conduct research into how consumption by women can be maximized to contribute to a growing economy;
 - b. Ensure that women are provided with equal opportunity for economic participation;
4. *Proposes* establishing DFS cooperation platforms encouraging South-South and Triangular trade and cooperation:
 - a. Bringing together financial service providers (FSP) and state regulatory officials of two or more Member States;
 - b. Enabling FSPs to share their knowledge on critical issues like digital and biometric identification systems and data security with Member States;
 - c. Allowing the implementation of best practice examples on how to better align financial products with the need of women;
 - d. Supported by a UN Women and a UNDP expert to be deployed;
5. *Encourages* Member States to model after the program Banking on Women by The World Bank that insures bank approximation, provides loans with low-profit, and provides stimulus packages to women to launch small businesses;
6. *Suggests* that Member States make education available for women and girls as they are available for men and boys:
 - a. Expresses its hope for the Member States to provide more Financial Aid resources for women and, girls to attend Colleges, Vocational Colleges, and Adult Educational Training;
 - b. Recommends to the Member States to implement laws that support girls to attend school without any discrimination.