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Documentation of the Work of the United Nations Commission on the Status of Women (CSW) NMUN Simulation*



Conference B

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Commission on the Status of Women (CSW)

Committee Staff

Director
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Chair

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Agenda

- I. Achieving Gender Equality in the Context of Climate Change
- II. Realizing the Rights of Women in the World of Work

Resolutions adopted by the Committee

CODE	TOPIC	VOTE (FOR-AGAINST-ABSTAIN)
CSW/1/1	Realizing the Rights of Women in the World of Work	Adopted without a vote
CSW/1/2	Realizing the Rights of Women in the World of Work	Adopted without a vote
CSW/1/3	Realizing the Rights of Women in the 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. Achieving Gender Equality in the Context of Climate Change
- II. Realizing the Rights of Women in the World of Work

The session was attended by representatives of 24 Member States.

On Sunday the committee adopted the agenda as II, I and began discussion on the topic of “Realizing the Rights of Women in the World of Work.” Delegates spent the second day discussing ideas such as childcare and educational opportunities. By Monday evening, six working papers on healthcare, education, crisis response, sexual harassment, and legislation were submitted.

On Tuesday, after the first round of revisions, delegates merged their papers into three working papers and continued incorporating feedback from the Dais. On Wednesday, all three papers were accepted as draft resolutions and further debated by the committee. With one friendly amendment, all three draft resolutions were adopted by consensus.

The conclusion of voting procedure left time for brief formal and informal sessions on “Achieving Gender Equality in the Context of Climate Change.” After a few speeches and short informal debate, the session came to an end. All delegations worked hard to find sustainable solutions to the topics at hand in an inclusive, dedicated, and diplomatic manner.



Code: CSW/1/1

Committee: Commission on the Status of Women

Topic: Realizing the Rights of Women in the World of Work

The Commission on the Status of Women,

Guided by the principles stated in the Beijing Declaration and Platform for Action (BPfA) (1995) and the Convention of the Elimination of all Forms of Discriminations Against Women (CEDAW) (1993), which express CSW's commitment to achieving equality for women in the workplace regardless of background,

Recognizing the collaboration with the International Labor Organization (ILO) and The United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) to further reduce the gender pay gap to achieve the Sustainable Development Goal (SDG) 5 on gender equality, SDG 8 on good jobs and economic growth, and SDG 10 on reducing inequalities,

Emphasizing the need for an effective parental leave policy to support women in their pursuit of a career, ensure a fair distribution of childcare responsibilities, maintain a joined family unit with the means of equitable parenting for both roles in the family,

Taking into consideration the United Nations Policy Brief on "The Impact of COVID-19 on Women," which highlights the multiple ways in which women have been affected in the workplace due to the ongoing COVID-19 pandemic, which is having a significant effect on occupations with high female employment shares, such as restaurants, healthcare, and hospitality,

Stressing the success of progressive approaches to childcare such as the European Union (EU) Work-Life Balance Directive that provides European Union (EU) Member States with a framework to structure labor policies on that encourage a healthy balance between work and childcare responsibilities for parents with careers,

Calling attention to the Rio Tinto North America group and their leadership in developing effective corporate policies on domestic violence,

Keeping in mind, that despite world crises, gender discrimination still takes place and often increases in times of crisis, which is seen in the increase of gender-based violence against Ukrainian refugee women as mentioned by the Executive Director of the Security Council on April 11, 2022,

Reconfirming the Universal Declaration of Human Rights (UDHR) (1948) as the basis for international human rights,

Bearing in mind that as many as 75% of women worldwide have reported experiencing sexual harassment in the workplace in both the public and the private sector and its unequal mental and physical effects on women,

Fully aware of the disproportionate challenges women face in civil cases and thus emphasizing the need for free legal counsel in the working space with the help of nongovernmental organizations (NGOs),

1. *Invites* Member States to encourage companies in both the private and public sectors to review the "Sample Sexual Harassment Policy" document from the ILO, originally intended for Pacific Nations and with the purpose to value the importance of anti-sexual harassment policies, which highlights:
 - a. Sexual assault suspension or expulsion policies;
 - b. Complaint procedures, put in place with the aim of facilitating the access to support resources or sanctions for the abuser;
2. *Encourages* Member States to aid by providing tools that give access to legal counsel for working women, including non-citizen residents such as refugees by:

- a. Focusing on accessible opportunities to receive expert counsel on the rights of victims during sexual assault, examinations and procedures, gender discrimination at work, and pay discrimination;
 - b. Cooperation with NGOs within the Member States to coordinate legal access according to the needs of the particular region;
 - c. Clear and inclusive definition of sexual harassment, stating that sexual harassment is not only physical but can be verbal, non-verbal, and virtual as well;
3. *Calls upon* Member States to reiterate its concerns to those companies which have shown multiple precedents of workplace discrimination against women where it has either gone unreported to law enforcement and/or overlooked by company management;
4. *Further invites* Member States to revise labor laws and adjust policies to ensure fair distribution of parental care by:
 - a. Encouraging Member States to use the EU Work-Life Balance Directive as a guide to shape domestic policy on maternity and paternity leave by:
 - i. Encouraging the sharing of caring responsibilities between parents;
 - ii. Addressing women's underrepresentation in the labor market;
 - iii. Better supporting the balance between work and family responsibilities for parents with careers;
 - b. Developing domestic policy based on the needs of parents that prevents women from being disproportionately affected by childcare;
 - c. Providing financial compensation to parents for school closures and subsidies for childcare;
5. *Recommends* that Member States respective labor department's conduct gender pay audits, which disaggregate data on wages based on gender by:
 - a. Providing guidelines to the private and public sector companies on how to ensure fair distribution of wages;
 - b. Giving recommendations on how to take action in different scenarios based on the results;
6. *Encourages* Member States and companies to replicate the Rio Tinto North America domestic violence policy which:
 - a. Provides paid leave to employees who have experienced or are at-risk of experiencing domestic violence;
 - b. Ensures domestic violence survivors are transported to an emergency remote location based on urgency;
 - c. Establishes an open line of communication between human resource teams and other specialized support services;
7. *Recommends* Member States work alongside UN Women to establish restorative programs for:
 - a. Victims of sexual harassment by therapy and medical help as well as judicial help, both being free and easily accessible to women in the workplace;
 - b. Those convicted of sexual assaults or harassment against women, which will include workshops within the ending terms of their sentence focused on the effects of assault on women;

8. *Reminds* Member States of the importance of providing aid for working women who are caregivers especially from the low-income sector who are laid off due to circumstances beyond their control through:
 - a. Grants and loan subsidies from governments to help women deal with times of public crisis;
 - b. Protecting women from dismissals in times of public crisis by:
 - i. Pursuing policies that elaborate on grounds for dismissal to prevent exploitation of laws that allow mass dismissal;
 - ii. Ensuring protection for low-income women who are retrenched or laid off due to global crisis response;
9. *Implores* Member States who have not yet done so to implement a sexual offender database, in order to prevent the employment of documented abusers and to ensure a safe workplace for every woman by:
 - a. Adding every person that has been convicted in a court of law within that state to the sexual offender database;
 - b. Making the sexual offender database accessible to every employer in the Member State;
10. *Recommends* the conduction of surveys in each Member State that would focus on specific industries and sectors within the economy, which would:
 - a. Aim to better identify what areas are more urgent and need the most aid in sexual harassment prevention programs;
 - b. Focus on effectivity within prevention programs so as to reduce and prevent sexual harassment in the workplace;
 - c. Provide a victim-based approaches to establishing prevention programs;
 - d. Ensure each key demographic is included, including minorities and underrepresented to better provide robust evidence where it is most lacking;
11. *Suggests* that Member States without a national sexual abuse hotline establish one to provide women with individualized assistance by:
 - a. Providing discrete and confidential reporting, through the possible use of:
 - i. Codewords to protect women who remain in the company of their abuser;
 - ii. Extensions or different numbers to allow for redirection;
 - b. Allowing accessibility by phone, text, and email;
 - c. Connecting victims to adequate resources to aid in further action;
12. *Reiterates* that Member States should establish training employers on how to spot and address domestic violence or sexual harassment by:
 - a. Establishing a set of programs to encourage training of employees and employers to prevent and recognize violence against women;
 - b. Advertising and marketing campaigns;
 - c. Providing a way to report suspected domestic violence or sexual harassment in the workplace;
13. *Further recommends* Member States to finance programs that offer self-defense classes to women to prevent sexual assault in the workplace which would be accessible through a hybrid mode, including courses given via a digital platform or in person, offered to:

- a. People living in the cities through on place classes in the main cities and through online classes for those who have access to internet;
 - b. People living in rural regions through mobile trainings, which would be given in their native language in order to include every indigenous community;
 - c. Refugees through on-site experts, based in every refugee camp in a Member State;
14. *Urging* Member States to revise their policies to reflect the shift to at-home working to protect women by:
- a. Taking risk assessments within Member States to measure the impact of the COVID-19 pandemic on women's safety at home when working;
 - b. Pursuing programming to include more women in government positions to oversee the changes in policy to ensure a gender-based perspective.



Code: CSW/1/2

Committee: Commission for the Status of Women

Topic: Realizing the Rights of Women in the World of Work

The Commission on the Status of Women,

Recognizing the importance of women in the workforce and the hardships that are associated with working alongside motherhood and childcare,

Affirming the *Universal Declaration of Human Rights* (1948) asserting that all people across the world hold guaranteed rights, including the right to work, the choice of employment, and just working conditions and the goals of the *Beijing Declaration and Platform Action* (1995) of working toward equalizing women in all contexts of society to ensure their success and accessibility to greater opportunities,

Viewing with appreciation the *2030 Agenda for Sustainable Development* (2015), which commits to eradicating structural and social barriers for women in their access to equal opportunities in the world of work,

Encouraged to create a multifaceted approach to providing women proper education, financial assistance, and amenities including accessible transportation in order to provide them greater opportunities in the world of work and work towards global gender equality,

Noting with interest the legislative action introduced by the European Union (EU) Work-life Balance Directive and European Platform for Investing in Children (EPIC) that support Member States in achieving a better balance between work and family responsibilities for parents, caregivers, and nontraditional families,

Taking into consideration the implications traditional roles (i.e. caregiver, homemaker) have on the ability to enter the world of work and noting the importance of sharing family responsibilities and the availability of affordable childcare services to create an enabling environment for economic independence for women,

Referring to Commission on the Status of Women (CSW) 40th Session, 1996/3 “Child and Dependent Care Adopted Conclusions,” which elaborates on the implications that traditional roles have on women’s ability to achieve employment equality,

Noting the importance of accessibility of childcare for families in order to expand economic opportunity and recognizing that the lack of access to childcare limits employment ability of women, leading to an uneven ratio of women and men in the world of work that further inhibits mainstreaming of gender equality,

Mindful of regional and cultural differences that impact women’s equality in the workplace, and to promote mainstreaming of gender equality in the workplace,

Reaffirming the necessity in achieving Sustainable Development Goals (SDG) 1 (“no poverty”), SDG 5 (“gender equality”), and SDG 8 (“decent work and economic growth”) within the present decade,

Noting the contribution of the World Health Organization (WHO) in the approval and distribution of necessary medical equipment and supplies, including medication and vaccines,

Deeply disturbed by the inadequacy of medical healthcare provided to employed women as opposed to employed men and realizing that increasing women’s access to healthcare, particularly through advancing technologies and welfare programs, is crucial in creating an environment in which women can work,

Recalling the CSW’s Report on the 43rd session (E/1999/27), discussing the inequality and discrepancies in health care and the importance of a global standard for healthcare,

Noting with deep concern that, while women constitute the majority of the healthcare workforce, positions of power as relates to health and social work are dominated by men as access to educational programs in Science, Math, Engineering, and Math (STEM) are limited,

Expressing its satisfaction of the work done between UN Women and CSW in creating policies to further the place of women in society,

Having examined the discrepancies between women's healthcare in Lesser Developed Countries as opposed to developed nations, and how this impacts the woman's ability to enter the world of work,

Appreciating the work done in establishing the *Convention of the Elimination of All Forms of Discrimination Against Women, Beijing Declaration and Platform for Action (BPfA)* as a visionary agenda for the empowerment of women and the effort to eliminate discrimination against women,

1. *Urges* the use of EU Work Life-Balance as a guideline to Member States, which ensures that working women and working mothers are adequately enabled to enter the world of work by their governments, by:
 - a. Providing parents and caregivers with children the option to request longer parental leave and flexible work arrangements, including supporting EPIC as a platform to provide resources to Member States relating to healthy work-life balances for families and children;
 - b. Encouraging a more equal sharing of parental responsibilities between men and women and achieving the aims of better work-life balance and more equally distributed caring responsibilities, including:
 - i. The introduction of paid paternity leaves as a standardized practice alongside maternity leave;
 - ii. The introduction of career leaves for those providing personal care or support to a relative;
 - iii. Encouraging the use of private and public sector funds to improve the quality and availability of formal care services;
 - iv. Removing economic disincentives targeted at families with dependents and/or multiple earners;
2. *Calls upon* Member States to create and enforce policies that would provide financial assistance to working mothers, in order to ensure that children are fully supported and can access educational opportunities, by:
 - a. Providing grants to families in low-income brackets with children under the age of three to subsidize childcare fees, and offer support up until the child turns three;
 - b. Allowing that mothers can benefit from pension savings to compensate for the double workload of employment and childrearing;
 - c. Encouraging Member States to adopt government programs to provide pension savings plans and accounts to women and especially to mothers;
3. *Supports* the implementation of public transport systems to and from education centers, ensuring that children have transportation to and from school, providing mothers with the freedom to work, by:
 - a. Asserting this initiative as part of Sustainable Development Goals for public transportation and encouraging that Member States request funding from the public and private sector of SDG financing;
 - b. Providing such funding to underdeveloped school districts, especially in Less Developed Countries, to establish school bus systems;
 - c. Creating bike paths and sectioning off parts of roads for bikers, allowing for more children to bike to school safely, including recommending that Member States use similar SDG financing to install automatic, unmanned policing call stations along pathways regularly used by women and children to provide a level of safety, especially in rural areas;

4. *Promotes* the establishment by UN Women and incorporation by Member States of the Women's Equality in Healthcare Initiative, which would outline and encourage Member States to adopt policies discussed below, and especially to encourage a network between Developed Nations and Lesser Developed Countries to:
 - a. Manufacture and provide medical equipment and supplies to LDCs, including equipment specific to women's healthcare so that employed women are not only provided medical care but it is within the ability of Lesser Developed Member States to provide such care:
 - i. Provide medical machinery, especially equipment relating to women's health and examinations, including medical equipment relating to pregnancy and birth so that women are able to reintegrate into the workforce in a more efficient manner post-partum;
 - ii. Provide medical supplies including World Health Organization (WHO) approved medication;
 - b. Recommend that Member States and private sectors implement policies regarding women's mental health, including postpartum illnesses to guarantee their safety and well-being:
 - i. Requests institutions provide licensed mental health providers for those seeking assistance;
 - ii. Provide medical supplies such as WHO approved medication relating to aiding postpartum illness;
 - c. Provide resources concerning education opportunities and adequate equipment for women's healthcare by calling upon Developed Nations to work with least developed countries (LDCs);
 - d. Encourages the UN Educational, Scientific and Cultural Organization (UNESCO) to create a designated fund drawn from the Regular Budget available to Member States adopting the outlined policies;
 - e. Recommend Member States provide medical insurance in the public sector or promote in the private sector which covers issues and complications relating to fertility, pregnancy, birth, and postpartum recovery;
5. *Suggests* that UNESCO designate funding from the Regular Budget to creating healthcare and social care jobs globally, considering the advanced need for these positions as we near the 2030 Agenda deadline, to:
 - a. Fund organizational programs to offer women job skills to better prepare them for entering and remaining in the workforce;
 - b. Recommends the advancement towards achieving SDG 8 by creating and funding healthcare and social care positions;
6. *Recommends* the further funding by UN Women and/or UNESCO of initiatives to create space for women in the world of STEM, including empowerment through education and destigmatization of the presence of women in the STEM field:
 - a. Supporting an increase in the ratio of women to men in positions of power (including health and policy) that relate to women's issues through adopting the outlined policies discussing hiring discrimination (banning interview questions relating to parental/marital status) and advancement of women's education, including encouraging Member States to insist that men and women are equally represented in these positions;

- b. Reiterate the call upon providing women and girls affordable education through government programs so that they can advance in STEM fields and enter higher positions in healthcare work;
 - c. Further affirming the education of all genders in order to destigmatize the presence of women in education and employment, and uproot historic methods of oppressing women through greater education;
- 7. *Recommends* Member States to consider the adoption of policies through their state departments/ into their state legislation prohibiting gender-specific job announcements and questions related to candidates' marital or parental status during job interviews and further recommends the adoption of policies that mandate corporate interview questions to be screened and standardized by a committee of outsourced representatives that are unbiased in nature in order to ensure that questions that could potentially contribute to gender discrimination are not asked;
- 8. *Encourages* Member States to adopt policies promoting the transparency of their private sectors as relates to equal employment, and suggests such data be provided to the UN Women for further transparency and evaluation to:
 - a. Use the information provided as a guideline to suggest programs that would benefit Member States;
 - b. Member States are encouraged to conduct a census on a two year basis to collect data on women's employment and participation, including:
 - i. The number of women employed in various fields, including agriculture, business and finance, manual labor, etc.;
 - ii. The average employment compensation for women as opposed to men;
 - iii. The percentage of women in lower-income and upper-income jobs;
 - iv. The percentage of the female population that is unemployed or works full time as a homemaker/caregiver;
 - c. Information provided to UN Women would be available to the international community at the discretion of the Member State in order to promote transparency relating to employment equality.



Code: CSW/1/3

Committee: Commission on the Status of Women

Topic: Realizing the Rights of Women in the World of Work

The Commission on the Status of Women,

Recognizing the Beijing Declaration and Platform for Action (1995) as an integral foundation for the implementation of the 2030 Agenda for Sustainable Development (2015) to empower all women and girls,

Reaffirming the Universal Declaration of Human Rights (1948), specifically articles 1, 2, 7, 23, and 26, which emphasize that all people have equal rights to education, a place in the workforce, and access to resources,

Acknowledging the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), which ensures women's equal access to opportunities, including the right to education, health, and employment,

Noting with approval Member States' decision to increase the number of women and girls who are educated and ensure they are receiving an education that is of high quality and fully completed in line with Sustainable Development Goal (SDG) 4,

Firmly convinced that the empowerment of women in the economy is critical to achieving SDG 5 of gender equality, specifically targets 5.1 of ending all forms of discrimination and violence against all women and girls, 5.5 of ensuring women's full participation in leadership women, and 5.A of giving women equal access to economic resources,

Highlighting the need for greater women's representation in the science and engineering workforce due to only 30% of Science, Technology, Engineering and Mathematics (STEM) researchers globally being women and the rate being even lower amongst women in minority groups,

Expressing appreciation to the work of the Advance STEM education for African Women (WAAW) foundation and programs such as the JP Morgan Chase's Breakthrough Program, which centers young women and girls in conversations related to STEM,

Noting that according to United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), women represent more than two-thirds of the world's 796 million illiterate people,

Promoting the Commission on the Status of Women (CSW) Agreed Conclusions E/CN.6/2013/11 (2013), which addresses discriminatory gender-based norms, stereotypes, and practices that deter women from equally participating and entering in the workforce,

Understanding the important role of men given their position of privilege to promote gender inclusion in education and encourage equal opportunities in the workplace for all people,

Reaffirming the importance of discussing affordable education, the right of every child to receive a quality education, a co-educational setting, and the benefits of spreading media awareness to combat educational inequalities,

Reiterating the work of the United Nations Educational, Scientific, and Cultural Organization (UNESCO) on their Education 2030 Sustainable Development Agenda towards increasing educational equality globally and especially in developing Member States, which acknowledges the unique responsibilities of women on water gathering expectations as a limit to education, as well as the intersecting identities and situations that further limit women and girls' educational endeavors, including financial status, geographical location, pregnancy or marriage status, and cultural biases,

Acknowledging the United Nations Joint Programme on Girls Education led by UN Women, UNESCO, United Nations Population Fund (UNFPA), and the World Bank, which advocate to improve the quality and relevance of education for adolescent girls and young women,

Noting with deep concern that young women are often excluded from participating in the economy, with over 2.7 billion women worldwide being legally restricted from having the same choice of jobs as men,

Reemphasizing the need for collaboration between schools, communities, and educational institutions of Member States to improve the learning environment for women and ensure that they have the necessary resources,

Taking note of the role education plays in facilitating greater participation of women in decision-making processes in the world of work,

Acknowledging universal health coverage for all women and girls as vital to the achievement of gender equality and the empowerment of women in the world of work,

Reiterating solidarity of Member States in accordance with the *Charter of the United Nations* (1945) to promote gender equality, particularly in developing regions, in respect to different national realities,

Endorsing the United Nations Development Programme (UNDP) regarding their work on providing gender inclusive digital transformation for Member States,

Recognizing the United Nations Capital Development Fund (UNDCF) for their work in increasing access to financial institutions for women,

Expressing further appreciation for the United Nations International Children's Emergency Fund (UNICEF) that advocates for the rights of children around the world,

Deeply concerned that women have been a source of unskilled labor since the beginning of industrialization and remain in lower paying positions that contribute to women's financial inequality,

Fully alarmed that women have fewer economic possibilities than men, less access to basic and higher education, face greater health and safety concerns, and are underrepresented in global politics,

1. *Directs attention* to the need for equal opportunity in education in all Member States, especially to close the gap in the STEM and STEM-related fields, through:
 - a. Working alongside organizations such as WAAW to advance STEM education and to provide academic enrichment and STEM-related skill development to developing Member States;
 - b. Opportunities for women's careers in the science and technology fields through programs such as the JPMorgan Breakthrough Program;
2. *Encourages* Member States to combat gender stereotypes and gender bias deterring women from pursuing education and careers in male dominated fields by:
 - a. Supporting early education initiatives to increase the female representation and participation in said fields;
 - b. Offering diverse role models from each Member States' region who negate gender stereotypes and influence young women to pursue atypical career goals;
3. *Stresses* the importance for Member States to encourage primary and secondary equal opportunity education programs by:
 - a. Affordable and accessible early education programs for children of all genders;
 - b. Programs such as the Joint Programme for the empowerment of adolescent girls and young women through education, in turn improving their quality of life and relevance in the workplace;

4. *Urges* Member States to develop recommendations, advertisements, and media normalizing women in the workforce through a variety of employment opportunities, such as:
 - a. Educational programs that challenge regional social norms by showing men and women engaging in a variety of careers;
 - b. Campaigns, such as the “United Nations Secretary-General’s UNITE by 2030 to End Violence against Women” campaign, in efforts to eliminate violence against women and girls;
 - c. Career days through various initiatives to bring in local and regional women employed in different fields can demonstrate the variety of opportunities for girls in the workforce;
 - d. Interactive websites and social media campaigns to increase outreach and public engagement;
 - e. Verbal support endorsing the missions of CSW, specifically the goals outlined previously;
5. *Supports* Member States’ decision to increase the number of women and girls who are educated and ensure they are receiving an education that is of high quality and fully completed in line with SDG 4 through:
 - a. Leadership development programs, conferences, and professional networks for young working professionals to foster responsible role models that young girls and adolescents can follow and learn from;
 - b. Initiatives such as the Million Women Mentors movement, a network committed to inspiring girls to work and succeed in STEM fields in order to connect female students with women in leadership positions through mentoring and expanding the efforts to all areas of study;
6. *Further requests* Member States to advance women’s education by improving learning experiences and enhancing youth training such as:
 - a. Working alongside the Global Partnership for Education to improve the quality of support to teacher development and improving systems for recruiting and engaging teachers;
 - b. Programs, such as the UNICEF-sponsored Generation Unlimited and the United Nations Youth Delegate Programme, which aims to help prepare the younger generation for the challenges that come with employment and entrepreneurship;
 - c. Strengthening educational experiences by educating the youth through resume workshops, career counseling, and targeted skill training;
7. *Suggests* that Member States implement programs such as the Yayasan Cinta Anak Bangsa (YCAB) foundation, with the goal of providing women with entrepreneurship opportunities through:
 - a. Training women-owned businesses on financial literacy and marketing strategies (digital and non-digital) to better promote their businesses;
 - b. Developing vocational programs to prepare more women, especially in lower-income areas, for specific technical jobs in the workforce;

- c. Implementing return-ship and reskilling programs for working mothers who have been away from their professions for a long period of time;
 - d. Encouraging mission driven financing through which child education becomes a prerequisite to receiving loans and support;
- 8. *Encourages* adherence to the *UNESCO Education 2030 Sustainable Development Agenda* by implementing the principles incorporated in the Agenda, including inclusivity, universalism, and a gender-based approach by:
 - a. Promoting women’s participation in all aspects of society and encouraging gender-inclusive water access responsibilities that limit women’s ability to seek and participate in education;
 - b. Combating poverty, geographical isolation, disability, early-pregnancy, early marriage, and traditional gender stereotypes, through the access to education for all;
- 9. *Promote* the availability and access to quality healthcare services including universally accessible primary and maternal healthcare, social and medical support services, and social protection strategies through:
 - a. Universally inclusive health services for all persons despite refugee, migration, or stateless status;
 - b. Maternal healthcare in order to allow women to join and stay in the workforce;
 - c. General quality healthcare in order to keep women healthy enough to participate in the workforce;
 - d. Increased investment in healthcare systems across the international community, especially the access to safe and affordable medicines, vaccines, and technologies in the wake of the COVID-19 pandemic;
- 10. *Recommends* Member States to provide women’s resources to quality and affordable childcare services in order to eradicate childcare deserts through:
 - a. Incentivizing the creation of subsidized businesses in the childcare industry;
 - b. Making improvements in the wage compensation and work conditions to early childhood educators and other workers of the childcare industry to incentivize workers to enter the industry;
 - c. The development of cross-sector national childcare plan that assess the needs of working families both in formal and informal economies and that develop and realign early childhood policies based on those needs;
- 11. *Further recommends* Member States to provide women with resources they need, including increased access to technology specifically targeting women and girls through:
 - a. Collaboration with the UNDP to increase women’s access to the internet with a specific focus on aiding vulnerable women and helping them to secure their basic needs and livelihood support;
 - b. Collaboration with Member States to bridge the digital divide in regard to women's equality in the workplace;
 - c. Technical training to further women’s job security and growth in a competitive job field;

12. *Encourages* Member States to increase women's access to financial institutions through:
 - a. Emphasizing the important resource of monetary institutions through loans and access to bank accounts for women to become financially independent and find security when entering the workplace;
 - b. Suggesting increased participation with the UNDCF through their United Nations Unlocking Public and Private Finance for the Poor's initiative, which aims to make banking more accessible for women and those in developing nations;

13. *Invites* Member States to provide women with increased access to legal aid through:
 - a. Expanding upon the United Nations Principles and Guidelines on Access to Legal Aid in Criminal Justice Systems, by increasing fair legal aid for women;
 - b. Collaboration with the United Nations Office on Drugs and Crime and the United Nations Development Programme to ensure fair treatment across developing countries so that women have the option of litigation in case of illegal situations.