



Documentation of the work of the **Commission on the Status of Women (CSW)** NMUN simulation*



Radical empathy,
—
Peace reimagined

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Commission on the Status of Women (CSW)

Committee Staff

Director	Sejal Tiwari
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Chair	Kayla Savinon

Agenda

1. Closing the Gender Gap in Social Protection
2. Strengthening Institutions to Promote Gender-Inclusive Access to Financial Services and Resources

Resolutions adopted by the Committee

Code	Topic	Vote (For-Against-Abstain)
CSW/1/1	Closing the Gender Gap in Social Protection	19-3-6
CSW/1/2	Closing the Gender Gap in Social Protection	22-2-1
CSW/1/3	Closing the Gender Gap in Social Protection	21-1-6

Summary Report

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

- I. Closing the Gender Gap in Social Protection
- II. Strengthening Institutions to Promote Gender-Inclusive Access to Financial Services

The session was attended by representatives of 29 Member States and no Observers. On Monday, the committee adopted the agenda of I, II, beginning the discussion on the topic of "Closing the Gender Gap in Social Protection."

By Monday, the Dais received a total of four proposals covering a wide range of sub-topics, including economic hardships within motherhood, pensions, financial literacy and workforce education, all while following women and girls' empowerment. Tuesday's session can be best described as holding a steady flow of speeches, motions, and, in general, delegates' behavior and very hard work provided working papers. On Wednesday, two working papers merged and delivered two working papers for the body.

On Thursday, two draft resolutions were approved by the Dais, two of which had amendments. The committee adopted three resolutions following the voting procedure, which were all adopted through recorded voting. The resolutions represented various issues, including gender-based gap pay, motherhood and parental difficulties, paying close attention to rural communities, education for girls and women's empowerment.

Throughout the week, the body was dedicated to resolving different issues within the topics and did so gracefully while maintaining the clear values of inclusion, respect, and attentiveness. The body's commitment to finding solutions that would encapsulate various delegations' ideals was inspiring and proved by the evolution of their hard work in speeches and draft resolutions.



Code: CSW/1/1

Committee: The Commission on the Status of Women

Topic: Closing the Gender Gap in Social Protection

The Commission on the Status of Women,

Recalling the 2030 Agenda for Sustainable Development (2015) and the role it plays in protecting women, particularly Sustainable Development Goal (SDG) 5 (gender equality),

Acknowledging United Nations Entity for Gender Equality and the Empowerment of Women's (UN Women's) statistic that only 39% of rural girls attend secondary school,

Recognizing the successful implementation of World Bank programs such as The Regional Technical and Vocational Education Training (TVET) Initiative and TVET training for women in conflict-affected zones,

Keeping in mind that, according to the International Labor Organization (ILO), only 44% of women were employed in the formal sector in 2022,

Taking into account the World Bank's work in supporting Micro, Small and Medium-sized Enterprises (MSME) through financial sector assessments and improving credit infrastructure,

Noting with approval the projects of the Economic and Social Participation of Vulnerable Displaced and Local Population in the South Caucasus (EPIC), the Encouraging Women Entrepreneurship Program from the European Commission and their assistance in including women in MSMEs, as well as The National Commission for Women (CONAMU) which offers loans for women-owned businesses,

Bearing in mind that the long-term economic benefits of childcare facilities outweigh the short-term cost increase of building infrastructure,

Deeply conscious that family leave, including paternity and maternity leave, significantly decrease infant mortality rates,

Acknowledging the benefit of a minimum maternity leave period to allow sufficient time post-partum to transition back to daily activities,

Noting with deep concern ILO reports that 800 million women lack adequate maternity benefits,

Alarmed that the United Nations Children's Fund (UNICEF) reports that 40% of mothers with disabled children are living in poverty,

Bearing in mind that ILO's *Maternity Protection Convention (Convention No. 183)* (2000) aimed at protecting working women before and after childbirth has not been revised since 1952,

Alarmed by the extensive gap in socioeconomic opportunities afforded to women residing in rural regions,

Concerned with the degradation of social infrastructures, including but not limited to, education, social services, and access to healthcare that are meant to protect the vulnerable communities of the elderly, disabled, rural women, and other marginalized groups,

Emphasizing the importance of strengthening social protection programs for rural women, given that 30% of the global female population resides in rural areas,

1. *Recommends* Member States to establish educational programs that:
 - a. Highlight women's integral role in the political and socioeconomic progress of Member States by prioritizing youth-mentorship programs for young girls;
 - b. Empower female role models for young girls who encourage the pursuit of higher education, and in turn, work to bridge gender gaps in male-dominated fields such as healthcare, education, and agriculture;
 - c. Allow youth to learn from women leaders by identifying, rewarding, and celebrating their contributions;
 - d. Introduce information on the country and region-specific social protection programs in elementary education, introducing social protections to the youth and therefore making knowledge of resources more widespread and easily accessible;
 - e. Promote and incentivize equitable educational opportunities and professional working experience for women through internship quotas in male-dominated fields that will encourage their participation in the workforce;
2. *Recommends* the expansion of the TVET programs for conflict-affected zones and the Regional TVET Initiative to:
 - a. Help educate women in developing nations to acquire valued technical vocational skills which will lead to more stable and profitable employment opportunities;
 - b. Encourage infrastructural and reconstruction, and economic development in rural regions;
3. *Emphasizes* the success of UN Women's Second Chance Education which works with developing countries to provide women with vocational training, employment connections, and entrepreneurial skills;
4. *Draws attention to* the UN Gender Quota Portal, collecting relevant statistics regarding quota targets and women's representation in willing Member States and *suggests* a gender quota to incentivize female involvement in public and private sectors by:
 - a. Recommending a target quota to reflect that 30% of all government positions be held by women;
 - b. Expressing its hope for women's presence on boards of directors and/or leadership management in the private sector;
 - c. Suggesting Member States apply parity, interchangeability, and sequence principles to support an equal allocation of resources of opportunities to all candidates;
5. *Encourages* the expansion beyond the G7 of a Gender Equality Advisory Council (GEAC) among Member States to:
 - a. Develop a GEAC forum which will expand beyond the G7 and be inclusive to all countries;
 - b. Provide oversight on the eradication of gender bias within public policymaking, the extent of which is at a Member State's discretion;

6. *Encourages* the aiding of rural women through maternity benefits and healthcare by:
 - a. Utilizing the World Food Programme (WFP), which specializes in Home Growth School Feeding in rural areas as a form of social protection to alleviate mothers from childcare insecurity and protect their children from food insecurity;
 - b. Encouraging further collaboration with non-governmental organizations (NGO), such as Doctors Without Borders, to aid women in accessing healthcare services by:
 - i. Encouraging national health insurance plans to provide healthcare in rural areas to new mothers and children;
 - ii. Accommodating pregnant women in the workforce with comprehensive maternal health care benefits;
7. *Recommends* Member States improve monitoring of data disaggregation in country-surveys by collecting data with consideration for socioeconomic factors, allowing Member States a better understanding of the diverse experiences and challenges faced by women in rural areas working in the informal sector;
8. *Suggests* Member States implement cash and in-kind programs, agricultural subsidies, and transportation benefits for rural women that may:
 - a. Influence women through Cash Plus programs to allocate bi-monthly payments to new mothers that will help them as they re-enter the workforce;
 - b. Strengthen national healthcare programs for new mothers and children by increasing cash transfers between governments and vulnerable women, therefore, strengthening social benefits;
 - c. Promote funds such as cash and in-kind transfers to the elderly, disabled, and young women in rural areas to lessen their vulnerability to global shocks;
 - d. Introduce further improvements to public transportation infrastructure to allow for women to travel to schools as well as various employment opportunities that:
 - i. Expand modes of public transportation in developing countries by accounting for rural communities' geographic barriers and types of transportation;
 - ii. Invests in public transportation to lower the cost for rural women to increase women's access to employment opportunities that are outside of their immediate communities;
 - e. Adopt programs which help households living in extreme poverty to meet their fundamental needs and provide incentives for families and children up to 18 years, such as cash transfers and education;
9. *Encourages* the extension of parental leave benefits to secondary caregivers, such as fathers, grandparents, and other guardians, while still respecting women who take on the role of being a primary caregiver, which will in turn, allow:
 - a. Single-parent households to formally delegate a second caregiver who will attain benefits, choosing a family member or trusted guardian to gain leave and assist in childcare if the primary caregiver has extenuating circumstances or non-traditional family dynamics such as, but not limited to, multigenerational homes, single-parent households, and mothers who are actively pursuing education;

- b. The increase of the equitability of family leave for all families by allowing two caregivers on family leave for a period defined by the current policy of individual Member States;
10. *Recommends* the improvement of childcare facilities and programs already implemented by UNICEF by Member States in order to support mothers in their careers and other duties by:
- a. Working with non-governmental organizations and the private sector to provide current facilities with stable and stronger infrastructure to lower-income communities for the purpose of promoting equal access to secure environments regardless of economic class;
 - b. Developing programs that mainly focus on assisting all legal caregivers in the development of children to lessen the burden on primary caregivers;
 - c. Fortifying current infrastructure and educational tools by the allocation of funds towards current childcare entities provided by Member States to ensure adequate education;
 - d. Adjusting tuition fees according to family income to make childcare affordable for families with lower income;
11. *Emphasizes* the need for economic safety nets for new and working mothers through willing Member States' provision of monetary benefits in the form of cash stipends;
12. *Recommends* Member States to provide working mothers with comprehensive maternity leave benefits that allow women a paid period of absence before birth and postpartum;
13. *Urges* Member States to provide accommodations to mothers of a sick or disabled child through the provision of maternity cash benefits to alleviate the financial burdens of medical expenses and the implementation of a policy that allows working mothers to request a paid leave of absence of up to five years so they may provide children with the necessary care.



Code: CSW/1/2

Committee: The Commission on the Status of Women

Topic: Closing the Gender Gap in Social Protection

The Commission on the Status of Women,

Concerned about women's rights, education, and protection in the workplace,

Emphasizing Article 7 of the *Universal Declaration of Human Rights* (1948) that all are equal before the law and are entitled without any discrimination to equal protection of the law,

Understanding the diverse cultural and social norms of Member States in order to create a supportive environment for women's empowerment,

Noting with concern that women, particularly single-mother households, are more likely than not to live below 50% of a Member State's median income,

Concerned that 1.4 billion people do not have access to social protection, 1 billion of these being women as reported by the United Nations Children's Fund (UNICEF),

Taking into account Article 10 of the *International Covenant on Economic, Social and Cultural Rights* (1966), which resolves that women should be guaranteed social protection and assistance,

Observing the *Beijing Declaration and Platform for Action* (1995), a global policy framework which asserts the responsibility of Member States to ensure the protection of women's human rights and gender equality through equal access to economic infrastructures and systems,

Recognizing the *2030 Agenda for Sustainable Development* (2015) Sustainable Development Goals (SDG) 5 (gender equality) and 8 (decent work and economic growth),

Determined to afford all women the security to prosper economically, politically, and socially for the purpose of universal equality in alignment with SDG 10,

Fully aware of Article 14 of the *Convention on the Elimination of All Forms of Discrimination Against Women* (1979) and accounting for the fact that providing significant roles to women in rural areas can support SDG 5 and to eliminate domestic violence crimes in rural areas,

Realizing that the inclusion of women in financial systems is vital to their place in society as a whole, as recognized by the *Political Declaration on the Occasion of the Twenty-Fifth Anniversary of the Fourth World Conference on Women* (2020),

Keeping in mind the United Nations (UN) Gender Quota Portal in gathering the data on behalf of the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) regarding different legislatures on gender quotas in different Member States to provide information that provides updates about gender equality,

Recalling the work of UN Statistics Division of the Department of Economic and Social Affairs (UN DESA) that provides data using its Inter-Secretariat Working Group on Household Survey (ISWGHS) for the improvement of social and economic statistical data quality on the international level,

Fully alarmed by the lack of data pertaining to women's social protection and concerned that only 48% of the entire female population has access to the internet based on the data published by the International Labor Organization (ILO),

Acknowledging the success of programs such as the UN International Equal Pay Day and the European Union (EU) Gender Equality Strategy (2020-2025) in binding pay transparency measures that the EU established in March 2021, as well as the efforts of the European Business Association (EBA) as part of Women's History Month, implementing multiple mentorship and advocacy trainings,

Recalling General Assembly resolution 65/228 on "Strengthening crime prevention and criminal justice responses to violence against women" (2010),

Cognizant of the United Nations Population Fund (UNFPA) and UNICEF in supporting women to close the gender gap by providing female reproductive health information in addressing such barriers towards women,

Recognizing the success of the program created by UN Women, together with Global Rights for Women, "Safe consultations with survivors of violence against women and girls," which provides practical steps, safety measures, and actions that government agencies, civil society, and United Nations entities can take to incorporate survivor rehabilitation centers,

Drawing attention to the successful collaboration of UN Women and the United Nations Development Programme's (UNDP) Human Development reports in the Gender Inequality Index (GII) to measure women's empowerment, equality, social standing, and economic stability as which sets a baseline to monitor governments' current progress towards achieving SDG 5,

Reaffirming UN Women's three-year program implementing Gender-Responsive Planning and Budgeting (GRB) co-founded by the EU with a focus on the systematic and sustainable integration of gender perspective at all stages of national and local policymaking,

Viewing with appreciation the work of the initiative Make Mothers Matter by UNICEF, the UN, and the European Union (EU) as an important participant in the recognition of care as a human right,

Acknowledging the benefits of implementing family-oriented policies that are responsive to the changing needs and expectation of families fulfilling their numerous functions and that the rights, capabilities, and responsibilities of all family members respected,

Bearing in mind the missed days of work that are reported by working women experiencing violence in many Member States, which translate to lost productivity for businesses and the overall economy,

Noting with deep concern the harmful practices towards women and girls, including early and forced marriage and female genital mutilation,

Recalling universal access to sexual and reproductive healthcare and as stated in the *Programme of Action of the International Conference on Population and Development*,

Fully aware of the difficulty for some women to consolidate professional and personal life due to the discrepancies between men's and women's roles in unpaid care and domestic work in the household,

Realizing the work of the G20 to address the advancement of gender equality by focusing on women in rural areas who are more affected by gender, social, and economic gaps by supporting anti-discrimination and equality with financial support,

1. *Calls upon* UN entities and other relevant international institutions to support Member States in their efforts to enhance social protection systems, combat gender inequality, and facilitate empowerment programs for all women and girls;
2. *Recommends* Member States to take all appropriate measures to recognize, reduce, and redistribute women's and girl's disproportionate share of unpaid care and domestic work by:

- a. Promoting the reconciliation of work and family life, the equal sharing of responsibilities between women and men with respect to care and household work, through:
 - i. Incorporating flexibility in working arrangements, without reductions in social protections for women, to encourage women to enter and remain in the labor market;
 - ii. Improving access to maternity protection and promoting inter alia, paid maternity, paternity, and parental leave;
 - iii. Including childcare facilities, elderly homes, and primary education;
 - b. Ensuring access to social protection for mothers and unpaid caregivers of all ages, including coverage for parental leave, health care, and pensions, and in this regard, strengthen social protection schemes that promote the economic, social, and legal recognition of unpaid care and domestic work as well as accessible, affordable, and quality social services by revising legislation and policies;
 - c. Strengthening family-oriented policies and programs such as the World Endeavors Families program and the Strengthening Families Program that are responsive to and address the diverse, specific, and changing needs of women and girls and their families;
 - d. Fully engaging men and boys as agents and beneficiaries of change, and as strategic partners and allies in promoting women's and girls' access to social protection through using the "Men Engage" program under UNFPA;
 - e. Supporting UNICEF's Gender-Responsive Age-Sensitive Social Protection Research Programme (GRASSP) by conducting surveys, gathering data, and analyzing national statistics in order to ensure that programs aimed at closing the gender gap in social protection are transparent and implemented in a way that is sensitive to the needs of women and girls;
 - f. Funding Organisation for Economic Co-Operation and Development (OECD) programs that aim to invest in technological and infrastructural improvements in order to reduce the burden of unpaid care work and free up time for labor;
3. *Reminds* all Member States to respect women in traditional and non-traditional family structures as mothers, sisters, daughters, and wives equally in order to maintain a diverse and wide representation of all women by:
 - a. Viewing with appreciation the work of the initiative Make Mothers Matter in cooperation with UNICEF, the UN, and the EU;
 - b. Recommending the expansion of awareness campaigns supporting the visibility of mothers as one of the driving forces of our families;
 - c. Recognizing the importance of household chores, including domestic work and childcare, as important as other paid work;
 4. *Suggests* the continued work of the United Nations Statistical Commission (UNSC) to coordinate with the General Assembly to strengthen the development of international statistical standards, methods, and guidelines to ensure the application of the global indicator framework for monitoring SDGs 5, 8, and 10 and their targets as seen in General Assembly

resolution 71/313 on “Work of the Statistical Commission pertaining to the 2030 Agenda for Sustainable Development” of 2017;

5. *Strongly recommends* Member States to work domestically to establish a measurement of women’s empowerment inspired by the measurement and reporting principles set forth by the UN Global Compact and UN Women’s Women’s Empowerment Principles (WEP) to include accountability and progress benchmarks by:
 - a. Expanding the comprehensive reach of the WEP and Human Development Reports in the GII to gather information about reproductive health, labor market, gender-based violence, human and social resources, household decision-making, and women’s economic domain;
 - b. Improving the progress of the World’s Women flagship publication by announcing the report annually to compile more recent data collected from countries’ women’s empowerment indexes that are published according to the guidelines of the UN Women discussion paper series, including an anonymous peer review process by:
 - i. Encouraging the use of the UN Gender Quota Portal by participating Member States in gathering more specific and reliable data from each Member States, and at the same time, work on anonymous regional-based data and data pertaining to women to create an index of data based on closing the gender gap and providing equal rights in local levels;
 - ii. Encouraging the Member States to provide transparent data information on women in local areas;
 - iii. Supporting mailing survey programs to collect primary source data on women’s socio-economic status with survey centers along with UNICEF’s geographical location in 190 different Member States and UNDP in its 170 different geographic locations functioning as a geographical mail survey center;
6. *Endorses* the creation of a database by UNSC to record the economic relationships between private financial institutions, investors, and women-owned businesses for the purpose of codifying and quantifying the impact of financial linkages for women;
7. *Encourages* the expansion of the UN Women World Conference on Women to hold an annual forum for the purpose of facilitating programs to utilize the information provided by the proposed United Nations Statistical Commission database in cooperation with the United Nations Statistics Division (UNSD) and requests funding from the Economic and Social Council (ECOSOC) and UNDP through:
 - a. Multilaterally searching for linkages pertaining to motives for gender-based online harassment and abuse and ensure quality comparative data in order to develop combative measures;
 - b. Encouraging Member States to develop a series of educational programs for national and local governments on how to address the gender gap within their local area to support active woman-identifying groups participating in civic and political life;
8. *Supports* the expansion of the Global Partnership for Action on Gender-Based Online Harassment and Abuse, which will:

- a. Improve and ensure the collection of comparable data at every governance level pertaining to gender-based online harassment and abuse to pilot innovative and informed interventions;
 - b. Request the ethical collection of data and ensure any collected data is in compliance with any aforementioned standards and will aid in the understanding of the risks with perpetual online gender-based harassment and abuse;
 - c. Facilitate the anonymous publication of statistics and data by Member States under a regional umbrella to provide a holistic measure of such data while also ensuring fellow Member State's sovereignty as it pertains to the sharing of data;
9. *Further urges* willing Member States to contribute resources to expand effective programs within the W20 Summit, among others, after analyzing data on women's inequalities with Member States' voluntary funding, personnel, and information to other States that are in need of application of such programs in a short- and medium-term;
10. *Endorses* a further development of international financial literacy education systems for women, such as in OECD Member States, as this would allow women access to the knowledge about their economic rights in each participating country by:
 - a. Improving regional organizations to regulate these educational groups, leading them to best operate in their specific local context;
 - b. Stimulating the participation of women in the economic sector and entrepreneurship to decrease the global gender gap and increase the participation and appreciation of women in the workplace and economy;
 - c. Partnering with existing motherhood education classes to give expectant and new mothers knowledge about their rights in the economy and workplace as relating to maternity leave and care work;
 - d. Encouraging institutional reform that standardizes giving financial education and social protections mechanism to all women;
 - e. Supporting programs within labor forces that will give women access to social security and work benefits;
 - f. Investing in programs such as the World Bank's Gender and the Economy, or Banking on Women held by the International Finance Corporation, that provides women with access to financial and service sector education;
11. *Further encourages* Member States to take steps towards promoting pay equity by conducting regular pay audits and reviewing policies and practices that may contribute to the gender pay gap, in order to identify and address any discrepancies in wages between genders;
12. *Strongly encourages* fellow Member States to create mentorship programs for women and girls in the reproductive healthcare field for the purposes of creating more stable job opportunities for women within a recognized career field as well as to improve accessibility for women-identifying groups to necessary healthcare services;
13. *Reaffirms* the urgency to include gender-responsive perspectives in governmental decision-making by:

- a. Taking note of the UN Women's three-year program implementing Gender-Responsive Planning and Budgeting (GRB) co-founded by the EU as an action plan for the implementation of GRB on a national level;
 - b. Recommending the establishment of an Advisory Board, Technical Working Groups, and Budgeting Groups to provide guidance and support for GRB;
 - c. Taking note of the awareness-raising seminars for senior managers and high-level representatives and the training programs for public officials and municipalities;
 - d. Welcoming the establishment of an online knowledge management platform to create a sustainable source of information on GRB;
14. *Emphasizes* the importance of equal access for women and girls to justice and essential services, such as comprehensive social, health, and legal services in order to educate them on their rights and increase their opportunities by:
- a. Strengthening the transparency, accountability, and effectiveness of all judicial and relevant institutions on all levels;
 - b. Expecting all Member States to prevent hardship during the detection, investigation, and prosecution processes in order to ensure that victims are treated with dignity and respect;
 - c. Calling for the improvement of workforce standards and education for women by training them on their current rights regarding protections in the workplace to prevent workplace impropriety in accordance with UN Women's guidance note on Addressing Sexual Harassment in the World;
 - d. Recognizing the importance and necessity of women's education on domestic violence by expanding the Spotlight Initiative within the UN on formal and non-formal education activities to increase social awareness starting from early childhood to decrease negative behaviors that cause and reinforce domestic violence;
 - e. Ensuring protective and preventive services and empowerment for victims of violence;
15. *Urges* Member States to utilize institutional resources from international organizations, such as WomenStrong International, W20, and Women First International Fund, in order to provide support to women by:
- a. Providing bilateral grants to organizations that focus on areas such as girls' education, women's health, and prevention of violence against women and girls;
 - b. Establishing technical support and training for female entrepreneurs to organize new opportunities in order to present previous work and new ideas surrounding the assessment of social protection.



Code: CSW/1/3

Committee: The Commission on the Status of Women

Topic: Closing the Gender Gap in Social Protection

The Commission on the Status of Women,

Affirming the efforts that have been made by Member States alongside the United Nations (UN) and encouraging the implementation of policies to advance women's human rights within the social protection system,

Keeping in mind that gender gaps continue to exist despite previous efforts, such as the 1975 International Women's Year and the UN Decade for Women,

Further recalling the Commission on the Status of Women's (CSW) agreed conclusions of the 65th session (2021),

Taking into consideration objectives F.155 and F.158 of the *Beijing Declaration and Platform for Action* (BPfA) (1995), highlighting the disproportionate neglect in social structures and lack of social security for women and girls,

Guided by the *Convention on the Elimination of Discrimination Against Women* (CEDAW) (1979), adopted by the General Assembly, which outlines the nature of gender inequality around the world and outlines steps in Articles 13 and 14 for Member States to improve the economic empowerment of women,

Supporting fully Article 9 of the *International Covenant on Economic, Social and Cultural Rights* (ICESCR) (1966) that outlines the right of everyone to social security, including social insurance,

Reaffirming the *2030 Agenda of Sustainable Development* (2030 Agenda) (2015) and the 17 Sustainable Development Goals (SDGs) that envision a world without poverty, expansion of quality healthcare and education, and the fulfillment of gender equality,

Strongly emphasizing SDGs 5 (gender equality) and SDG 8 (decent work and economic growth) as they address gender equality and economic growth,

Reemphasizing Target 5.4 of the SDG 5 calling for unpaid care and domestic work to be recognized through public services and social protection,

Deeply concerned by new data from the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) *Women in Power in 2023* report showing that women only constitute 22.8% of cabinet members in national governments,

Observing the effectiveness of many global and local programs and initiatives focused on social protection schemes that create many development platforms,

Expressing its concern over the disproportionate distribution of aid granted to men over women in regard to the welfare state,

Reiterating appreciation for General Assembly resolution 70/219 on "Women in development," which recognizes the need to protect women workers by removing structural legal barriers,

Fully alarmed by the lack of job security provided in unpaid care work, whose labor force is made of 75% women as reported by the International Labor Organization (ILO) in 2019,

Noting with deep concern the serious effects of the COVID-19 pandemic as it relates to an increase in care responsibilities for women confined in homes,

Recalling the ILO's *Declaration on Fundamental Principles and Rights At Work* (1998), which prioritizes the elimination of discrimination with respect to employment and occupation,

Taking note of the research and work being carried out by the ILO to formalize the informal economy for the betterment of women, such as their recommendation 204 on "Transitions from the Informal to the Formal Economy,"

Deeply conscious of the positive impact of the workers' cooperatives effort of ILO on the empowerment of women in their workplaces, especially in rural areas and sectors such as agriculture,

Cognizant of the vulnerability of women in the informal sector, especially those in rural areas dependent on agricultural work,

Mindful of UN Women's findings that men are 7 to 8 times more likely to receive a pension than women,

Alarmed by the fact that almost half of women worldwide are concerned about whether their retirement funds will be sufficient to last them through the remainder of their lives,

Acknowledging the rapid aging of the global population and the lack of retirement benefits for senior citizens,

Recognizing the need for sustainable and effective pension policies to ensure long-term financial stability and well-being for retirees,

Affirming that pension programs help maintain standards of living, provide income security and provide guaranteed social protection for aging populations, especially when considering the importance of the gender gap in the amount of pension funds being received,

Acknowledging the need for health care for rural populations, especially women and children,

Noting with appreciation that 62% of Member States now allow for the minimum required maternity leave set by the ILO of 14 weeks,

Bearing in mind the necessity to develop maternity benefits for families with disabled children,

Seeking to support women who are victims of physical and sexual harassment in line with the World Bank report *Violence against Women and Girls* (2021),

Concerned that the Organization for Economic Co-operation and Development (OECD) found that only 30% of women in the world are financially literate, preventing them from achieving the same financial security as men,

Firmly convinced that when women have access to education regarding leadership skills, it will lead to widening opportunities for higher-ranking roles in the workplace,

Reminding Member States of the issue caused by the lack of data and information sharing for women that experience online harassment in Member States throughout the world, specifically in regions with less access to technology,

Noting with interest the use of Data Protection Officers (DPO) in the European Union (EU) and select Member States under the *General Data Protection Regulation* (GDPR) (2016) law to ensure the legal and ethical use of data,

Emphasizing the importance of collecting comparable data at national, regional, and international levels pertaining to gender-based online harassment and abuse,

Further recalling the importance of applying standards for the use of data, as established by the 67th session for the CSW, which can be a vital tool to address and identify women and girls' needs to reduce the lack of information surrounding social protection gender inequalities,

1. *Recognizes* the needs of women with families as they complete unpaid work, which is a crucial component of the functioning of society, and seeks to support women in this important work by:
 - a. Inviting Member States to facilitate the coordination of the professional and personal lives of women by attending open discussions led by the United Nations Children's Fund (UNICEF) about equal parenting, division of household chores, and childcare services programs to enable the creation of internal policies or programs;
 - b. Recommending the implementation of education initiatives to connect women to existing financial institutions within their respective Member States, thereby increasing the effectiveness of those institutions;
2. *Considers* strengthening the capacity of developing countries to integrate policies which formalize unpaid rural work to provide financial security for women in the informal sector through the establishment of regional forums discussing best practices and sharing knowledge on the provision of living wages for women in informal manual labor;
3. *Recommends* the pursuit of formalizing the informal economy in developing countries and rural areas through:
 - a. Implementing incentives that would encourage both enterprises in the formal sector that hire under informal employment relations and enterprises in the informal sector to provide essential benefits and protections to their workers;
 - b. Ensuring compliance and enforcement of taxation and labor regulation guidelines as they are outlined in the 78th Session of the ILO;
4. *Advocates* that Member States ensure local governments communicate with rural women to enhance existing gender quotas and achieve SDG 5 and SDG 10 by:
 - a. Providing rural women with an increased ability, such as direct communication or formal representation, to coordinate and develop local policies relevant to contemporary and regionalized issues;
 - b. Reducing the disparity in female political involvement by encouraging women to join governmental roles to facilitate more opportunities for women to advocate for solutions to their immediate concerns directly;
5. *Welcomes* efforts from willing Member States to increase job opportunities for women in rural sectors within the manual labor sector by establishing voluntary gender quotas and providing subsidies to private companies exceeding said quotas;
6. *Emphasizes* the need for Member States to support rural women in agriculture livelihood projects to enterprise agricultural activities for sustainability as recommended by the World Food Programme to promote smart agriculture;
7. *Requests* Member State's respective government agencies responsible for helping women in rural areas to increase women farmer benefits by increasing their yields, and decentralizing constituency development funds, which shall result in the expansion of the budget scope for community projects aiding youths and women, with the goal of sustainability in agriculture work for women;
8. *Suggests* Member States to work with the ILO's Cooperatives Unit branch (COOP) in the promotion of gender equality in the workplace through policies, research, and training on the topic of worker's cooperatives for women to ensure their full participation in the functioning and governance of cooperatives, especially in rural areas;
9. *Encourages* the international community to strengthen social security systems, such as the Social Security Pension Scheme (SSPS), for the elderly community through retirement

benefits and its availability for senior citizens to ensure the financial stability of elderly persons;

10. *Reminds* Member States to promote pension schemes within government social programs that ensure women's financial and medical needs are adequately funded throughout life by:
 - a. Recommending Member States create pensions that allow women to receive health insurance, financial support, and food access through the programs they implement;
 - b. Urging Member States to expand resources for elderly women by offering food packages and subsidizing healthcare costs;
 - c. Supporting mothers through protected maternity leave, financial support in the form of pensions that can be allocated for childcare, and promoting education;
11. *Urges* Member States to support and finance initiatives tackling the gender pay gap on different levels by:
 - a. Implementing incentives for complying with equal working conditions and pay, for example, by awarding subsidies and contracts;
 - b. Conducting equal pay audits or enlisting external help from third-party organizations, and when pay discrimination is detected, information is shared with the Economic and Social Council (ECOSOC) to discuss possible consequences;
 - c. Cooperating with local authorities, communities, and companies by providing them with information and advice on how to implement equal pay audits and further enabling them to apply for subsidies to implement the equal pay audits;
 - d. Providing women with pro-bono legal counsel when bringing an equal pay claim, as well as strengthening trade unions and staff associations;
12. *Encourages* Member States to support women in the workplace by implementing and growing programs aiming at:
 - a. Strengthening job security for women and men returning from parental leave to promote gender equity in both workplace and home environments by:
 - i. Encouraging social parity between working parents will strengthen worker retention within the labor force, by allowing both parents the option to stay home;
 - ii. Providing a fair opportunity for parent-child bonding by allowing both more opportunities to be home for longer parental leave extending to the duration of a year;
 - b. Strengthening and promoting pension systems to make sure they are sustainable and accessible and take into account changing demographic, economic, and social trends while collaborating with other Member States on future pension models and abiding by international standards such as the ILO's *Social Security (Minimum Standards) Convention* (1952) (Convention 102);
13. *Wishes* for Member States to establish legislation to ensure economic stability aimed at families with disabled children through monetary benefits provided by the government for parents;
14. *Further asks* all Member States to implement initiatives which address all of the barriers motherhood places on women in the workplace, including but not limited to the Maternity Act implemented in India, the Maternity Allowance social program in Bangladesh, and the Argentinian Universal Child Allowance by:

- a. Distributing cash benefits to pregnant women;
 - b. Allowing women to be paid for 12-18 months after giving birth, allowing for longer recovering times;
 - c. Dispensing allowance to families for each child under 18 to support women throughout all motherhood;
15. *Further reminds* the importance for Member States to recognize the importance of gender-neutral parental leave in policymaking as a means to promote gender equality, improve work-family balance and parent's mental health, and encourage both fathers and mothers to play a collaborative role in caregiving;
16. *Urges* Member States to extend paid parental leave to bolster the physical and mental health of employees in the informal economies while allowing for improved infant health and well-being, ensuring population growth and providing more opportunities for parent attentiveness;
17. *Draws attention* to the role of healthcare within social protection and emphasizes the importance for governments to provide access to maternity care for expectant mothers, reproductive health care for women of all ages, and childcare/newborn health screening to help promote a decrease in infant mortality rates and generalized healthcare needs for women and children;
18. *Endorses the call* for Member States to implement campaigns under the UNICEF further to enhance the accessibility of daycare solutions for working mothers and promote social investments into early childhood care and education to increase the availability of early childhood care centers with the potential to keep mothers in the workforce and promote a healthy life balance of mothers;
19. *Welcomes* Member States to curate individualized national development plans focused on the inclusion of gender equality in economic growth and development in accordance with the SDGs as they:
 - a. Ensure the financial support of female-owned businesses with pensions and financial support for small and medium companies, especially in the continued economic recovery of COVID-19;
 - b. Promote the advancement of maternity capital for women who contribute to society's well-being by supporting their families;
 - c. Reaffirm the protection of women's rights in light of the tendency of expanding economies to exacerbate gender pay gaps and job access;
20. *Further invites* the Human Rights Council (HRC) to collaborate with United Nations Population Fund (UNFPA) and non-governmental organizations (NGOs) in providing support for physical and sexual assault victims, such as rehabilitation programs for mental health and entrepreneurship training to be self-employed, as the majority of the victims from the under-developed Member States are affected because of poverty;
21. *Expresses its hope* for all stakeholders to be vocal in preventing sexual assaults and exploitation by promoting their rights to freedom of speech and expression in the workplace by institutionalizing protection policy by:
 - a. Recommending that organizations maintain a department that seeks to address sexual harassment cases which will be comprised of an external counsellor and top managerial personnel in alignment with privacy and confidentiality policies of Member States employee's privacy by signing the confidentiality form;

- b. Encouraging organizations to develop confidential reporting channels, such as creating a web application or a toll-free number to call to report cases of physical and sexual harassment;
- 22. *Takes note* of the UN Global Platform as a standard of international cooperation in measuring the SDGs to:
 - a. Incorporate more and new technology into data and information sharing in rural areas;
 - b. Support efforts in data and the information collected is accurate and true to the realities of women and girls in the developing Member State, without any false data and forgery of information through fact-checking systems;
- 23. *Promotes* anonymous data collection from Member States in collaboration with DPO in regard to matters pertaining to:
 - a. The social protection of women and girls to reiterate that accurate and timely data is directly correlated to receiving the most effective aid;
 - b. The monitoring of the gender pay gap in cooperation with voluntary Member States to improve accountability, credibility and reliability, as well as to provide pertinent research for future guidelines and recommendations;
- 24. *Supports* Member States to conduct national surveys and publish annual reports in cooperation with UN Women contributing to *Progress of World's Women 2023-2024* to aid the development and review of legislation targeting gender discrimination in wages, which will increase Member State accountability and responsiveness to gender pay gaps;
- 25. *Suggests* Member States to recognize that the practice of gender-based online harassment and abuse goes against human rights, especially when it affects the ability of women and girls to participate in civic and political life, and suggests the implementation of training and support for women and girls who are taking active roles in responding to gender-based online harassment and abuse;
- 26. *Welcomes* the establishment of a multi-stakeholder panel on gender equality mechanisms in the context of social protection comprised of Member States and entities such as UN Women and NGOs, who will be responsible for revising welfare systems and programs with adequate resources to ensure a gender perspective in pension programs, unpaid care work, and other aspects that contribute to the gender gap in social protection;
- 27. *Encourages* all Member States to further invest in financial education opportunities, such as in the UN's Transforming Education Summit to empower individuals to make informed decisions about their retirement savings and to promote international cooperation and knowledge sharing on pension policies and best practices with relevant international organizations and stakeholders;
- 28. *Expresses* its hope for Member States to ensure equal and full participation of women in leadership positions of policymaking bodies by addressing gender-specific barriers, ensuring representation in the aspect of maternity leave in the legislature and establishing voluntary gender quotas within governmental bodies;
- 29. *Further requests* Member States to implement legislative bodies that provide solutions to gender inequality by promoting the advancement of women's positions in education and the labor force.

