



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



**Radical** empathy,  
—  
**Peace** reimagined

**NMUN•NY 2023**  
**Conference A**  
2 – 6 April 2023

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# Commission on the Status of Women (CSW)

## Committee Staff

<b>Director</b>	Olivia Alphons
<b>Assistant Director</b>	Luke Glasspool
<b>Chair</b>	Kathryn Slotterback

## 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

<b>Code</b>	<b>Topic</b>	<b>Vote (For-Against-Abstain)</b>
<b>CSW/1/1</b>	Closing the Gender Gap in Social Protection	Adopted without a vote
<b>CSW/1/2</b>	Closing the Gender Gap in Social Protection	Adopted without a vote
<b>CSW/1/3</b>	Closing the Gender Gap in Social Protection	Adoption without a vote
<b>CSW/1/4</b>	Closing the Gender Gap in Social Protection	Adoption without a vote
<b>CSW/1/5</b>	Closing the Gender Gap in Social Protection	Adoption without a vote

# 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 45 Member States; two observers also attended the meeting. On Sunday, the committee adopted the agenda of I, II, beginning a discussion on the topic of “Closing the Gender Gap in Social Protection.”

By Tuesday, the Dais received a total of seven proposals covering a wide range of sub-topics, including increasing access to education and healthcare, strengthening infrastructure, and means of national and international data collection and exchange. Delegates also worked to highlight the importance of providing support to rural women and marginalized groups. The committee had a very positive and lively atmosphere, with delegates being very proactive in their work and deliberations, as they accomplished multiple merges by the end of Tuesday.

On Wednesday, five draft resolutions had been approved by the Dais, zero of which had amendments. The committee adopted five resolutions following voting procedure, all of which received unanimous support by the body. The resolutions represented a wide range of issues, including investing in education through the promotion of transportation between rural areas to school infrastructures and establishing workshops to educate girls in male-dominated fields. The entire body worked to maintain its energy as it remained adaptable, creative, and engaging throughout the entire conference. Delegates demonstrated their dedication to closing the gender gap in social protection, as they negotiated with fellow Member States to address the issue.



**Code:** CSW/1/1

**Committee:** The Commission on the Status of Women

**Topic:** Closing the Gender Gap in Social Protection

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*The Commission on the Status of Women,*

*Recalling* General Assembly resolution 74/235 on “Eradication of poverty and other development issues: women in development” (2019), which sets the precedent that women’s participation in the workforce is necessary,

*Stressing* the fact that, according to United Nations (UN) Women’s report *Progress of the World’s Women 2015-2016*, the informal sector is the primary source of employment for women in developing countries and thus leading to lacking social benefits and security,

*Expressing its appreciation* for the important work performed by the World Bank and the International Labour Organization (ILO) in illustrating gender disparities through data in reports such as *Country Gender Landscapes*,

*Drawing attention* to Sustainable Development Goals (SDG) indicators in statistics on the informal economy published annually in the report *Women and men in the informal economy: A statistical picture* by ILOSTAT,

*Acknowledging* the lack of participation of women in businesses and understanding the importance of women’s inclusive in prominent positions as indicated by the 2015 ILO Global Report titled *Women in Business and Management: Gaining Momentum*,

*Believing* that we need 54 more years to reach universal primary education for girls according to the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and UN Desea’s 2022 report, *Leaving no girl behind in education*,

*Stressing* SDG 5.4 of *Transforming our world: the 2030 Agenda for Sustainable Development* which recognizes the value of unpaid work and domestic work,

*Acknowledging* the great work done by UN Women, the ILO and other contributors in the Win-Win program that contribute to the financial empowerment of women,

*Notes* the UN Global Compact Women’s Empowerment Principles, which establishes guidelines on how to empower women in businesses and the communities on an international level,

*Recalling* that according to the World Bank’s report *Global ID Coverage, Barriers and Use by the Numbers: Insights from the ID4D-Findex Survey*, 45% of women in developing countries don’t own a national identification document,

*Recognizing* the role of the World Bank’s initiative Identification for Development (ID4D) in providing digital identification for women, specifically under its pillars of inclusion, design and governance,

*Recognizing* that the gender gap in digital literacy represent 12% and that the program EQUALS created in collaboration between International Telecommunication Union (ITU) and UN Women among others in 2016 to close that gender gap,

*Deeply concerned* that, according to the Office of the United Nations High Commissioner for Human Rights (OHCHR), in developing Member States, 92% of women were employed informally, meaning that they are not subject to national labor legislation, income taxation and social protection,

*Considering* that according to UN Women’s initiative *Cracking the Code to a fairer digital future for women*, there are only 63% of women that have access to internet,

Acknowledging the World Bank's Financial Intermediary Funds' (FIFs) role in funding international initiatives,

*Recognizing* the Gender Integration Continuum (GIC) by Family Health International 360 that quantitatively assess how gendered policies are,

*Expressing* the gratitude to fellow UN organizations such as the UN Educational, Scientific and Cultural Organization (UNESCO) Global Education Coalition in regard to the educational program and United Nations Environmental Program (UNEP) Innovate Demonstrate Elevate Advocate Sustain (IDEAS) and Association for Women's Rights in Development (AWID),

1. *Encourages* Member States to be inclusive of women and girls, especially those in rural areas, in the transition from informal to formal economy to facilitate their access to social protection through enhanced correspondence and communication by:
  - a. Calling upon UN Women to collaborate with willing Member States to integrate gender perspectives in structures, institutions, legislations and other relevant sectors such as entrepreneurship, agricultural production and financial support by considering policy suggestions made in the World Bank's report *The Long Shadow of Informality: Challenges and Policies*;
  - b. Suggesting that Member States progress in reaching rural women and girls and other marginalized groups using the framework from the Joint Programme: Accelerating Progress Towards Rural Women's Economic Empowerment (JP RWEE) which focuses on women's empowerment through agricultural production, saving and loan schemes for greater economic autonomy;
2. *Calls for* enhanced documentation and collection of data on the informal sector, unpaid labor and care work to highlight gender disparities in social protection through ILO's Statistics on Labor (ILOSTAT) and the World Bank's country gender landscape in order to:
  - a. Strengthen the cooperation of UN bodies with specialized research institutes as performed in the ILO-WIEGO Statistical Report *Women in Informal Employment: Globalizing and Organizing*;
  - b. Inviting Member States to consider the World Bank's Strengthening Gender Statistics (SGS) project and use data acquired by it to design gender sensitive measures;
3. *Recommends* Member States to set gender conscious goals for the elevation of women to leadership positions in both public and private sector by:
  - a. Collaborating with UN Populations Fund (UNFPA) to incorporate indicators about informal economy in their national sample survey on Health and Status of Woman in the Family;
  - b. Encouraging Member States to conduct a national sample survey on Health and Status of Woman in the Family every three years with the support of UNFPA;
  - c. Requesting UNFPA to create regional sociological data surveys with the information collected from Member States and publishing both, national and regional sample surveys, on their website;
4. *Further recommends* increasing women's access to professional opportunities and capacity-building on entrepreneurship to achieve economic self-sufficiency through the promotion of women's empowerment in Member State's private sectors, by:
  - a. Advertising the Women's Empowerment Principles (WEPs) through UN social media;

- b. Catering towards entrepreneurial women of all ages and backgrounds;
  - c. Inviting UN Women and the ILO to implement the Win-Win: Gender Equality Program on a global scale;
5. *Requests* all willing Member States to collaborate with the ILO to implement the UN Global Compact Women's Development Principles guide into the workplace while further implementing the International Labour Standards on Social Security in order to encourage Member States to empower women and inclusive social security in employment;
6. *Encourages* developing Member States to implement ID4D to provide national identification to every woman in rural areas in order to facilitate their access to the formal economy through a collaboration between UN Women and the World Bank using data from Women, Business and the Law Data;
7. *Recommends* the implementation of EQUALS: The Global Partnership for Gender Equality in the Digital Age to increase Internet proliferation in rural areas to facilitate their integration in the formal economy through:
  - a. Receiving further expansive funding from the World Bank's FIFs program;
  - b. Reporting progress by UN Women in annual reports to be discussed with the collaboration of the Internet Society and the Enhanced Integrated Framework (EIF);
8. *Urges* UN Women to host a capacity-building workshop for women and girls in the most vulnerable rural areas, once every two years, to spread awareness on the formal economy field matters as part of the Conditional Cash Programs (CCT) such as digital education and shared responsibility of care work;
9. *Calls upon* a collaboration between UN Women and non-governmental organizations (NGOs) that do gender assessment of policies to examine how gendered social protection policies are using the GIC by:
  - a. Publishing an annual report with data collected from participating Member States that would be published on a digital platform that they would have created together for as long as it will be needed;
  - b. Inviting Member States to participate in the data collection to have access to other Member States results and to find new solution that they could implement in their own communities;
  - c. Funding themselves the collection of the data to help Member States that have less resources to participate;
10. *Suggests* willing Member States to implement UNEP's program IDEAS by:
  - a. Establishing annual workshops held by the UN for more girls to get educated in male dominated working fields such as science, technology, engineering, math (S.T.E.M.) and politics through affordable education;
  - b. Funding by UNEP and AWID within the next 5 years;
11. *Reiterates* the need for Member States to collaborate with International Organizations to get the necessary funds in order to implement the previously stated initiatives on social protection such as the Women Entrepreneurs Finance Initiative (We-Fi), the Global Fund for Women, the FIFs.



**Code:** CSW/1/2

**Committee:** Commission on the Status of Women

**Topic:** Closing the Gender Gap in Social Protection

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*The Commission on the Status of Women,*

*Reaffirming the 1995 Beijing Declaration and Platform for Action promoting gender equality and better opportunities for women,*

*Reemphasizing Transforming our World: the 2030 Agenda for Sustainable Development (2015) in order to accelerate the realization of gender equality and liberation of women,*

*Recalling further the 1996 International Covenant on Economic, Social and Cultural Rights reinforcing the equal and inalienable rights of all,*

*Reaffirming the 2000 Maternity Protection Convention to prevent maternal mortality and morbidity,*

*Recalling the 1979 United Nations Convention on the Elimination of All Forms of Discrimination against Women, affirming the equal rights of women and men to social protection and the full participation in economic and social life, and recognizing the need for action to address the persistent gender gap in social protection,*

*Reaffirming the United Nations Sustainable Development Goals, especially Goal 5 which aims to achieve gender equality and empower all women and girls and recognizing that closing the gender gap in social protection is a critical component of achieving this goal, giving special attention to SDG 5.4, 5.c that further promote Women's rights,*

*Noting with concern upon governments and workforce structures that lack significant female representation,*

*Bearing in mind the logistical challenges such as restrictive socio-cultural norms and limited access to services which rural women face in accessing educational and vocational training,*

*Deeply concerned at the lack of labor opportunities presented to women in their transition back into the workforce after maternity leave,*

*Understanding that women earn significantly less money for equally valued work compared to their male counterparts and the impact that is caused by this disparity according to the International Labor Organization (ILO),*

*Acknowledging the impact of the COVID-19 pandemic on gender based-violence, especially on isolated women,*

*Recognizing the societal pressure on women to dedicate time and effort, as well as necessary leave of absence to care for family members, leading to inability to satisfy requirements for social protection programs such as old-age pension,*

*Encouraging global expansion of social assistance programs such as Supérate which aid in assisting the poor through eased transition into the labor market in response to the effects of COVID-19,*

*Reaffirming the 1991 Central American Integration System (SICA) supported by the United Nations General Assembly that provides sustainable and secure solutions regarding the creation of infrastructures,*

*Recognizing the importance to financially support women during maternity,*

*Alarmed* that according to ILO's *World Social Protection Report 2020-22: Social Protection at the Crossroads in Pursuit of a Better Future* (2021), less than 50% of women with newborns receive cash benefits,

*Recognizing* with deep concern that women are disproportionately disadvantaged in the matters of social protection through lower-paid or unpaid work that leads to ineligibility to social protection,

*Deeply alarmed* by the urgent need for improving social protection for women globally, especially in the global South,

*Reaffirming* the 1948 *Universal Declaration of Human Rights* that further promotes the inclusion of all rights and freedoms,

*Expressing* the gratitude to fellow UN bodies United Nations International Children Emergency Fund especially in regard to the Gender-responsive and age-sensitive social protection (GRASSP) program and UN Girls' Education Initiative (UNGEI), as well as UNESCO's Global Education Coalition,

*Noting with deep concern* the lack of data concerning social protection of women with special focus on the negative impact that the COVID-19 pandemic had,

1. *Supports* all Member States in promoting gender-sensitive labor market policies by:
  - a. Implementing affirmative action programs to promote an increase in the representation of women in male-dominated sectors like agriculture, finance or information technology, such as the AAUW Selected Professions Fellowship, that aims at putting forward women in these sectors, not excluding the ones not mentioned;
  - b. Providing training and support to women entrepreneurs to help them succeed in the labor market with the help of nationals and internationals fellowships and affiliations such as the Women Global Empowerment Fund;
  - c. Urging voluntary Member States to enforce quotas of female roles in appointed government positions and leadership of publicly owned businesses to reinforce the role of women in power;
  - d. Affirming that internet and communication services will allow for the distribution of education and social services through online and hybrid settings;
2. *Encourages* improving working conditions for women in informal and precarious work;
3. *Encourages* each Member States to supply their rural women with the tools necessary to obtain essential social services by:
  - a. Encouraging investment in education programs such as the Malala Fund and the Women Joint Program on Empowering Adolescent Girls and Women;
  - b. Providing women with easy access to schools by promoting transportation between rural areas to school infrastructures;
  - c. Encouraging involved Member States to expand the school supplies programs such as the school-in-a-box UNICEF project;
4. *Recommends* compliant Member States to implement paid maternity leave policies in order to protect mother and child by:



- a. Promoting maternity leave for a sufficient time period as recommended in the *Maternity Protection Convention*, 2000 (No. 183) to foster sufficient care of mother and child in the next ten years;
  - b. Welcoming maternity leave pay to be in the amount of a base rate as suggested in the *Maternity Protection Convention* during maternity leave in accordance with national laws and funding;
  - c. Encouraging implementing a leave of absence following the childbirth for the second parent through enacting labor legislations, to enable the mother to return to the workforce;
5. *Stresses* the importance of Member States investing in national, publicly-owned communication and internet services for women in rural areas;
6. *Advises* the implementation of medical centers in marginalized areas;
7. *Suggests* the creation of basic healthcare trainings for women in isolated areas for them to be able to react in emergency situations;
8. *Urges* Member States to recognize the importance of implementing policies that prioritize equal pay between genders for the equal value of work;
9. *Recommends* Member States to increase access to social protection for women in vulnerable situations such as single mothers, women with disabilities, and elderly women by 30% within the next 10 years;
10. *Expands* the coverage of social safety net such as social assistance and social insurance programs to reach those in need the most through public policies and social assistance programs through identifying the gap in social protection coverage, including assessing the eligibility criteria, the adequacy of benefits, and the accessibility of the programs;
11. *Encourages* the development of targeted programs and policies that meet their specific needs;
12. *Improves* the design and delivery of social protection programs through the World Bank's safety net's cash transfer to ensure that they are accessible and appropriate for women in vulnerable situations;
13. *Suggests* Member States to support women acknowledge societal pressures towards women, such as bearing the role of caregiver negatively impacting their career, to dedicate time for care of family. These expectations resulting in a disparity between the amount of time women and men spend on work-related activities by:
  - a. Adopting financial assistance programs to alleviate financial insufficiency experienced by women due to their assumed role in familial setting;
  - b. Giving access to remote work for women that are inclined to do so to make childcare easier to conciliate with working hours through ECOSOC programs;
14. *Expresses its support* to Member States wishing to increase access to justice, psychosocial and rehabilitative services for victims of gender-based violence in areas where these services are present and their implementation in rural or marginalized areas, to allow all women to feel safe and provide them with the means to access social protection programs;

15. *Affirms* every willing Member States adopting social assistance programs such as Supérate that aim to aid the poor, the rural, and poverty-stricken women to ease the transition into the labor market, funded through the assistance of the associate for Women's Rights in Development by:
  - a. Advocating for the prioritization of vaccine availability for all women especially those in rural environments to diminish exposure to Covid-19 and other viruses;
  - b. Promoting social programs that strictly work with women returning to the labor market;
  - c. Urging the development of social programs that aid women in rural and marginalized areas;
  - d. Intends that the United Nations Development Fund for Women (UNIFEM) will help provide the capital building opportunities and financial support for women through the expanded social assistance program;
16. *Fully supports* efforts by Member States to promote and encourage women to pursue leadership roles in workforce industries and government positions;
17. *Suggests* to address generational trauma that Indigenous women experience by creation of social protection programs that are tailored to their needs and the creation of individually determined affirmative action guidelines for the next 5 years for their well-being by:
  - a. Creating the content of affirmative action guidelines as a part of the agenda for the next CSW meeting;
  - b. Encouraging social protection programs such as educational workshops to resolve safety and health concerns experienced by Indigenous women due to generational trauma;
  - c. Appreciating Member States who ratified the *United Nations Declaration on the Rights of Indigenous Peoples (2007)* to contribute efforts;
  - d. Suggests individual or family therapy to address the issue of domestic violence and abuse faced by Indigenous women and children to promote future;
  - e. Supporting Member States who ratified the *United Nations Declaration on the Rights of Indigenous Peoples (2007)* to consider national initiatives towards this goal;
  - f. Recommending Member States to individually determine affirmative action guidelines to promote the representation of Indigenous women and women of all races in the workforce and government;
18. *Proposes* to UNICEF to prolong the GRASSP program to collect data until 2027 by:
  - a. Encouraging Member States to collaborate and enable the GRASSP task force to gather data on the respective Member States therefore expanding the field of application of GRASS through:
    - i. Including factors such as social class, education level, economic background, and indigenous descent in a yearly interval;

- ii. Drawing on information of national government reports and research institutions as well as international reports and research from other UN bodies such as the UN Development Programme;
  - b. Adding additional personnel, to the data task force to accommodate for the increased work effort with special focus on data and statistics analysis;
  - c. Paying special attention to the situation of the women in the global south and least developed (LDC) focusing especially on data gathering and evaluation in these regions as they are most affected by gaps in social protection and the impact of COVID-19;
  - d. Respecting Member States individual capacity to provide the data;
  - e. Funded through the UNICEF and voluntary contributions from Member States that have remaining financial contingents at their disposal;
19. *Recommends* ECOSOC to establish an open-access database, named HOPPER, by:
- a. Cooperating with ECOSOC and UNICEF through;
    - i. Allocating an executive board made up of experts from ECOSOC, UNICEF and CSW tasked with the management of the database;
    - ii. Sharing personnel and monetary resources according to the expertise of the executive board;
  - b. Publishing the data gathered through GRASSP by the executive board every month;
  - c. Providing Member States with the possibility to exchange in best practice sharing and refining their policies to make them more effective as the data will provide specific information on what areas of social protection for women need improvement;
  - d. Being financed by the Fund for Gender Equality and the Joint SDG Fund;
20. *Encourages* willing Member States to establish UNESCO's Global Education Coalition for more young women to get educated in working fields where they are the minorities by:
- a. Focusing on areas such as science, technology, engineering, math (S.T.E.M.) through affordable education for lower class working women;
  - b. Cooperating with UN Women and gaining funds from the Association of Women's Rights in Development (AWID) within the next five years;
21. *Suggests* the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) to initiate Women Obtaining More Educational Needs (W.O.M.E.N.) to educate about topics above by:
- a. Focusing on the most vulnerable groups in the rural areas of especially developing Countries by 2028;
  - b. Collaborating with World Bank through;
    - i. Establishing an educational program that is funded by the Jobs sector strategy Compass;

- ii. Building towards universal social protection systems (U.S.P.) with funds from Social Protection;
- 22. *Encourages* willing Member States, particularly those in the Global South, to support the formal economy and the administrations of the Member State to employ more women joining the working force by:
  - a. Providing them with start-up aids for business employing more than 60% women located in the formal economy;
  - b. Suggesting Member States to provide more data to the UNSD;
- 23. *Emphasizes* the need for extensive collaboration between Member States, civil society and the private sector to close the gender gap in social protection by:
  - a. Presenting partnerships where private companies are committed to supporting women and engaging women in employment opportunities that provide financial stability and include women in social protection;
  - b. Introducing gender-responsive services and programs in all willing Member States, that will aim to strengthen women's participation in decision-making processes in the field of social protection systems;
  - c. Fostering the growth and success of women in social professions, particularly in the Global South, through targeted initiatives that address barriers to women's advancement and promote gender equality;
- 24. *Illustrates* gender gaps in social protection and calls on the Member States to work to ensure that women are no longer disadvantaged, e.g. by reducing structural discrimination and employment inequality, which often affect pension provision;
- 25. *Encourages* all willing Member States to increase their support to UN Women by increasing their funding of social protection programs:
  - a. Developed countries and the Global North shall increase their funding;
  - b. Developing countries shall increase their funding in a sufficient matter and so that it should not counteract their economic growth;
  - c. These financial contributions should be used to help countries firstly in the Global South by preferring countries such as higher populated countries and also LDCs.



**Code:** CSW/1/3

**Committee:** The Commission on the Status of Women

**Topic:** Closing the Gender Gap in Social Protection

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*The Commission on the Status of Women,*

*Fully alarmed* that less than 45% of childbearing women receive cash maternity benefits, according to the International Labor Organization (ILO) *World Social Protection Report 2020-22: Social Protection at the Crossroads in Pursuit of a Better Future* (2021),

*Mindful* that according to the WHO report *Trends in Maternal Mortality 2000 to 2020*, every two minutes a woman dies due to pregnancy and childbirth, as well as other negative effects of pregnancy and childbirth, impacting especially women in rural areas, since there is an increased need for accessible healthcare in such areas,

*Bearing in mind* that according to the United Nations Fund for Population Activities (UNFPA), a third of women in developing countries give birth in their teen years, and that early pregnancy jeopardizes educational attainment for girls,

*Deeply concerned* that women are more likely to work 3.5 times more in unpaid care occupations, according to the International Labor Organization (ILO) report, clearly showcasing the missing rights and appreciation by social community of women within this field, *Care Work and Care Jobs for the Future of Decent Work* (2018),

*Aware* that less than 50% of working-age women are in the labor market, demonstrating the need for financial action regarding vulnerable groups, according to The United Nations Department of Economic and Social Affairs (DESA) report *The World's Women 2020: Trends and Statistics*,

*Further reminds* the importance of multilateral implementation of the 2030 Agenda for Sustainable Development, especially Sustainable Development Goal (SDG) 4 (education for all) which seeks to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all, SDG 5 (gender equality) and with a target of 1.3 for gender equality and access to social protection for all people, and SDG 8.5 which aims for decent work for all women and men,

*Recall* article 9 of the *International Covenant on Economic, Social and Cultural Rights* (ICESCR), of 1989, that recognizes that Women and Girls should be accounted for in decision-making spaces,

*Emphasizing* the Organisation for Economic Cooperation and Development's (OECD's) *Programme for International Student Assessment* to measure girl's ability to apply knowledge in real-life scenarios and entrepreneurship based on current curriculum in distinct communities,

*Deeply disturbed* by the number of women and children being impacted by domestic violence and the lack of protection towards them,

*Deeply disturbed* that 54% of girls that are not in formal education live in vulnerable areas affected by crisis, demonstrating the need for education in rural areas, according to UN DESA's report *The Progress on the Sustainable Development Goals: The Gender Snapshot* (2022),

*Considering* that currently according to UNESCO *Science Report 2021* only 33% of researchers are women is necessary to highlight the importance of education in order to reduce gender inequalities in social protection and to bring awareness to women and girl's fullest potential based on lack gender provisions,

*Aware* that gender bias is often brought to children by parents and teachers subconsciously, children acquire gender bias at the age of five according to OECD (2021), proving the need for early intervention and education to lessen the effect of gender bias on new generations,

1. *Suggests* Member States to model programs after the UNDP's Antenatal Neonatal & Child Health Systems and Logistics Tracking Tool (ANCHAL), which specifically targets gaps in female healthcare and aims to reduce pregnancy risk and maternal death through strengthening female health services and providing emergency care and ambulances in rural areas:
  - a. Recognizing National sovereignty and Member States abilities to implement or not implement said program;
  - b. Developing online communication systems for pregnancy-related emergency efficiency, allow for all maternal related services and information to be accessed on a single digital ecosystem, therefore increasing the accessibility of maternal-related social protection;
  - c. Increasing health care training, aiming to decrease maternal death rate, through workshops and certification schooling;
2. *Expresses its support* of programs such as Mom Entrepreneur from the Russian Federation which seeks to empower women to encourage them to seek leadership roles within their own business or their career so that they are not forced to choose between being mothers and having a career:
  - a. Providing mothers with the necessary resources to return to work after childbirth, such as childcare, and entrepreneur training;
  - b. Offering grant for women who are seeking to start their own businesses as well as post training support;
  - c. Understanding the time conflicts mother face after childbirth, Mom Entrepreneur works with them to ensure the trainings are being hosted during their maternity leave;
  - d. Calling upon the Association for Women's Rights in Development to provide allocation for young mothers;
3. *Encourages* Member States to replicate the Haiti Mentorship and Leadership program for women and girls to learn from accomplished women in the workforce by:
  - a. Modeling after the Girl's Empowerment and Mentoring (GEM) program which proactively provide mentorship, training through coaching sessions held by Women in the workforce, primarily extended to women, girls and additionally includes men and boys;
  - b. Providing coaching sessions for women and girls to learn practical skills in fields including but not limited to: healthcare, vocational training and financial independence;
4. *Encourages* Member States to expand curriculum in prioritizing technical training and an increase in employability by:
  - a. Focusing on the Adolescent Girl Initiative (AGI) funded by the World Bank Gender Action Plan (2012-2023) to target low-income and developing Member States in promoting the transition from informal to formal work through self-employment and civil engagement as a requirement in curriculum within all levels of education;
  - b. Suggesting programs such as Skills for Jobs: Women and Youth Project, which is aimed to address the job skill gap by providing formal training and digital literacy

workshops;

5. *Recommends* Member States to implicate women, girls, and other genders in decision-making processes by:
  - a. Giving a platform to express the opinions in forms of support groups and meetings to a minimum 20% of women and girls in cities and rural areas, in their local political instances;
  - b. Considering the implementation of an organization like that of the National Youth of Russia which encourages young women, girls, men and other genders the opportunity to have their voices heard in local government and the United Nations;
  - c. Providing women and girls with quarterly capacity-building workshops, hosted by local NGOs, funded by the United Nations Entity for Gender Equality and the Empowerment of Women's (UN Women) Fund for Gender Equality, in cities and rural areas, to improve their leadership skills;
  - d. Asking, while recognizing Member States national sovereignty, to adopt a Gender Parity Law in the election system;
  - e. Implementing the guidelines with regards to National Sovereignty and Member States abilities;
6. *Urges* every Member State to make sensible their population on social protection issues faced by women, to build an allyship through advocacy and education to create long lasting change by:
  - a. Involving women and girls in quarterly capacity-building workshops, hosted by locally involved NGOs such as Womenful Voices, in cities and rural areas, on women's fundamental rights to financial literacy and sexual rights;
  - b. Supplying girls with the appropriate tools and training through activities such as after-schools programs hosted by UN Women volunteers, summer camps and through introductory training and awareness raising campaign;
  - c. Encompassing a gender inclusive education curriculum and policies in aspects such as poverty, social security and healthcare in Member States' public schools, within the scope of every Member State National sovereignty and capacities while emphasizing an educational infrastructure that protects women against discrimination in these programs;
7. *Advises* UN Women to create the Women Obtaining More Educational Needs (WOMEN) initiative which aims to help close the Gender Gap in Social Protection, especially targeting issues such as financial literacy and access to decision-making processes by:
  - a. Holding biannual workshops, in public schools in cities and rural areas, including but not limited to; the Global South and Africa to sensitize all genders and involve them with NGOs, such as the Association for Women's Right in Development and WomanKind Worldwide, and local communities to create 'safe spaces' for women and girls;
  - b. Advising modeling after the UN Women Executive Board which provides intergovernmental support to and supervision of its operational activities to be created where there is an opportunity for writing annual reports to the CSW conventions, to update and adjust the program when needed;

- c. Allowing those measures with respect to Member States' sovereignty and monetary capacities;
8. *Calls upon* participating Member States to work with local NGOs to enact monthly scheduled informal educational workshops in public spaces about basic social protections for rural women that may have significant barriers to formal schooling:
  - a. Providing self-defense courses for domestic and gender-based violence;
  - b. Informing women of their legal and human rights;
  - c. Supplying information on social protection programs within the member state, i.e. social security, pensions, health care systems, and parental leave;
  - d. Promoting digital literacy to enable further access to knowledge;
  - e. Recognizing national sovereignty and Member States' differing resources that may impair their ability to implement these workshops;
9. *Further invites* Member States to have a special focus on rural women and women working in agriculture as those are sectors with a high number of informal work, encouraging Member States to implement programs that formalize land especially for women similar to the Colombian Program for the Formalization of Rural Property by:
  - a. Working closely with local women and other marginalized groups to find solutions adequate to the concerns for example of:
    - i. Ethnic groups, their traditions and needs;
    - ii. Specific economic, environmental, climatic and infrastructural preconditions;
  - b. Formalizing small and medium sized areas which respond to the needs of women and other marginalized groups;
  - c. Offering loans and other programs to help the women and other marginalized groups finance the purchase of land;
10. *Encourages* Member States to collaborate with ECOSOC to implement educational programs, if they have the ability to do so, which inform women of their economic, social and legal rights by:
  - a. Implementing mandatory courses on women's rights:
    - i. In schools, held by NGOs volunteers that have this specific knowledge on women's legal rights;
    - ii. Through other possible media such as churches in Member States where there isn't a high percentage of girl attending schools;
  - b. Providing a platform for women to be aware of the rights that they are entitled to:
    - i. The right to have a dignitary job and to earn an equal wage to own;
    - ii. Own property;
    - iii. The right to expression and freedom to vote;
    - iv. The right to have the same work opportunities as their male counterparts;



- v. The right to have an education;
11. *Suggests* the creation of guidelines to ensure a sustainable system aimed at monitoring the follow-up assistance and conditions of girls who dropped out of school due to early pregnancy which will be overseen by local governments, with regards to their national sovereignty:
  - a. Allocating funds for assistance and financial aid support;
  - b. Following up on each case at least until the girl has earned a high school degree;
12. *Encourages* ECOSOC to create programs which aspires to reduce the drop-out rate due to early pregnancy to under 20% while maintaining parity between young boys and girls by:
  - a. Holding seminars on sex education for young people, especially girls;
  - b. Enforcing new education and training policies to prevent gender stereotypes, giving particular attention to girls in primary school;
13. *Recommends* Member States to model after programs similar to Women in Science (1998) funded by UNESCO in collaboration with L'Oreal to promote female representation in male-dominated education and scientific research careers through cross-cultural networks based in underrepresented communities, already implemented in Member States such as South Africa and more;
14. *Recommends* Member States to model programs after the World Bank's Girls Education and Women's Empowerment and Livelihood (GEWEL) with the help of UN Women to reduce poverty and vulnerability among girls and women:
  - a. Reminding the three pillars of the GEWEL program which are: supporting women's livelihoods, keeping girls in school, institutional strengthening and systems building;
  - b. Encouraging the creation of gender bias workshops by UN Women and providing mentorships aimed at promoting community wide inclusivity:
    - i. The mentorships program will put young women in contact with local adult women who have succeeded in achieving her objectives;
    - ii. The purpose of the mentorship program is to give hope and representation to young women so they can know that they can ask for more in life;
15. *Further recommends* for the UN Women to support other Member States in implementing a program such as the National Strategy for Gender Equity and Equality (SNEEG) and:
  - a. Establishing an institutional, socio-cultural, legal and economic environment conducive to the achievement of gender equality with the financial resources of the UN women;
  - b. Encouraging Member States, in accordance with their sovereignty, to implement a program such as SNEEG as they see fit;
  - c. Recognizing national sovereignty and Member States abilities to implement or not implement said program;
16. *Suggests* Member States to model after World Bank's Productive Safety Net Project's Labor-Intensive Public Works from Guinea, which reduces the unpaid labor of mothers and provides onsite childcare by building physical centers and offering childcare from trained professionals to encourage women to participate in the program and promotes social protection by:

- a. Creating a cash transfer component to improve human capital in poor and food insecure rural areas;
  - b. Developing life skills program in urban areas targeted at youth to create short term and long-term employment;
17. *Recommends* Member States on the verge from an informal to a formal economy to create incentives for employers to hire women and other marginalized groups formally, such as:
  - a. Shifting non-wage labor costs like insurances from the employer to tax revenues;
  - b. Creating a fund which pays small benefits to employers which hire women and other marginalized groups formally;
18. *Further recommends* Member States to model programs aimed at supporting women with special needs after Argentina's Universal Pregnancy Allowance for Social Protection, which extends maternity protection to uncovered groups:
  - a. Providing pregnant women from the twelfth week of pregnancy and up to 14 weeks of maternity leave with access to at least 60% of the original salary and at least minimum wage;
  - b. Providing pregnant women and children with mandatory health checks, vaccination;
19. *Calls upon* UN Women to provide a platform that will research and publish information on already established initiatives and systems in all Member States that provide assistance to women in regards to healthcare in order for other Member States to develop or improve similar programs:
  - a. Asking the Association for Women's Rights in Development (AWID) to provide funding for such ventures;
  - b. Collecting information from Member States every 5 years;
20. *Encourages* Member States to model after the World Bank's Maternal and Child Cash Transfers for Improved Nutrition Project, which provides conditional cash transfer to improve nutrition outcomes of pregnant and lactating women, expands access to cash transfer programs and enhances Ministry of Social Welfare Relief and Resettlement (MOSWRR) capacity to introduce social protection programs;
21. *Urges* Member States to let already established programs be an inspiration to promote strategies that will decrease domestic violence and improve the capabilities of vulnerable women coping with crisis and shock within social protection systems by modeling programs:
  - a. After the already established women's police stations in Brazil that allow women to have a safe haven to report domestic crimes and have the ability to directly get the help and protection needed in this case;
  - b. After the Parenting for Lifelong Health supported by the World Health Organization (WHO) that introduces easily accessible parenting programs in lower-income communities to address reductions in mental health distress and substance abuse and introduce secure parent-child relationships.



**Code:** CSW/1/4

**Committee:** The Commission on the Status of Women

**Topic:** Closing the Gender Gap in Social Protection

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*The Commission on the Status of Women,*

*Keeping in mind* the 75th agreed conclusion of the 67th session of the United Nations Commission on the Status of Women (CSW) (CSW67) which reaffirms the role of social protection programs in the reduction of social inequalities and the eradication of poverty,

*Reaffirming* the Sustainable Development Goal (SDG) 4 (quality education) which emphasizes ensuring inclusive and equitable quality education and promote lifelong learning opportunities for all in order to ensure that women can enter the formal workforce and receive social protection,

*Expressing* grave concern that unpaid and informal work falls disproportionately on women, and although it is essential to social and economic development, it is often neglected by institutional policies,

*Urging* Member States to recognize the key role of education in closing the gender gap in social protection,

*Recalling* the International Labour Organization's (ILO) Social Protection Floors (2012) detailing the minimum requirements for the protection of vulnerable groups and women around the world,

*Emphasizing* on the idea highlighted by the *Universal Declaration of Human Rights* (UDHR) that each person shall have access to educational facilities and opportunities as stated in Article 26,

*Recognizing* the right of education for all as stated in A/HRC/35/L.2 on "The right to education,"

*Recognizing* the crucial work of United Nations Children's Fund (UNICEF) and other non-governmental organizations (NGOs) to grant education to all children of all areas, including but not limited to rural areas, regardless to their social background and gender,

*Emphasizing* the Sustainable Development Goal 5 (gender equality), specifically target 5.4, which emphasizes the value of unpaid care through the provision of public services and social protection policies,

*Inspired by* the 71st agreed conclusion of the 67th session of the CSW (CSW67) that highlights the importance of the role of technology in the creation of employment opportunities for women,

*Recognizing* that 37% of the world's population and nearly 40% of rural households live without access to the internet, and many of them are women, furthering the disadvantage in obtaining educational resources through digital tools, according to the International Telecommunication Union (ITU),

*Deeply concerned* about the intersectional application inside both legal analysis and research methodologies regarding countries' gender equality data, especially data focused on social protection schemes,

*Acknowledging* that only 26.4% of women around the world are covered by social protection, according to the ILO's *World Social Protection Report* (2020),

*Calling Attention* to the CSW Social Protection System, access to public services and sustainable infrastructure conclusions that aim to strengthen the capacity of national statistical offices and other governmental institutions to analyze and disseminate data,

*Acknowledging* Human Rights Council resolution 32/20 on “Realizing the equal enjoyment of the right to education by every girl” (2016) and its goal to eliminate discriminatory obstacles in access of education for women and girls,

*Acknowledging* the various international programs utilizing technical and vocational education and training (TVET) in order to spread accessible social protection for women especially vulnerable women,

*Noting* with deep concern the lack of transportation as the greatest challenge women face to access the labor force and education in developing countries as identified by the ILO,

1. *Calls for* Member States to consider implementing the recommendations of the United Nations Entity on Gender Equality and the Empowerment of Women (UN Women) Policy Brief No. 10 (2015) into national plans and policies, where appropriate based on their current social protection policies by:
  - a. Striving for universal social protection coverage irrespective of employment status, including high quality childcare services tailored to the needs of informally employed women;
  - b. Creating incentives for leaders at national and local levels to formulate gender-sensitive policies to protect the rights of informally employed women;
  - c. Ensuring a conducive regulatory framework for organizations, including corporations and other organizations of informal workers, and engaging them in relevant aspects of policy making in the informal economy in order to protect these women and help them gain access to the social protection systems already in place;
2. *Encourages* the collaboration with UN Women to implement specifically catered TVET programs in Member States via creating program lists effectively to ensure that individual Member States’ deficiencies in female targeted social protection policies are addressed;
3. *Recommends* UN Women and Member States to implement the I Stand For Her program, taking place within schools with the voluntary aid of Gender Equality Champions to ensure their full right to social protection through an educational approach through:
  - a. The participation of Gender Equality Champions on a voluntary basis approved by UN Women, visiting schools annually for that purpose and providing the Gender Equality Champions, specifically paying attention to their involvement within the local community as positive leaders, offering:
    - i. Trainings provided by UN Women that include free written resources as well as free workshops, funded and moderated by the Association for Women’s Rights in Development (AWID);
    - ii. Educational aspects of the Gender Equality Champions that are completed by open discussions, conferences, chit-chat and other formal and informal gatherings, powered by UN Women and UNICEF, inviting families to engage in the conversation about girls’ right to education and ways to protect and promote it, highlighting the different challenges possibly infringing that right;
  - b. Funding by UN Women and UNICEF on site;
4. *Suggests* the creation of a forum hosted by ECOSOC in partnership with CSW to be named ‘Women’s Universal Social Protection’ (WUSP) to meet biannually in order to:
  - a. Share knowledge of the establishment of policy strategies on equitable social protection;

- b. Share the best practices in applying social protection policies for women in areas where women have limited access;
    - c. To include formal and informal dialogue on the girls' rights to education and social protection;
  5. *Stresses* the need for support from Member States to build more inclusive markets to allow women the opportunity to expand their livelihoods and resources in order to be guaranteed employment and thus social protection by:
    - a. Promoting policies to protect female employees and small business entrepreneurs;
    - b. Striving for the proper management of private-for-profit provisions which will ensure clear quality and safety standards as well as decent working conditions for staff;
    - c. Focusing on improving women's access to decent employment through the revision of policy to counter ingrained gender-based discrimination;
    - d. Removing barriers that endanger women's job security, access to unemployment, social benefits, and basic services through the establishment of secure welfare systems for female caregivers to reduce the burden of unpaid work;
  6. *Recommends* UN Women to expand on the activities of the NGO Teachers Without Borders in partnership with the program TogetHER to be more inclusive of all women regardless of their background via expanding the scope of the programs by exploring different areas of the world and expanding them into rural areas alongside cities:
    - a. With the mandate education is the stepping stone to accomplish a more even access to workforce opportunities;
    - b. With UN Women to reinforce the funding and expansion;
    - c. With the holistic program TogetHER, aiming toward teachers and motivated volunteers from all over the world to come to primary and secondary schools and enable access to education for girls;
    - d. With the support of UNICEF trained professionals and recruitment of Member States, which are willing and in need of a fundamental system groundwork with basic lacks in their educational system;
    - e. Volunteering teachers and educational staff to temporarily work in areas where support is needed;
  7. *Expresses hope* to establish Back To School Programs in Member States to assist and reintegrate women and girls who left school early for a number of reasons through:
    - a. Encouragement of establishing corporations between governmental and non-governmental schools and universities through providing necessary materials, tools, and applications for home schooling and working;
    - b. Assistance in vocational orientation through education programs to help women find their preferred professional or career path;
    - c. To establish by 2027 national working groups of engineers, development workers, schools, and IT specialists to implement digitization projects regarding Internet,

software, and hardware expansion, provision of technical devices, and access to stable Wi-Fi;

- d. Funding is preferred by the United Nations Education Cannot Wait Fund and Association for Women's Rights in Development;
  - e. Knowledge and expertise exchange between national working groups is encouraged;
  - f. Annually reporting the progress of the digitization projects to the CSW;
8. *Encourages* UN Women to develop the program Wi-Fi Trucks providing Internet access to rural areas, where women are more vulnerable in order to ensure their opportunities to acquire necessary information regarding business, health, and finances for accessing social protection mechanisms:
- a. By setting up nomad commissions with trucks especially going to remote areas to grant Wi-Fi to rural areas;
  - b. Involving communities and their leaders as well as NGOs, including but not limited to the AWID, and other organizations working on site in order to have proper knowledge of the territory and guaranteeing a cultural comprehensive outlook, as well as granting financial and logistical support;
  - c. In the aim to create more remote work opportunities in various Member States, whenever possible and desired, to allow parents to achieve a better work and life balance, as it increases chances to access social protection and financial independency without sacrificing traditional family values;
  - d. Supported by a digital literacy program that would allow women to take online courses could be implemented, teaching them how to use different online sources, such as Excel, Adobe, and email, in order to provide them with the competences to be competitive on the labor market, consisting in itself in a social protection since it gives women the necessary background to get involved in the workforce;
9. *Invites* Member States to model their social protection programs after the ILO's Social Protection Floor in order to create inclusive social protection programs that could be applied nation-wide and benefit everyone, which guarantees:
- a. Access to healthcare for all, including child and maternal care;
  - b. Access to affordable child care and education;
  - c. Access to basic income for people who are unable to work because of sickness, age, disability, and, or, maternity;
10. *Directs* Member States to ensure women have safe and affordable transportation to access education and job opportunities through:
- a. Full access to transportation to embrace these opportunities that social protection systems provide and fully understand how to maximize these resources;
  - b. Access to potential employment benefits and a financial position to improve accessibility to social protection schemes;
  - c. Recognizing the African Union Transport Development Program (ADT) which focuses on creating a budget that could be directed to the African Member States with

infrastructures with potential for transportation according to the data collected in CSW committees;

- d. Identifying existing transportation projects, establishing new transportation projects, and allocating funds to provide affordable transportation in close collaboration with Data Hub Program;

11. *Directs attention to* the importance of social media in the modern world to increase the awareness of female issues such as discrimination in the workforce or in education through widespread social media campaigns as #BecauseIAMaWoman and #BecauseIAMaMan which:

- a. Calls for support from NGOs such as Quartiers du Monde (QDM), which has developed and funded campaigns such as #BecauseIAMan to broadcast the campaign #BecauseIAMaWoman, which will be a year-long campaign and start during International Women's History month to be specifically highlighted during March of 2024 to:
  - i. Encourage men to be caregivers for children and elders for social change through sharing their experience on work-life balance on social media;
  - ii. Promoting paternity leave for fathers to strengthen work-life balance in households in order to challenge other men to engage in breaking down gender inequality;
  - iii. Sharing the problems in education and workforce women and girls face via social media platforms in campaigns such as the #BecauseIamAGirl by PLAN International;
- b. Involves national organizations competent for the achievement of gender equality into the realization of the campaign in order to accommodate to cultural needs, including but not limited to specific ministries or other government commissions specialized in women's rights;

12. *Further recommends* the implementation of the 2030 SDG 2 (no hunger) to aid women working within the informal sector, such as the agricultural industry, to gain access to equitable social protection by:

- a. Doubling the agricultural productivity, incomes, and businesses of marginalized women who are small-scale food producers through a cash transfer program by paying more vulnerable and marginalized women;
- b. Allocating more accessible agricultural lands in rural areas for easier access to rural women by:
  - i. Encouraging partnerships with local businesses, which are more accessible to the female workforce than larger corporations, to increase income opportunities;
  - ii. Sharing technological progress to maintain the efficiency of said land;
  - iii. Partnering with Food and Agriculture Organization of the United Nations (FAO) and the National Women Farmers Association to ensure the success of this project;

- c. Funded by World Bank's Strategic Impact Evaluation Fund (SIEF) to support gender equity, research measures, and impact policy programs to improve women's opportunity in the workforce;
- 13. *Appeals* to inclusive oriented policies that ensure equal access to productive resources, inputs and knowledge of financial services for female small scale food producers;
- 14. *Calls upon* all Member States to fully recognize the universal access to education regardless of gender identification;
- 15. *Recommends* the conduction of gender-sensitive studies in collaboration with UN Women corporations in order to locate sites where the help and improvement is needed the most by:
  - a. UNICEF conducting annual surveys to seek sites where a lack of education and the presence of girls is underrepresented;
  - b. Identifying the specific needs of various environments and possible social protection schemes;
- 16. *Invites* developing Member States to collaborate with World Health Organization's information technologies to improve health care for people in rural areas that have difficulties to access medical services by:
  - a. TeleHealth for Women's Health Care Program, designed to offer remote health services to women in rural areas of Africa and could inspire local governments, non-governmental entities, and civil society organizations in all development countries;
  - b. Encouraging local communities of development countries to develop online medical consultations at local hospitals and medical centers.





**Code:** CSW/1/5

**Committee:** The Commission on the Status of Women

**Topic:** Closing the Gender Gap in Social Protection

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*The Commission on the Status of Women,*

*Noting with deep concern* the impacts of socially established gender roles that are upheld by a patriarchal society and its institutions, and therefore emphasizing the importance of increasing access to education for women,

*Stressing* that according to United Nations Entity for Gender Equality and the Empowerment of Women's (UN Women's) 2020 report *Gender equality: Women's rights in review 25 years after Beijing*, women earn on average 16% less than men,

*Deeply conscious* of the fact that Sustainable Development Goals (SDGs) 6 (clean water and sanitation), 7 (affordable and clean energy), 9 (industry, innovation, and infrastructure), 12 (responsible consumption and production), 14 (life below water), and 15 (life on land) have insufficient gender-specific data concerning social protection effects on women,

*Drawing attention to* the disadvantages women in marginalized communities face such as risk of poverty, limited negotiating power and access to resources,

*Extremely Appreciative* of the societal contributions made by women who aid others as caregivers, as women provide the majority of informal care to spouses, parents and parents-in-law,

*Recognizing with concern* that according to the International Labour Organization's (ILO) *World Social Protection Report 2020-2022*, only 44.9% of all women with newborns worldwide receive cash benefits,

*Acknowledging* that old age pensions is one of the most important forms of social protection, yet according to a 2022 report by World Economic Forum, women receive 30% to 40% less than men in old age pensions,

*Understanding* the necessity of gender mainstreaming in an effort to promote inclusive legislation in each Member State,

*Denouncing* all forms of both physical and mental gender-based violence,

1. *Calls upon* the Economic and Social Council (ECOSOC) and the Commission on the Status of Women (CSW) Member States to promote female access to leadership roles through the implementation of new educational programs within public or private organizations which aim to educate women further such that they are able to achieve skills for medium position- or leader jobs:
  - a. Welcomes ECOSOC to introduce the Women Obtaining More Educational Needs (WOMEN) program which will include women in addition to all genders in the education system:
    - i. Ensures the framework of the WOMEN program will be established within the next 5 years;
    - ii. Suggests that the CSW in collaboration with UN Women writes annual reports on the progress of the WOMEN program during the annual CSW conventions to keep track of the program and alter it when necessary;

- b. Draws attention to the potential opportunities provided to women if they complete secondary education that is reconstructed to accommodate feminist ideals;
2. *Calls for* all Member States to introduce, maintain and redistribute data that focuses on women concerning labor, political participation, and health and education with the assistance of Human Rights Watch and:
  - a. Encourages Member States to discover new ways to collect data on women's status relating to social protection;
  - b. Recommends conducting research to understand the most pressing matter on a regional and national level and how this specifically affects women;
  - c. Implores Member States to cooperate with the Human Rights Watch in Development in their mission to cultivate an annual report which details current global statistics regarding women's social protection, for example figures relevant to those in the informal employment sector and their experiences with reproductive healthcare;
    - i. Provides the report on a database through Human Rights Watch, making it available to all Member States who would like to contribute to, utilize or take inspiration from the report;
    - ii. Suggests implementing an annual pay gap report through all UN institutions regarding employees' average salary by gender, job role and ranking as well as the average pay gap by gender and employee group;
    - iii. Emphasizes that this report should maintain a focus on industries which are proportionately made up of a majority of female and gender non-conforming employees, such as the personal care sector;
3. *Expresses its hope* that Member States recognize the valuable contributions from marginalized feminine communities and therefore the need to protect and uplift these communities:
  - a. Further invites Non-Governmental Organizations, such as Human Rights Watch, and National Organizations to cater training specific to vulnerable groups which would allow them to access the necessary social protection and support;
  - b. Suggests accordingly that the additional challenges faced by women and gender-diverse people that are recognized by Member States of marginalized communities should be acknowledged and subsequently reduced and emphasizes that organizations should be prompted to regularly consult with employees from minority backgrounds in order to ensure that the needs and access requirements of women are being met;
4. *Calls upon* ECOSOC and UN Women to introduce a feminist mentorship and networking program in collaboration with Non-Governmental Organizations, a global space that gives women an opportunity to network, build alliances, celebrate, and learn in a stimulating, emotive, safe and inclusive atmosphere;
5. *Recommends* that all willing Member States introduce paid maternity leave for a minimum of 12 weeks in accordance with their individual financial capabilities and:
  - a. Aims at achieving this goal until 2030;
  - b. Suggests that UN Women monitors the progress on this matter;

6. *Suggests* that Member States implement an old age pension program with extra support for women who have not worked due to social barriers or unpaid care work and aims to support women that have taken time off work or part-time due to child care, and now have a lower pension amount;
7. *Encourages* gender mainstreaming as a means of integrating a gender equality perspective at all stages and levels of policies, programs and projects:
  - a. Proposes further expansion of pre-existing gender mainstreaming in the UN entitled Gender Equality Act and Reform (GEAR);
  - b. Promotes further collaboration between NGOs and Member States which would benefit all nations by aiding the implementation of educational programs, networking forums and leadership workshops that focus specifically on redefining the role on women;
8. *Strongly encourages* Member States to provide women with effective legislation and implementation thereof to shelter them from all forms of mental and physical violence and:
  - a. Advises altering legislation to provide women greater legal possibilities, for example representation through legal aid services and pro bono legal services;
  - b. Proposes to ensure women have access to judicial services through UN programs like the UN Women's Access to Justice while also educating women on their legal possibilities;
  - c. Suggests putting female work rights under law, stating that an employers may not discriminate among their employees or among persons seeking employment on accounts of their gender, as stated as in the UN *Convention of the Elimination of All Forms Discrimination against Women* (CEDAW);
  - d. Further requests policies that focus on married women as many women face gender-based violence from an intimate partner, such as domestic violence laws that make it a crime to abuse or injure a spouse, protection orders, the creation of shelters and safe houses as well as counseling and support services and mandatory reporting which requires professionals, such as doctors and teachers, to report suspected cases of abuse to the authorities.