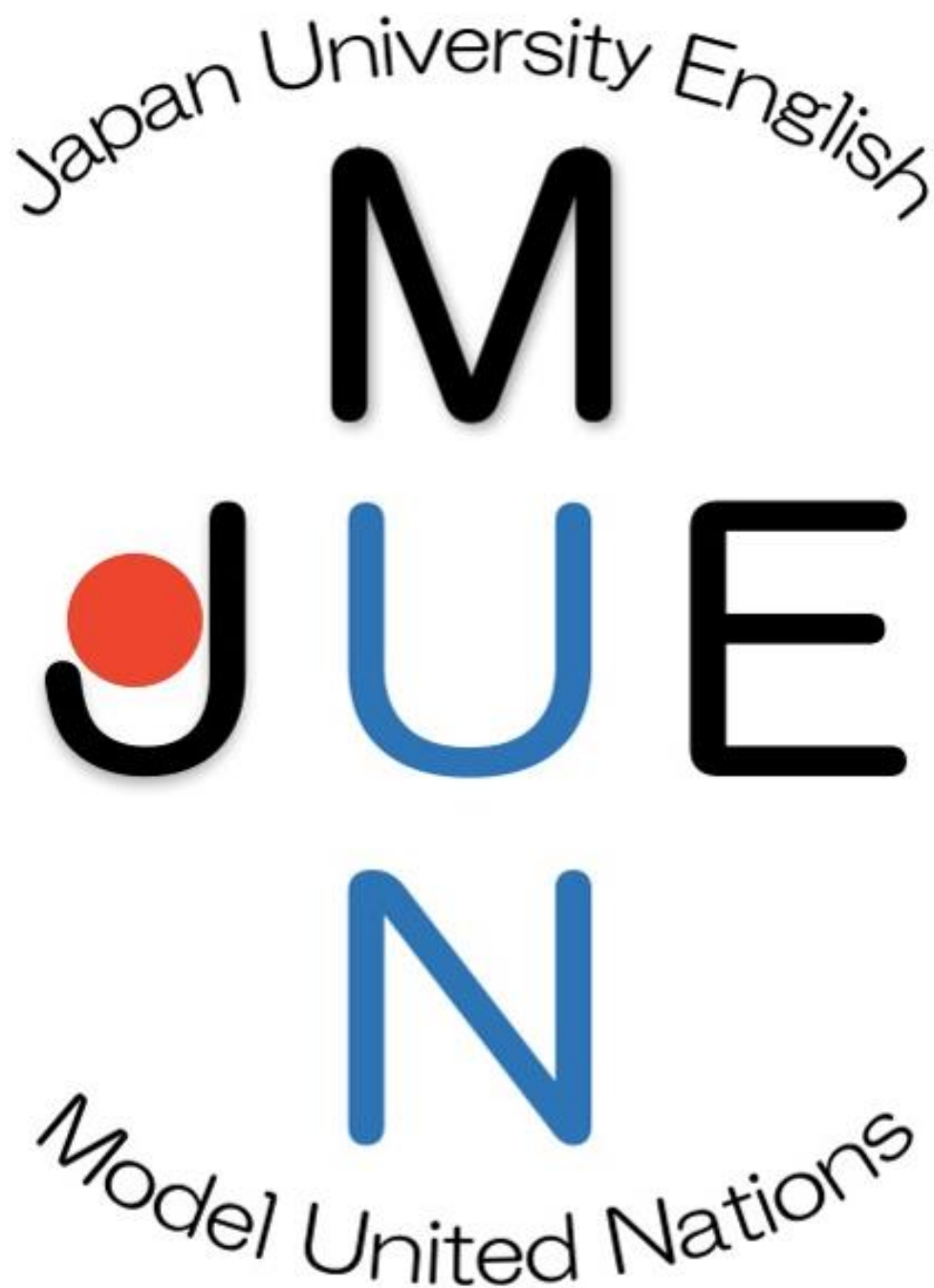


**Documentation of the Work of
The Commission on the Status of Women, Meeting 3**



Meeting 3

Under-Secretary-General	Akiko Teramoto
Chair	Anindya Mutiara Rahadiani
Chair	Rina Nakagawa
Assistant Chair	Sungyoon Choi

Committee Topics

1. **Economic Empowerment for Rural Women**
2. **Economic Empowerment for Domestic Workers & Migrant Domestic Workers**
3. **Economic Empowerment for Low-skilled Women**
4. **Increasing Management Positions**

Resolutions adopted by the Meeting

Code	Topic	Vote
JUEMUN20/CSW/3/1	Economic Empowerment for Rural Women	Adopted without a vote
JUEMUN20/CSW/3/2	Economic Empowerment for Domestic Workers & Migrant Domestic Workers	37 votes in favor, 0 votes against, 0 abstentions
JUEMUN20/CSW/3/3	Economic Empowerment for Low-skilled Women	37 votes in favor, 0 votes against, 0 abstentions
JUEMUN20/CSW/3/4	Increasing Management Positions	37 votes in favor, 0 votes against, 0 abstentions

Summary Report for Meeting 3

Meeting 3 held its session to consider the agenda on “Women’s Empowerment and the Links to Sustainable Development: Economic Empowerment”, with four specialized committees on the following:

1. Economic Empowerment for Rural Women
2. Economic Empowerment for Domestic Workers & Migrant Domestic Workers
3. Economic Empowerment for Low-skilled Women
4. Increasing Management Positions

The session was attended by representatives of 37 Member States of the United Nations Commission on the Status of Women.

On May 24th, the Meeting held its Opening Session, and the Bureau and delegates came into the session on time with excitement and anticipation for the first JUEMUN conference held online. Following the Opening Session, delegates began work in Informal Informal Informal Sessions, with little to no issues with the online facilitation. Delegates demonstrated exceptional leadership and diplomacy in bringing all Member States to hold smooth and fruitful discussions. Additionally, delegates worked collaboratively with the Bureau to address women’s economic empowerment. Delegates shared regional concerns on the committee topics and started writing Working Papers in their Committees. By June 20th, the Bureau received a total of four Working Papers, which were all turned into Draft Resolutions. Delegates then proceeded to work on making amendments and worked with enthusiasm to reach a consensus. 40 amendments in total were submitted to the Draft Resolutions.

On June 28th, the Meeting held a one-day conference, with the attendance of 37 Member States. All delegates held respectful and diplomatic discussions on the amendments in Committee and Regional Bloc sessions. Furthermore, delegates displayed great leadership and finished the Informal Informal Sessions without any extensions. Meeting 3 adopted four resolutions following voting procedure, one of which was adopted by acclamation, and the remaining three resolutions through Roll Call Vote with all 37 Member States voting in favor. Over the course of the conference, the body incorporated the following solutions into its resolutions: improving insurance systems, addressing sexual harassment in order to promote women’s economic empowerment, equal access to education, and vocational training for women.



28 June 2020
Original: English

Commission on the Status of Women
Women's Empowerment and the Links to Sustainable Development
Economic Empowerment for Rural Women

The Commission on the Status of Women,

Believing the crucial role rural women play in the economic survival of their families worldwide, as noted in the *29th Session of the Committee on the Elimination of Discrimination against Women*,

Confirming with Member States the International Day of Rural Women on October 15, which is held by the United Nations (UN) to celebrate rural women and girls' essential work in the agricultural industry, which leads to managing food security and natural resources, and their taking care of unpaid domestic work, although they are in need of social insurance and fair pay, and they work for long hours,

Noting that rural women are less likely to have access to social protection, such as unemployment benefits or maternity protection, because they often work in the agricultural industry or as domestic workers, according to UN-Women's 2018 Annual Report,

Calling attention to the fact that, according to the Educational Development Center (EDC), in rural areas, children have difficulty learning subjects related to science, technology, engineering, and math (STEM), which results in the low proportion of women in the STEM sector, which is growing faster than any other sector and pays over 30 percent more than non-STEM jobs,

Recalling Member States' efforts of having conducted a workshop in 2019 by the Rural Electrification Agency (REA) that shares knowledge and provides opportunities for women in the industry to discuss promoting and sustaining women in STEM careers,

Aware that the low number of decent jobs and few opportunities for rural women make them isolated without realizing their full potentials, as the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) indicates,

Highly appreciates the Organisation for Economic Co-operation and Development's (OECD) support in providing financial aid to places that do not have enough financial support so that rural women can participate in businesses and society economically,

Noting that Nordic countries have policies that allow men and women to take family leave,

Recalling Article 14 of the *Convention on the Elimination of All Forms of Discrimination Against Women* (CEDAW) (1979), which urges Member States to secure more benefits for rural women,

Guided by the mission of International Organization for Migration (IOM),

Affirming General Assembly (GA) resolution 62/136 of 18 December 2007, which urged Member States to assign greater importance to the improvement of environments surrounding rural women,

Recalling the 2018 Buenos Aires Summit which sought to promote equitable development,

Mindful of the Asia-Pacific High-level Meeting for the 62nd session of the *Commission on the Status of Women* (CSW) in 23 February 2018, which addressed key priorities for the advancement of rural women and girls' human rights,

Recognizing the need to encourage development and access to a range of new research and technologies that increase agricultural productivity to improve the lives of rural women,

Calling attention to the *Beijing Declaration and Platform for Action* (1995), adopted on the

Fourth World Conference on Women, in which Member States reaffirmed their commitments to empowering women,

Concerned that as much as 33 percent of those living in extreme rural poverty are indigenous women, according to the Human Development Report 2014 by the United Nations Development Programme (UNDP), and that indigenous women face discrimination and marginalization based on ethnicity, race, and socioeconomic status, according to the Indigenous Women and their role in the 25-year review of the implementation of the *Beijing Declaration and Platform for Action* (2020) of the nineteenth session of the Economic and Social Council (ECOSOC),

Underlining that indigenous women have the right to access to land, territories, and resources and to improve their economic and social conditions, according to the *United Nations Declaration on the Rights of Indigenous Peoples* (2007),

Recalling Sustainable Development Goal (SDG) 5 on enforcing gender equality by 2030, mainly focusing on Target 4, which mentions that it is necessary to share housework between men and women,

Keeping in mind SDG 8, which mentions the realization of decent work and economic growth by 2030, and especially Target 10 on financially supporting domestic institutions in order to be able to reach financial services easily,

1. *Requests* Member States to improve insurance systems based on contributions by reviewing the statistics of the World Health Organization (WHO) and support from financial institutions, such as the African Development Bank Group (AfDB);
2. *Suggests* financially developing Member States to strengthen trading systems by promoting imports so that the agriculture sector can expand and open more job opportunities for rural women;
3. *Requests* all Member States to promote investment that can provide better conditions in agricultural sectors by:

- a. Donating used agricultural machines to developing countries for those doing agricultural work on farms and calling for the provision of skill training so that female farmers can understand how to use and take care of these machines;
 - b. Developing the capacity of their financial systems and agribusiness investments, in particular, investment in irrigation systems, solar panels, windmills and machinery repair supplies, by cooperating with the Food and Agricultural Organization (FAO) with special attention to rural women who live in impoverished areas;
- 4. *Encourages* Member States to aid local organizations that support rural women's empowerment, especially indigenous women, to improve the organizations' management and sustainability by:
 - a. Having conferences where such organizations can share their experiences, accomplishments, and challenges to improve the effectiveness of their activities, such as conducting vocational, technical, and leadership training;
 - b. Supporting the arrangement of technical experts by collaborating among Member States;
- 5. *Calls for* all Member States to establish local organizations that provide education and support female entrepreneurs in rural areas by:
 - a. Providing support in many aspects, such as information and advice, training, mentoring, finance, and networking;
 - b. Creating opportunities to learn from successful female entrepreneurs who own their businesses for more than 42 months, which is the necessary timeframe to be defined as an established business by the Global Entrepreneurship Monitor (GEM), and meet with other women for the purpose of:
 - i. Building community circles to be able to share their feelings;

- ii. Building STEM community circles where teachers can share their ways of teaching in order to increase the number of qualified teachers in STEM;
 - iii. Inspiring them to set up their own businesses;
- 7. *Suggesting* that the International Labour Organization (ILO) supports rural companies so that female employees can take family leave that provides at least three months to cooperate with parents and reduce an imbalance with housework;
- 8. *Encourages* Member States to implement activities that provides opportunities to promote sustainable development in order to reduce inequality toward women, as the gender wage gap is one of the results of societal inequality, so that rural women can:
 - a. Go through appeal-and-complaint processes in their workplaces;
 - b. Receive education, develop business plans or adequate skills;
- 9. *Calls for* all Member States to amend legislations, such as to ensure non-gendered occupational stereotypes, stable employment for rural women, and childcare leave in each Member States following Goals 5 and 8 of the SDGs by:
 - a. Issuing instructions and regulations for legislative reform and the implementation process to all male owners or headquarters of companies;
 - b. Raising the awareness of men and women with the representatives of non-governmental organizations (NGOs) and other organizations, which offer long-term careers, to emphasize the importance of sharing economic activities between them because their voice can affect the parliament and companies;
 - c. Implementing laws that can be monitored by governments and show some facts to people;

10. *Encourages* all Member States to set three goals by 2025 in order to secure rural women's economic empowerment by:

- a. Reducing the gender wage gap between men and women by collaborating with the ILO, which mentions extensively that such policies are needed;
- b. Securing safe workplaces for rural women so that their long working hours decrease;
- c. Raising awareness in companies by:
 - i. Reconsidering employment insurance for women;
 - ii. Rethinking attitudes for women in the workplace.



28 June 2020
Original: English

Commission on the Status of Women
Women's Empowerment and the Links to Sustainable Development
Economic Empowerment for Domestic Workers & Migrant Domestic
Workers

The Commission on the Status of Women,

Seeking fully secured gender parity that is supported in working environments in terms of economic, financial, and social aspects for not only female workers but female migrant workers under the *Convention on the Elimination of All Forms of Discrimination against Women* (CEDAW) of 1979 and the United Nations (UN) Security Council Resolution 1325 of 2000,

Taking note that economically empowering women is one of the necessary factors to achieve the Sustainable Development Goals (SDGs), especially SDG 5 on Gender Equality and SDG 8 on Decent Work and Economic Growth,

Recognizing the contributions that women migrant workers have made to progress economic and social developments globally,

Further recognizing the undermined value and human dignity of women migrant workers, especially concerning the labor of domestic workers,

Recalling that the UN has made significant progress on gender equality through agreements, such as the *Beijing Declaration and Platform for Action* (1995) and CEDAW,

Reaffirming that the UN General Assembly (GA) created the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) in 2010,

Recognizing that, in 2012, the UN agreed on the UN System-wide Action Plan on Gender Equality and the Empowerment of Women to implement the 2006 UN System-wide Policy on Gender Equality and the Empowerment of Women,

Noting with satisfaction that there has been progress and changes, such as fewer girls being forced into early marriage but instead, increased attendance at schools, more women serving in parliament and leadership positions, and laws being reformed to advance gender equality,

Deeply concerned with labor and human rights abuses of domestic workers, such as sexual harassment, physical violence and overwork, all of which are more likely to happen in developed countries than in developing countries,

Highly supporting setting penalties for violations of labor rules and setting sexual harassment prevention laws, such as that of the Kingdom of Saudi Arabia, introduced in June 2018 and August 2019 in a step-by-step manner, which enforces the implementation of labor rules and stops the exploitation of labor and abuse of domestic workers,

Recognizing that, according to the World Bank's *Women, Business and the Law 2020*, domestic workers suffer from the disadvantages caused by racial discrimination, sexual harassment from their employers or the status of women because of a lack of laws regarding the protection of women from these types of harassment in 40 percent of Member States,

Expressing concern that the UN Member States have failed to fulfill their responsibilities to establish independent and strong legal mechanisms and lack political measures to take necessary actions to eliminate such discrimination and address inequalities faced by migrant women workers and other minority groups in developing countries,

Noting with concern that female migrant workers continue to face discrimination in relation to education, employment, political participation, healthcare, social security, and their exposure to violence, which has significant implications on their vulnerability to violence and access to justice,

Fully aware that the Domestic Workers Recommendation, 2011 (No. 201), which takes measures for International Labour Organization (ILO) Member States to facilitate the payment of social protection for all domestic workers and acknowledges additional difficulties faced by migrant domestic workers,

Nothing with appreciation the Saudization, introduced in the Kingdom of Saudi Arabia by its Ministry of Labour, which sets a criterion for the employment rate of Saudis by industry to enrichen the national economy, creating jobs for women and young people and providing higher wages of domestic workers,

Realizing that Member States have their own rules about working hours of domestic workers, based on the ratification of the *Domestic Workers Convention (No.189)* (2011) or the submission of the Member States' policy to this convention,

Concerned that most labor laws in Member States do not include maximum hours and minimum wages for domestic workers who contribute to the household,

1. *Recommends* that Member States decide the minimum levels of wage and payment per hour for women to live, and welcomes Member States to adopt working hours based on the *Hours of Work (Industry) Convention (No.1)* (1919) for women domestic workers based on:
 - a. Work for eight hours per day;
 - b. Work for 48 hours per week;
2. *Encourages* Member States to provide social protection and implement minimum wages and maximum working hours for all domestic workers under the *Domestic Workers Recommendation, No. 201* (2011) so Member States are encouraged to take measures to ensure that:
 - a. Female domestic workers enjoy effective protection against all forms of abuse;

- b. Domestic workers are able to work and receive equal payment;
- 3. *Requests* all domestic companies in Member States, including foreign-affiliated companies, improve its working environment by:
 - a. Paying without delay;
 - b. Resolving labor in harsh environments such as outdoor work and overtime work;
- 4. *Recommends* the importance of language education to improve literacy to help female domestic workers and migrant domestic workers to improve living standards and associate with societies in cooperation with the United Nations Education, Scientific and Cultural Organization (UNESCO);
- 5. *Further recommends* that all Member States strengthen and improve the social security of migrant workers in their countries, and requests financially developed countries to provide female migrant workers who are from developing countries with:
 - a. Access to equal healthcare benefits;
 - b. Strong protection by labor law;
 - c. Ensuring equal treatment between female domestic workers and female migrant domestic workers in terms of the wage gap;
- 6. *Suggests* that Member States reaffirm the importance of the *Convention Concerning Minimum Standards of Social Security* No.102 of 1952, which leads Member States to establish basic standards of social security for women who are suffering from wages that do not cover their livelihoods and also in order to ensure social protection of their basic human rights to enjoy the economic lives of persons who:
 - a. Take care of children with food, clothing, housing or domestic help;

- b. Work as domestic workers;
- 7. *Calls upon* all Member States to deepen regional and international cooperation to address violence against female migrant workers and domestic migrant workers by respecting their human rights and gender equality through:
 - a. Further inviting all Member States to ameliorate the law for protecting women, which can be beneficial to both local and international economic movements and stability, and reporting all violence, causes, and its further solution to end all known classifications of violence against women toward the whole community, including:
 - i. Rural;
 - ii. Urban;
 - iii. Traditional;
 - iv. Solidarity;
 - v. Neighborhood;
 - b. Suggesting the UN to provide developing countries financial support in order to organize physical and mental health care centers that improve the quality of life of the victims of domestic violence;
- 8. *Requests* Member States to impose fines on companies that violate labor rules, and further requests Member States to set up penalties for sexual harassment in order to promote economic empowerment for female workers, especially those who are working as domestic workers, including migrant domestic workers;

9. *Recommends* that Member States introduce a comprehensive law based on *A step-by-step guide of Promoting Equity - Ethnic Diversity in the Workplace* (2015) by the ILO in order to protect women from racial discrimination and sexual harassment;
10. *Recognizes* the need for job programs and suggests them to be hosted by non-profit organizations (NPOs) where female domestic workers and migrant domestic workers can learn skills, such as sewing or making traditional dishes, so that they can benefit financially.



28 June 2020
Original: English

Commission on the Status of Women
Women's Empowerment and the Links to Sustainable Development
Economic Empowerment for Low-skilled Women

The Commission on the Status of Women,

Considering the Declaration of Philadelphia (1944), which affirms that all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity,

Recalling the Universal Declaration of Human Rights of 1948, especially Article 2, which affirms that everyone has rights and freedom without any distinctions, and Article 7, which states that everyone is entitled to equal protection by law without any discrimination,

Deeply concerned that the Commission on the Status of Women (CSW) adopted a Political Declaration in the 25th anniversary of the Fourth World Conference on Women, which showed that no Member State has achieved gender equality and the empowerment of the women and girls because of the obstacles indigenous people face,

Reconfirming the role of Transforming our world: the 2030 Agenda for Sustainable Development (2015), especially Sustainable Development Goal (SDG) 4.a., which encourages all Member States to build and upgrade education facilities to secure safe and effective learning environments for every child at schools, such as securing clean water and enough textbooks,

Highlighting the great success in improving infrastructure at schools, as exemplified by the Accelerated School Infrastructure Delivery Initiative, which South Africa conducted in 2011,

Recognizing that low-skilled women are often prevented from receiving enough education during their childhood because of poverty, the need to do housework or child marriage, as noted in the *10 Reasons Why Children Don't Go to School* (2014) by Their World, which is a global children's charity committed to ending the global education crisis and unleashing the potential of the next generation,

Noting that women still face occupational segregation and gender wage gaps in many Member States today, as estimated by the Organisation for Economic Co-operation and Development (OECD),

Reaffirming that one of the priorities of the United Nations Educational, Scientific and Cultural Organization (UNESCO) is to seek equal educational opportunities, and noting that some Member States cannot provide enough education,

Further reaffirming SDGs 5, which seeks to achieve gender equality, and 8, which promotes decent work and sustainable economic growth,

Seriously concerned that the *Beijing Declaration and Platform for Action* of 1995 recognizes areas, such as women in decision-making roles, education and training, and women's human rights,

Believing that skills training leads to competence and performance development, which can reduce the wage gap between high-skilled and low-skilled women,

Further believing that providing skill training in the workplace improves its workers' skills, especially low-skilled women, as stated during the 29th session of the Committee on the Elimination of All Forms of Discrimination against Women of 2003 and in reference to Article 11.c. of the *Convention on the Elimination of All Forms of Discrimination against Women* (CEDAW) of 1979,

Noting also that women still lack access to equal education to men in some Member States due to gender stereotypes or cultural biases against low-skilled women,

Recognizing that the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) dedicates itself to gender equality and the empowerment of all women around the world and supports inter-governmental bodies, such as CSW, in their formulation of policies, global standards, and norms,

Emphasizing the Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value of 1951 by the International Labour Organization (ILO), which calls for the equal remuneration for male and female workers,

Further emphasizing the Convention concerning Discrimination in Respect of Employment and Occupation of 1958 by the ILO, which prohibits any discrimination concerning employment and occupation,

Recognizing that one of the reasons low-skilled women are unable to have a job and develop their skills is the lack of employment,

Deeply concerned about low-skilled women who cannot not come back to join the workforce and fail to continue enhancing their skills because of giving birth, the lack of opportunities and privileges, and losing to younger women who have not given birth,

Acknowledging that, according to the *Global Education Monitoring Report* by UNESCO and research by the African Bank Development Group, the poor quality of education is prevalent in developing countries and prevents girls from receiving education and skills,

Further acknowledging that one of the recommendations stated in the 2015 *Report of the Secretary-General* (E/CN.6/2015/3) submitted as the Follow-up to the Fourth World Conference on Women focuses on the low quality of work,

Believing that full education improves low-skilled women's basic skills for work and leads to them gaining knowledge, helping them to get a better job,

1. *Suggests* that all Member States provide local language education for indigenous peoples by employing teachers who speak the local language and holding classes in indigenous languages, in cooperation with:
 - a. Funding organizations, such as the Indigenous Peoples Assistance Facility (IPAF) and the United Nations Voluntary Fund for Indigenous Peoples;
 - b. Domestic non-governmental organizations (NGOs);
2. *Recommends* the improvement of infrastructure in schools in order to allow girls to gain more educational opportunities and enough vocational skills without any obstacles, such as water shortage and poor sanitation, by:
 - a. Encouraging Member States to establish and develop a system;
 - b. Suggesting regional and international NGOs and Member States to strongly collaborate with each other through:
 - i. Creating annual opportunities to share progress on developing infrastructure at schools with Member States;
 - ii. Identifying poor infrastructure, such as sanitation, water supply, electricity, and the lack of textbooks at schools;
 - iii. Recommending Member States finance the improvement of school infrastructure by having strong ties with NGOs, such as the Emerging African Infrastructure Fund, Books for Africa, and WaterAid Japan;
3. *Further recommends* that Member States make primary education free for girls from low-income families so that they may receive education without being concerned about the lack of money to gain skills for life and work;
4. *Calls upon* Member States to introduce a policy to support low-skilled women entering higher education by:

- a. Introducing or improving access to scholarships for higher education for women;
 - b. Providing women information about higher education by cooperating with UN-Women;
- 5. *Recommends* Member States extend the period of compulsory education for more than primary education so that all girls can obtain necessary skills that will lead to their economic empowerment in the future;
- 6. *Welcomes* Member States to cooperate with each other in order to ensure access to education for all women through:
 - a. North-South cooperation;
 - b. South-South cooperation;
 - c. Regional cooperation;
- 7. *Suggests* that Member States provide education for women who did not receive enough education in their childhood so that they can gain basic knowledge for vocational training that will lead to successful employment;
- 8. *Further suggests* that Member States promote the importance of reproductive health and provide vulnerable and uneducated girls with opportunities to consider their own life plans in order to pursue education and training for future economic empowerment;
- 9. *Recommends* that Member States introduce local companies to provide training sessions before semi-skilled and low-skilled women start working in order to make the skill gap smaller;
- 10. *Suggests* that Member States educate highly skilled female workers in companies to educate those who are not by cooperating with the ILO;

11. *Recommends* Member States tighten women's quality gap of skills with the help of NGOs by creating opportunities to share skills and knowledge, including new technologies, such as information and communication technology for communities to which low-skilled female workers belong to encourage their economic empowerment;
12. *Encourages* Member States to conduct surveys and hold conferences for low-skilled women and policymakers regarding employment and education in order to understand the current situation of employment and education of low-skilled women in their own country;
13. *Appeals* to Member States to introduce grants that are given to employers who modify their workplace and working conditions according to the needs of low-skilled women, supported by UN-Women and the World Bank;
14. *Emphasizes* that Member States ensures multinational companies to be linked to increased gender equality, employment opportunities, and decent work in line with the *Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy* (2017);
15. *Recommends* that Member States work together with multinational corporations and local companies within the state for low-skilled women by:
 - a. Giving opportunities to work and enhance their skills at work;
 - b. Creating more job fairs to recruit them;
 - c. Providing legal protection to avoid violence within the workplace or unequal behavior such as, but not limited to, wage gaps and promotion;
 - d. Giving opportunities to those who are currently working but need to leave work because they are pregnant to be given paid leave and to come back to work so that they could rejoin the workforce;

16. *Requests* that Member States, especially in accordance with their national priorities, cooperate with UN-Women to establish committees at a national level that resemble the work of the CSW and carry out work plans for promoting the status of low-skilled women with UN-Women;
17. *Recommends* that Member States improve accessibility to education and training that will enable low-skilled women to receive high-skill training by:
 - a. Improving public transportation in order to provide access to schools in rural areas by donation of cars or buses by developed countries;
 - b. Offering online vocational training for low-skilled women by, for instance, providing broadband infrastructure in rural areas and network devices supported by the International Telecommunication Union;
18. *Further recommends* that Member States eradicate obstacles to going to school for girls who are forced to get married in order to reduce the number of low-skilled women lacking basic education because of child marriage by:
 - a. Limiting the age for marriage in order for women to be able to pursue their education and enhance economic development;
 - b. Establishing a hotline for girls who have been subjected to child marriage and associated violence.



28 June 2020
Original: English

Commission on the Status of Women
Women's Empowerment and the Links to Sustainable Development
Increasing Management Positions

The Commission on the Status of Women,

Recalling the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) of 1979, especially Part VI on the Expansion of Women's Participation in Empowerment,

Deeply concerned of the situation where Middle East and North African (MENA) Active Labour Market Policies (ALMPs) have not targeted women or offered enough programs that are designed to address barriers to entrepreneurship, which particularly impact women, according to the Impact Report Series, Issue 10 (2018) by the International Labour Organization (ILO),

Welcoming the progress made towards achieving gender equality and women's empowerment in the workplace, while stressing the need to increase female presence in executive positions in order to ensure that opportunities reach every single woman within organizations and companies,

Believing the United Nations' (UN) statement that economic empowerment and gender diversity will be central to achieve the 2030 Sustainable Development Goals (SDGs),

Calling attention that about 20% of children around the world lack education with low literacy and numeracy skills, as reported by the United Nations Children's Fund (UNICEF) in 2017, and that this widens inequalities within societies and economies,

Recalling the Global Leaders' Meeting on Gender Equality and Women's Empowerment: A Commitment to Action, held in New York on 27 September 2015, which partnered with the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) and encouraged to build strong representation of women in businesses, thus increasing women's leadership and participation in decision-making at all levels,

Highlighting the respect towards pregnant women in the *Respectful Maternity Care Charter* conducted by the UN and the Month of the Woman Entrepreneur (MOWE), which have created greater opportunities for women and men to secure decent work and income as the lack of enough opportunities for women to play a significant role in the workplace and insufficient financial aid has led to women's perceived lower status to men,

Acknowledging the need for appropriate training, support, and financial aid for pregnant women so that they can continue pursuing their careers, as recognized in the *Respectful Maternity Care Charter* (2011), as, although there have been regulations regarding the period of maternity leave for 112 days, there has been little focus on mothers,

Recalling the invitation of the Commission on the Status of Women (CSW) to consider the issue of the empowerment of indigenous women in a future session,

Acknowledging the causes and consequences of violence against indigenous women and girls as stated in clause 19 of General Assembly resolution 69/2 of 22 September 2014,

Recalling the International Covenant on Economic, Social and Cultural Rights (ICESCR) of 1966, and its Article 10 on paid leave or leave with adequate social security benefits,

1. *Suggests* that all Member States expand the use of leadership schools to build women's leadership skills and increase the number of active female students by welcoming support, such as funding, and providing knowledge of the United Nations Development Programme (UNDP);
2. *Recommends* that all Member States share training program ideas for female entrepreneurs by holding a regional conference, as exemplified by the Women

Economic Empowerment in Egypt, Jordan, Lebanon, Morocco, Palestine and Tunisia conference, which considers legal reforms to promote women's empowerment;

3. *Requests* all Member States establish a champion of change program, as exemplified by that which started in 2012 in Latin America to raise men's awareness on gender equality and develop an understanding of women and ending discrimination against them so that they can have management positions;
4. *Invites* all Member States to collaborate to invest in education and training for women by establishing organizations, such as the Women's Education Projects (WEP), and scholarships, as most Member States with low literacy rates would be poor and women would have fewer opportunities for employment and management positions;
5. *Encourages* all Member States to embrace the importance of creating a criterion of women's ratio in management positions in all work positions to increase and stabilize the number of women in management positions;
6. *Requests* providing women opportunities to voice their thoughts and ideas in the parliament;
7. *Encourages* all Member States to put more emphasis on enhancing the status of pregnant women so that they may live in a more comfortable environment even during maternity leave by introducing systems such as an e-maternity payment, which shifts from getting maternity payment in their bank accounts to their e-wallets on their smartphones;
8. *Suggests* all Member States create social protection systems, access to public services, and sustainable infrastructure in order to support women who face difficulties to get management positions because of the lack of protection systems and public transportation systems;
9. *Encourages* all Member States to ensure that corporations and other organizations adopt the HeForShe movement, created by UN-Women and targeted toward men within organizations to provide a friendly work environment;

10. *Recommends* that all Member States establish official talks between women and men in leadership positions, such as the parliament, to respect each other, comprehend the conditions under which women are placed, and renovate their organizations for women to work equality;
11. *Further recommends* that all Member States provide pregnant women with necessary training opportunities by creating simulation websites of their workplaces so that when they return to work, women will not need to worry about being left behind as well as to support them financially and mentally to:
 - a. Increase women's involvement in the labor force;
 - b. Encourage women to pursue their careers in management or executive positions;
12. *Suggests* all Member States make time to focus on working of women through increasing the number of kindergartens by 40 percent by 2030 in cooperation with the UN agencies and NGOs, such as the United Nations Children's Fund (UNICEF) and Save the Children, and avoid the gender pay gap, which is generated due to looking after children;
13. *Reiterates its appreciation* of the cooperation of Member States with UN-Women on continuing its plans and long-term efforts to speed up action to achieve gender equality to increase female management positions on gender equality through strong laws that focus on education, work, and the business world;
14. *Calls upon* all Member States, the UN, and other appropriate international, regional and subregional organizations to continue to aim towards the fulfillment of the SDGs, particularly with regard to the rights of women and fostering female leaders, such as:
 - a. SDG 5 on gender equality to protect women's empowerment;
 - b. SDG 8 on decent work and economic empowerment to protect women's status

in their jobs and their right to decent work.