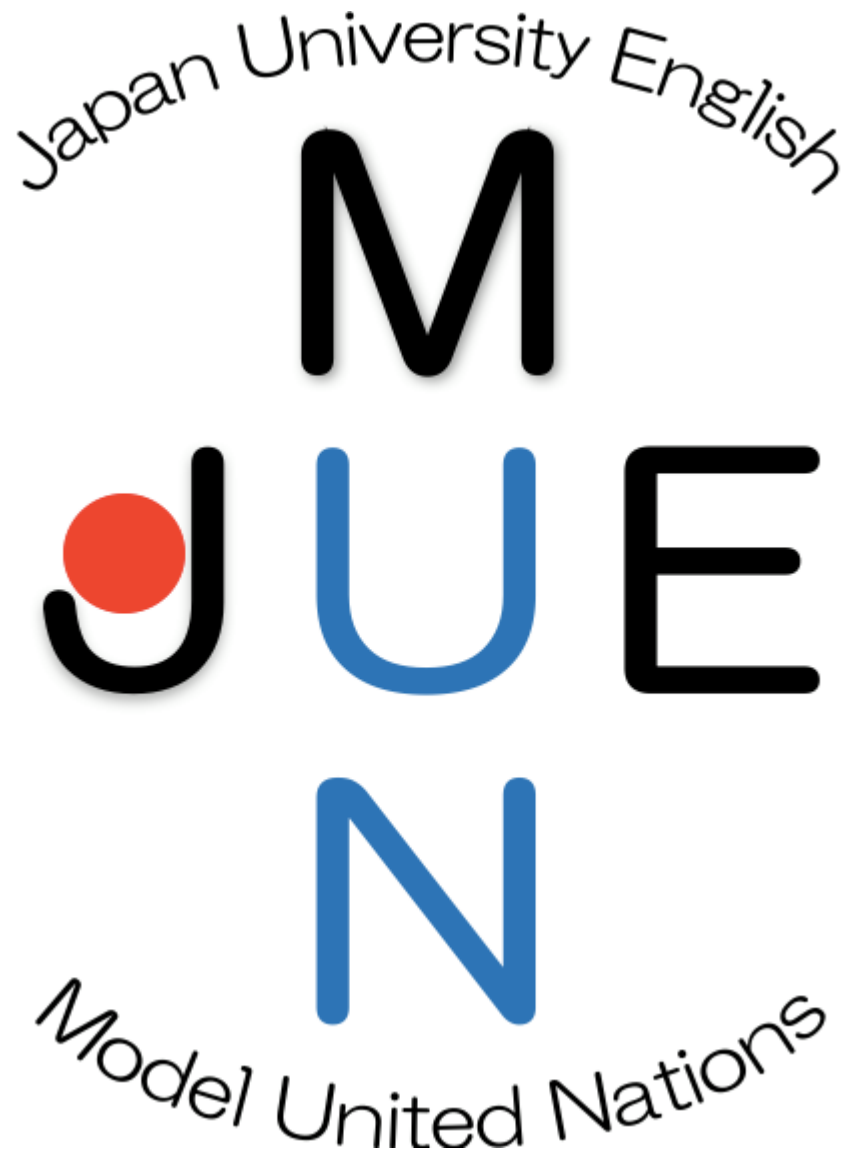


Meeting 2: Empowering Women's Economic Participation



Authors:

UN Women: Miyu Higuchi - Secretary General - Kobe City University of Foreign Studies &

Toi Fuchigami - Secretary General - Kobe City University of Foreign Studies

Committee A: Christian Galera - Chair - MacEwan University

Committee B: Haruka Takahashi - Chair - Kobe City University of Foreign Studies

Committee C: Nana Shimamura - Chair - Notre Dame Seishin University

Committee D: Trisha Mae Sato - Chair - Kobe City University of Foreign Studies

Table of Contents

Table of Contents.....	2
Country Matrix.....	3
Conference Flow.....	3
UN Women.....	4
UN Women Structure.....	4
UN Women Mandate and Functions.....	5
Key Resolutions / Conventions for the Conference Theme.....	6
Basic Research Sources.....	7
Conference Theme: Building a Gender Inclusive Society.....	7
Meeting 1: Protecting Women and Girls from Gender-Based Violence.....	8
Meeting 2: Empowering Women's Economic Participation.....	8
Meeting 3: Integrating Women in Political Decision-Making and Peace-Building Processes.....	9
Committee A: Promoting shared responsibility for unpaid care and domestic work.....	9
Definitions.....	9
Facts & Problems.....	10
Past & Ongoing Actions.....	11
Key Resolutions / Conventions / Treaties.....	12
Research Links and Questions.....	13
Committee B: Promoting gender sensitive social protections.....	14
Definitions.....	14
Facts & Problems.....	14
Past & Ongoing Actions.....	15
Key Resolutions / Conventions / Treaties.....	17
Research Links and Questions.....	17
Committee C: Ensuring women's role in sustainable resource management and environmental protection.....	18
Definitions.....	18
Facts & Problems.....	19
Past & Ongoing Actions.....	20
Key Resolutions / Conventions / Treaties.....	21
Research Links and Questions.....	22
Committee D: Advancing access to Technical and Vocational Education and Training (TVET) to enhance women's entrepreneurship, creativity, and innovation.....	22
Definitions.....	22
Facts & Problems.....	23
Past & Ongoing Actions.....	25
Key Resolutions / Conventions / Treaties.....	27
Research Links and Questions.....	28

Country Matrix

	Committee A	Committee B	Committee C	Committee D
Africa	South Africa	Kenya	Nigeria	Egypt
	Morocco	Cote D'Ivoire	Zimbabwe	Uganda
	Gabon	Mauritania	Eritrea	Madagascar
	Gambia	Cameroon	Burkina Faso	Equatorial Guinea
Asia-Pacific	India	China	Japan	Republic of Korea
	Viet Nam	Saudi Arabia	Qatar	Thailand
	Lebanon	Bangladesh	Turkmenistan	Nepal
	Kazakhstan	Kyrgyzstan	Afghanistan	Tajikistan
Europe & Others	Canada	Australia	United Kingdom	France
	Denmark	Sweden	Latvia	Switzerland
	Albania	Bulgaria	Poland	Ukraine
	Ireland	Netherlands	New Zealand	Belgium
Latin America & Caribbean	Mexico	Cuba	Argentina	Brazil
	Peru	Chile	Trinidad and Tobago	Antigua and Barbuda
	El Salvador	Paraguay	Bolivia	Suriname
	Dominican Republic	Panama	Guyana	Columbia

Conference Flow

Day 1	Day 2	Day 3
Formal Session	Formal Session	Formal Session
Informal Session Regional Bloc	Informal Session Committee	Informal Session Regional Bloc
Formal Session	Formal Session	Formal Session
Informal Session Committee	Informal Session Regional Bloc	Informal Session Regional Bloc
Formal Session	Formal Session	Formal Session
Informal Session Committee	Informal Session Committee	Informal Session Regional Bloc
Formal Session	Formal Session	Formal Session
Informal Session Committee	Informal Session Committee	Informal Session Regional Bloc
Formal Session	Formal Session	Formal Session
	Informal Session Regional Bloc	Informal Session Committee
	Formal Session	Formal Session
	Informal Session Committee	
	Formal Session	
	Informal Session Committee	
	Formal Session	

UN Women

In 2010, the [United Nations Entity for Gender Equality and the Empowerment of Women \(UN Women\)](#) was created by the UN General Assembly (GA) in UN [GA resolution 64/289](#) (2010). Historically, the UN has faced challenges in funding, coordination, and efforts toward gender equality. The creation of UN Women marked a major milestone in UN history, strengthening prior efforts to advance women's rights. UN Women plays a crucial role in supporting intergovernmental bodies in formulating policies, helping Member States implement international standards through technical and financial support, forging partnerships with civil society, and leading the UN's work on gender equality and accountability through monitoring progress. As of 2024, [UN Women drives change in 109 countries](#), supporting 4 billion women and girls as a global advocate and partner for women's rights and gender equality. UN Women supports in particular the implementation of [Sustainable Development Goal 5](#), on achieving gender equality and empowering all women and girls, based on five strategic priorities in: 1) strengthening global norms and standards, 2) increasing women's leadership and political participation, 3) enhancing economic empowerment, 4) ending violence against women, and 5) promoting Women, Peace and Security (WPS) humanitarian actions. Together, these efforts position UN Women as an essential driver toward change for women and girls worldwide.

UN Women Structure

The [UN Women Executive Board](#) serves as the governing body of UN Women, providing intergovernmental support and supervision of its operations and activities. ECOSOC selects 41 Member States for 3-year terms: 10 from African States, 10 from Asian States, 4 from Eastern European States, 6 from Latin American and Caribbean States, 5 from Western European and other States, and 6 from the top-contributing countries. Specifically, the Executive Board provides guidance to UN Women representatives on operational matters, ensuring that its activities and strategies are consistent with the policy guidance issued by the GA and ECOSOC. It also monitors the organization's performance, approves its Strategic Plan, and discusses its budget, programmes, and activities. The Executive Board holds an annual session and two regular sessions each year, which discuss topics as required, and joint meetings with other UN entities, funds, and programmes that focus on overarching agendas. In addition, it holds inter-sessional meetings, informal briefings, and consultations to discuss

issues of specific interest to members. The Executive Board makes decisions by consensus, and they should be short, action-oriented, and address specific issues.

UN Women is unique in having two multi-tiered governance structures; one consists of the GA and ECOSOC and the Executive Board, which provides policy guidance to organizational operational activities to UN Women; the other consists of the GA, ECOSOC, and the [Commission on the Status of Women \(CSW\)](#), which oversees its support functions and offers normative policy guidance to UN Women. UN Women's operations rely primarily on three financial sources: voluntary contributions from governments, private-sector donations, and assessed contributions from the UN regular budget. UN Women is administered by the Under-Secretary-General and Executive Director, in accordance with policies set by the Executive Board. As the lead UN entity on gender equality, UN Women serves as the secretariat of the UN Commission on the Status of Women (CSW), the most significant global policymaking body focused on promoting gender equality and the empowerment of women. ECOSOC is responsible for establishing concrete linkages between the CSW and the Executive Board of UN Women to ensure consistency between the policy guidance set by the CSW and the operational strategies and activities approved by the Executive Board.

UN Women Mandate and Functions

UN Women seeks to advance women's rights, gender equality, and the empowerment of all women and girls. This is the UN organization that has primary responsibility for ensuring that every woman and girl realizes her full potential by delivering programmes, policies, and standards that protect women's rights. UN Women's work towards gender equality has two pillars: supporting international political negotiations to formulate global standards, and helping Member States implement those standards by providing expertise and financial support. The institution also collaborates with other UN entities to advance gender equality across a broad spectrum of human rights and human development issues, and coordinates their work to deliver greater results by optimizing the use of scarce resources.

As a standard-setting organization, UN Women is responsible for ensuring the equal and active participation of women at all levels of the UN system and for integrating a gender perspective into UN policies and programmes. UN Women's formation in 2010 aimed to accelerate progress on gender equality and empowerment of women by merging and strengthening four previously separated UN bodies: the Division for the Advancement of

Women, the International Research and Training Institute for the Advancement of Women, the Office of the Special Adviser on Gender Issues and Advancement of Women, and the United Nations Development Fund for Women. Before the founding of UN Women, these four organizations worked separately on international gender issues. Although the UN made significant progress in advancing gender equality through its actions, gender inequality remains deeply rooted in every society, with women suffering from violence and discrimination and being underrepresented in decision-making processes in every part of the world. The GA created UN Women to address these challenges and accelerate the pursuit of gender equality and women's empowerment worldwide, serving as a responsible driver that brings resources and manpower together for greater impact.

Key Resolutions / Conventions for the Conference Theme

[The Convention on the Elimination of All Forms of Discrimination against Women \(CEDAW\)](#) was adopted by the GA on 18 December 1979 and came into force in 1981 as an international treaty. Bringing the female half of humanity into the focus of human rights concerns, the convention plays an important role in ensuring the fundamental human rights, dignity, and worth of the human person, as well as the equal rights of men and women. CEDAW defines equality and how it can be achieved by establishing an international statement of women's rights and an action agenda for Member States to enable women to enjoy those rights.

[The Beijing Declaration and Platform for Action \(PFA\)](#) aims to achieve gender equality and human rights for all women and girls, everywhere. The Beijing Declaration was agreed by 189 Member States at the Fourth World Conference on Women in 1995. Each Member State establishes its own plan in accordance with the declaration, and the [Beijing Platform for Action](#) is the most comprehensive global policy framework and blueprint for action on women's empowerment and gender equality. The platform serves as a guideline, providing Member States with direction for their policy-making and programme implementation. Countries review their work and accomplishments every five years to sustain progress, while recognizing the urgency of gender equality.

In 2015, world leaders from all Member States adopted the [2030 Agenda for Sustainable Development \(2030 Agenda\)](#) and set the [Sustainable Development Goals \(SDGs\)](#), an urgent call to action for all countries, with 17 goals and 169 targets to be achieved worldwide by 2030. Each Member State works to implement the Agenda at the national,

regional, and global levels. While [SDG5](#) specifically targets gender issues, achieving gender equality and women's empowerment is integral to all 17 goals. UN Women set its [Strategic Plan 2026-2029](#) to meet the 2030 Agenda deadline, embarking on urgent and sustained action to achieve gender equality and the empowerment of all women and girls. Also playing a central role in monitoring and reporting on SDG progress through the [SDG indicators](#), UN Women publishes the annual [Gender Snapshot](#), a report on gender equality across all SDGs.

Basic Research Sources

- [CIA World Factbook, Country Profiles](#)
- [Ministry of Foreign Affairs of Japan, Countries and Regions](#)
- [UN Women, Country Fact Sheet](#)
- [UN Women, Global Database on Violence against Women and Girls](#)
- [World Development Indicators | DataBank](#)

Conference Theme: Building a Gender Inclusive Society

As the lead agency for girls and women in the UN system, UN Women plays a role in promoting gender equality and women's empowerment worldwide. Today, women and girls continue to face major barriers, including gender-based violence, limited economic opportunities, and unequal participation in political life and peacebuilding. Specifically, in the financial and social aspects, both physical and mental violence negatively affect their well-being and prevent women from fully participating in society. Women also remain excluded from many economic opportunities and are disproportionately engaged in unpaid care and domestic work, which limits their ability to realize their economic potential. In political and peace processes, women's voices are underrepresented in decision-making and negotiations, despite their abilities to strengthen resilience and contribute to inclusive peace. Regardless of their situation, every woman and girl must be protected from violence and empowered with resources and opportunities.

[The Universal Declaration of Human Rights](#), proclaimed by the GA in 1948, affirms the principle of the inadmissibility of discrimination and declares that all human beings are born free and equal, without distinction of any kind, including gender. Still, oppression towards women and girls persists in every social context, making them especially vulnerable to poverty, hunger, climate disasters, and a variety of other problems. Ten per cent of women

live in extreme poverty, and an estimated 351 million women and girls could still be trapped in extreme poverty in 2030. About 26 per cent of women are facing food insecurity, which is a population of 64 million more than men. One in five girls is married before turning 18, and four million girls undergo female genital mutilation (FGM) each year, half of them before turning 15. UN Women's latest report, [Women's Rights in Review 30 Years After Beijing](#), published in 2024, also states that one in four countries reported a backlash on women's rights. Despite continuous efforts by governments and international organizations, including UN Women, we still have a long way to go to achieve gender equality worldwide. It is our duty to build a gender-inclusive society where women and girls can enjoy their rights, and everyone can reach their full potential, regardless of gender.

Meeting 1: Protecting Women and Girls from Gender-Based Violence

[Gender-based violence \(GBV\)](#), defined by the United Nations Committee on the Elimination of Discrimination against Women, is violence that is directed against a woman because she is a woman or that affects women disproportionately. GBV is a form of discrimination that hinders women's ability to enjoy their rights and freedom, and women and girls have been facing this violation of human rights. GBV is deeply rooted in society, occurring in settings such as schools, workplaces, health care systems, and households. Today, almost 1 in 3 women have experienced physical and/or sexual violence globally. Every 10 minutes, a woman or a girl is killed by a partner or member of her own family. It is essential for international entities, including UN Women, to work towards eliminating GBV and to involve both men and women in gender-related actions, fostering shared responsibility for a more equitable, inclusive, and resilient society.

Meeting 2: Empowering Women's Economic Participation

Supporting women's [economic empowerment](#) is one of the most effective ways to advance gender equality and promote more inclusive economic development, as women make enormous contributions to economies, whether in business, farming, entrepreneurship, or as employees. However, gender inequalities remain entrenched in every society, leaving women lacking access to decent work and facing occupational segregation and a gender pay gap. They also remain disproportionately affected by poverty, discrimination, and exploitation, restricting the prospects of women contributing to economic and social aspects. UN Women advocates for women's ability to secure decent jobs and influence institutions

and public policies by engaging partners around the Beijing Platform for Action and CEDAW.

Meeting 3: Integrating Women in Political Decision-Making and Peace-Building Processes

[Women's leadership and political participation](#) are restricted both locally and globally. Especially, in the current global peace and security contexts, with war and violent conflicts threatening women and girls' lives, women play critical roles in leading movements for the [Women, Peace and Security \(WPS\)](#) agenda. Despite the prospect that women's participation in democratic governance and peace processes contributes to longer, more resilient peace after conflicts, women are excluded from peace processes, negotiations, and decision-making. Given the 2030 Agenda for Sustainable Development's call to leave no one behind, the UN must work to eliminate obstacles to participation in political life and promote peace by supporting women's participation in preventing conflict and building peace. UN Women supports women's representation by providing programmes and knowledge to ensure women's participation and inclusion across all aspects.

Committee A: Promoting shared responsibility for unpaid care and domestic work

Definitions

Unpaid Care is defined by the [International Labour Organization \(ILO\)](#) as a range of services that individuals provide within households for family members and other community members. According to [UN Women](#), Unpaid Care Work is the daily labour that would usually fall under the workload of women and girls. This usually covers tasks such as raising children, looking after older, ill relatives, and doing household chores such as cleaning, cooking and many more. In 2011, the [International Labour Organization \(ILO\)](#) defined Domestic Work in Article 1 of the Domestic Workers Convention (No. 189) (2011) as “work performed in or for a household or households”. Additionally, according to the [United Nations Economic and Social Commission for Western Asia \(UNESCWA\)](#) Domestic Work is manifested through housework, including tasks like sweeping, cleaning dishes, doing laundry,

cooking, and caring for children, along with similar household duties performed for an employer in exchange for pay.

Defined by [UN Women](#)'s Intersectionality Resource Guide and Toolkit, Intersectionality refers to recognizing that people's experiences are influenced by their identities, relationships, and broader social conditions. Combined together, these factors can overlap to produce intertwined forms of advantage and disadvantage, depending on someone's circumstances and power structures that are at play, such as patriarchy, ableism, colonialism, imperialism, homophobia, and racism. According to the [United Nations Economic Commission for Europe](#), Gender Pay Gap is defined as the difference between what men and women earn and is measured by comparing women's average pay from employment to men's. This can be typically expressed as the gap between men's and women's average earnings, shown as a percentage of men's average earnings.

Facts & Problems

According to the *Care Work and Care Jobs for the Future of Decent Work Report* (2018) by the [ILO](#) women perform 76.2 per cent of the total amount of unpaid care work globally, this is 3.2 times more time than men. In addition, this report also shows that women and girls are spending around 16 billion hours every day on Domestic Work. Globally, unpaid care work is heaviest for girls and women in middle-income Member States, especially those who are married and adult, have lower levels of education, live in rural areas, and have children who are not yet school-aged. As stated by [UN Women](#), while unpaid care work carries a central role in the global economy, it is still heavily undermined by a lack of recorded statistics and the way it is valued. Despite the fact that women perform just over half of all work worldwide (52%), and almost half of that labour is unpaid, this remains often overlooked by governments, with its invisibility in the Gross Domestic Product (GDP). Reinforcing the economic value of unpaid care work [UN Women](#) states that if women's unpaid care work were assigned a financial worth, it would amount to more than 40% of GDP in some Member States, which would surpass the economic output of sectors such as manufacturing or transportation.

In line with the achievement of the [United Nations](#) 2030 Agenda for Sustainable Development (2030 Agenda) (2015), Sustainable Development Goal (SDG) 5: Gender Equality is among those that need improvement, with emphasis on Target 5.4: Value Unpaid

Care and Promote Shared Domestic Responsibilities. According to [UN Women](#) data, the gender gap is still widening in the Arab region, where women continue to spend far more time than men on unpaid care work, around 17 to 34 hours each week, while men contribute only about 1 to 5 hours weekly, depending on the country. Based on the adopted [United Nations](#) General Assembly (GA) resolution 77/317 (2023), “International Day of Care and Support,” there must be further recognition of the need to adopt further measures to reduce, redistribute, and properly value unpaid care and domestic work by encouraging women and men to share household responsibilities equally.

Additionally, women have continuously faced economic challenges with the widening gender pay gap. [UN Women](#) has projected that almost 10% of women and girls worldwide are living in households experiencing extreme poverty. This is roughly one percent higher than the rate for men and boys. While this is seemingly a small difference, this amounts to about 22 million more women than men surviving on less than the most basic necessities, while many others remain only slightly above the poverty line, facing serious deprivation. Furthermore, UN Women indicates that around 770 million women globally earn a living in the informal sector, which further perpetuates the gender pay gap. Moreover, [UN Women](#) reports that this number is even higher for women in low-income countries with more than 90 percent employed in the informal sector. In 2022, the labour participation rates for women aged 25–54 were 61.4%, while the corresponding rate for men was 90.6%. Lastly, the gender wage gap is estimated at about 20%, which means women earn roughly 80% of what men earn. However, these numbers underestimate the true size of the pay gap, especially in developing countries, where informal and self-employment are widespread.

Past & Ongoing Actions

Due to the global effects caused by the COVID-19 pandemic, [UN Women](#) launched an #HeForSheAtHome Campaign to combat the growing concerns of gender inequality within homes, as millions found themselves confined indoors. With billions of people trapped in their homes during the pandemic, women were placed at great risk due to their increased household workloads, such as cooking, cleaning, and caring for children, as well as for people who are sick or elderly. This campaign aimed to highlight the unfair and unequal burden that women experienced, which have invited men to do their fair share of work.

In 2022, UN Women launched an 5R updated Toolkit titled, “[A toolkit on paid and unpaid care work: From 3Rs to 5Rs](#).” This updated toolkit version follows the International Labour Organization (ILO)’s “5R framework for decent care work: Recognize, Reduce, and Redistribute unpaid care work” and “Reward and Represent paid care work through the promotion of decent working conditions and ensuring workers’ voice through representation, social dialogue, and collective bargaining.” This toolkit is a product of the previous original version from the [2017 UN Secretary General’s High-Level Panel on Women’s Economic Empowerment](#) titled, "Toolkit on recognizing, reducing and redistributing unpaid work and care," (2016). This toolkit expands resources by adding reports, tools, and videos, along with new sections that emphasize the importance of “Reward” and “Representation” for paid care workers. This also encourages factoring in "Resilience" of care systems in how well they can adapt in times of global crises throughout the 5R Framework.

In partnership with the United Nations Economic Commission for Europe (UNECE) and UN Women, the “[UNECE - UN Women series: Rethinking care economy and empowering women for building back better](#)” was brought into action as a part of the project “Strengthening social protection for pandemic response.” This project aims to improve care policies using a gender-focused approach. This was implemented with the support of UN regional commissions and other collaborating partners, including UN Women’s regional offices. This series also focused in depth on rethinking the care economy while empowering women amid the COVID-19 pandemic response efforts.

Key Resolutions / Conventions / Treaties

[General Assembly \(GA\) resolution 77/317](#) (2023) stresses that care and support are not only important to families and individuals but also improve social and economic progress. This resolution proclaims this by recognizing the 29th of October as the International Day of Care and Support, which raises awareness of the importance of care and support in relation to gender equality and an inclusive care economy.

[General Assembly resolution 78/150](#) (2023) underscores the importance of achieving gender equality and empowering women and girls as an essential asset to global progress. The GA resolution 78/150 further recognizes that unpaid care and domestic work remains invisible, undervalued and unaccounted for in national statistics, and neglected in economic and social policymaking, and that women and girls, including adolescent girls, undertake a

disproportionate share of unpaid care and domestic work from one generation to the next.

The [International Labour Organization 112/Resolution V](#) (2024) is of importance due to its focus on care work being essential to people's well-being, economic productivity, and sustainable development. It also urges the need for immediate action on decent work and the care economy, as care work is highly demanding and often requires high levels of skill and specialized knowledge; these skills are not always fully recognized or valued accordingly.

[General Assembly resolution 80/152](#) (2025) highlights the importance of the care economy and its contributions to the Sustainable Development Goals (SDGs) and their targets. Specifically to target 5.4, which recognizes and values unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.

Research Links and Questions

- [A TOOLKIT ON PAID AND UNPAID CARE WORK: FROM 3Rs TO 5Rs](#)
 - [Informal and precarious work: Persistent inequalities exacerbated by the global pandemic](#)
 - [UN Women- Unpaid Care Work and Economy](#)
 - [Care systems in West and Central Africa](#)
1. What are the obstacles to bilateral, regional, and interregional cooperation on these issues when each Member State has a different focus on women in the care economy?
 2. What capacity-building activities should occur within Member States, NGOs and IGOs to fill implementation gaps for a better care economy?
 3. What measures can be taken to acknowledge that care work in the informal economy must also be protected?
 4. What policy changes can Member States implement to protect and support women and girls in participating in the care workforce and utilize this for their future?
 5. What are some specific ways your Member State could promote gender equality in areas of the informal economy?

Committee B: Promoting gender sensitive social protections

Definitions

According to [the International Labour Organization \(ILO\)](#), social protection (social security) is government-provided benefits meant to support individuals at unstable stages of their lives, for example, when they are unemployed, pregnant, disabled, etc., particularly individuals facing risks such as poverty and social exclusion. Social protection funding is typically gathered through citizen contributions (e.g., taxation). It is important to consider social protection from the perspective of gender equality, as it can help address inequalities in employment opportunities or income security that affect different genders. As stated by [the ILO](#), social protection floors (SPF) are nationally defined guarantees (not collected through citizen contributions) that ensure all people in need have access to essential health care and basic income security throughout the life cycle. SPF also contributes to reducing access inequality caused by gender differences.

Facts & Problems

Despite global efforts to expand universal social protection, significant structural gaps remain. [UN Women's flagship report 2024](#) reveals that 3.8 billion people remain entirely unprotected, especially in low-income countries. One of the reasons many people are excluded is that social protection systems are designed around formal, full-time employment, which women are less likely to have due to unpaid care responsibilities and informal work, as [UN Women's report "Making Social Protection Floors Work for Women" \(2015\)](#), revealed that women even tend to receive unequal social protection because of their lower participation in formal employment, lower wages, and disproportionate care responsibilities, concluding that women are less likely to qualify for social protection benefits because of structural barriers. And the lower earnings and lower protection reduce women's access to benefits over time, as [the ILO Global Wage Report](#) shows that women who are employed in low-paid occupations and sectors with high levels of informality result in lower pensions and social protections, which may not prevent poverty or reduce inequality.

Additionally, [UN Women](#) reports that only 21% of social protection measures were gender-sensitive from 2022 to 2023, when the cost-of-living crisis was caused by the

COVID-19 pandemic and the war in Ukraine (18% targeting women's economic security and 3% addressing unpaid care). This means that only 207 gender-sensitive social protection measures addressing the cost-of-living crisis were implemented across 100 countries or territories worldwide, indicating that most existing policies fail to meet the specific gender-sensitive needs. Furthermore, a [UN Women report](#) shows that more than 63 percent of women worldwide still give birth without access to maternity benefits, which not only harms women's health, but contributes to the perpetuation of poverty across generations because of a lack of support to both their health and well-being and that of their children.

Past & Ongoing Actions

[The Global Accelerator on Jobs and Social Protection for Just Transitions](#) was launched in September 2021 by the UN Secretary-General. It brings together Member States, United Nations organizations, international financial institutions, public development banks, social partners, civil society and the private sector. The initiative aims to create at least 400 million decent jobs, primarily in the green, digital and care economies, and extend social protection coverage to the 3.8 billion people who are currently excluded. And it also contributes to achieving the SDGs goals on social protection at the same time.

Furthermore, UNICEF launched a research programme exploring the gender-transformative potential of social protection, [Gender-Responsive Age-Sensitive Social Protection \(GRASSP, 2019-2024\)](#). During the research, a total of 11 case studies were conducted across nine countries (Angola, Burkina Faso, Democratic Republic of Congo, Ethiopia, Mali, Mexico, Tanzania, Uruguay and Viet Nam). Some of the key findings from the research are as follows; the cash transfer programmes had positive impacts on women's economic participation (particularly during the COVID-19 period), access to schooling, and the utilization of health care (including sexual and reproductive health).

Another action that has been taken is [ILO's Global Flagship Programme on Building Social Protection Floors \(SPF\) for All \(2016-2025\)](#), a global initiative launched in 2016 to support its Member States in developing sustainable social protection systems. According to the report, the Programme has already contributed to 148 institutional changes in 50 priority countries and increased legal and effective coverage for over 50 million people. The programme has several pillars to act upon including the endorsement of new social protection

strategies, the adoption of a social protection law or legal framework, and the operationalisation of policy to improve the social protection system.

Additionally, [Global Coalition for Social Justice Forum](#) operated by the ILO is a platform where Member States can exchange their knowledge and experience with each other. At the latest forum, Member States and partners urged stronger collective action to realize the Doha Declaration, which covers a wide range of issues that not all of them are directly connected to social protection, however, ‘Advocating for Social Dialogue and social protection’ and ‘Accelerating Gender Equality, including through the Equal Pay International Coalition’ were some of the topics discussed in the forum.

Moreover, the [World Survey on the Role of Women in Development \(2024\)](#) reports that the use of digital technology in social protection systems has significant potential for enhancing access, accelerating delivery, and facilitating integrity, transparency and accountability, however, it also poses new risks, as group of women, girls and gender diverse people may face barriers to access, without policies to guide digitalization with a clear set of obligations in line with international human rights standards, and human-centred and gender-responsive design principles.

Key Resolutions / Conventions / Treaties

To establish internationally recognized minimum standards for social security systems, the ILO adopted the [Social Security \(Minimum Standards\) Convention](#), 1952 (No.102), which is the flagship of all ILO social security Conventions. It defines nine branches of social security, including medical care, sickness benefit, unemployment benefit, old-age benefit, employment injury benefit, family benefit, maternity benefit, invalidity benefit, and survivors' benefit. It requires that only three of these branches be ratified by Member States, allowing step-by-step extension of social security coverage by ratifying countries. Furthermore, [Equal Remuneration Convention 1951 \(No.100\)](#) was adopted by the ILO, which promotes equal pay for work of equal value independent of whether it is performed by men or women. Each State Party must report on the current state of implementation every three years so that the ILO's Committee of Experts can supervise the progress.

Additionally, [the International Covenant on Economic, Social and Cultural Rights \(ICESCR\)](#) was adopted by the United Nations General Assembly in 1966 and entered into force in 1976. It focuses on the basic human rights from the perspective of the principles proclaimed in the Charter of the United Nations. Particularly in the article 9, it emphasizes the right of everyone to social security, including social insurance.

Research Links and Questions

- [UN Women Data Hub](#)
 - [Towards Gender-responsible Social Protection Strategies: A-Four-Step Checklists](#)
 - [Making national social protection floors work for women\(UN Women\)](#)
 - [The social protection platform\(ILO\)](#)
 - [The ILO Social Protection Floors Recommendation, 2012 No. 202\(ILO\)](#)
 - [Social Protection and Labor\(World Bank\)](#)
1. How can social protection itself be ‘gender sensitive’? Are there any measures in your Member States or international organizations?
 2. Are there any existing social protections which include gender-sensitive perspectives in your Member State? If so, how are they implemented and what are the outcomes?
 3. What roles do the government in your Member States, international organizations, and other communities play in this committee issue? Who should be responsible in this field, governments themselves or through collaboration with several institutions?
 4. What can be the main challenges in ensuring gender sensitive social protection in your Member States, does it have any specific barriers or obstacles?

Committee C: Ensuring women’s role in sustainable resource management and environmental protection

Definitions

For this committee, sustainable resource management refers to the responsible and efficient use of natural resources such as land, water, forests, and energy to meet present needs without compromising the ability of future generations to meet their own needs.

According to [the United Nations Development Programme \(UNDP\)](#), women play a central

role in the management and use of natural resources in many parts of the world, particularly in rural areas where they are often primary managers of land and water resources. However, women frequently face barriers to accessing productive resources, decision-making, and economic opportunities related to resource management.

Environmental protection refers to actions and policies that conserve ecosystems, reduce environmental degradation, and address major global challenges such as climate change and biodiversity loss. According to [the United Nations Environment Programme \(UNEP\)](#), gender equality and environmental sustainability are closely interconnected, and climate action efforts must consider gendered impacts and women's leadership in environmental solutions. Women are often disproportionately affected by environmental challenges while also possessing critical knowledge and experience in resource management. For example, women in daily life go to distant places to fetch water and cultivate plants. Therefore, they know where water tends to form and how to grow crops suited to the environment. According to [UN Women](#), ensuring women's role in environmental decision-making strengthens both gender equality and long-term environmental sustainability.

Facts & Problems

The issues of ensuring women's role in sustainable resource management and environmental protection are closely linked to global challenges such as climate change, food security, and poverty reduction. According to [UN Women](#), climate change increases existing gender inequalities and has a disproportionate impact on women and girls, affecting their livelihoods, health, and safety. As the [United Nations](#) explains, in many developing countries and rural regions, women depend heavily on natural resources such as land, water, and forests for their daily lives. As a result, climate change related disasters, including droughts, floods, and extreme weather events, increase the burden on women to secure food, water, and fuel. Women are more likely to face economic insecurity because they have less access to income and resources. This makes it harder for them to recover from environmental disasters. In addition, climate related crises can damage healthcare systems and reduce women's access to basic health services, including maternal care. Women and girls may face greater safety risks, such as gender based violence. This risk is higher during displacement or resource shortage. Unequal access to natural and productive resources prevents effective and sustainable

resource management and contributes to environmental degradation, including deforestation. The UN reports that if women had the same access to productive resources as men, agricultural yields could increase by 20–30%, potentially providing food for over 100 million additional people. This would also reduce pressure to convert forests into agricultural land, supporting environmental protection.

Women also play a critical role in agriculture and food production. According to [the Food and Agriculture Organization \(FAO\)](#), women make up approximately **43%** of the global agricultural labour force and are responsible for producing between 60% and 80% of food in developing countries. Despite their contribution, women face greater difficulties than men in accessing land ownership, credit, technology, and productivity-enhancing inputs. These inequalities reduce agricultural productivity and limit the adoption of environmentally sustainable farming practices. As explained by [UN Women](#) and [Gender Snapshot 2025](#), climate change may push up to 158 million more women and girls into poverty (16 million more than the total number of men and boys) by 2050. Even today, 47.8 million more women face food insecurity and hunger than men. These impacts are especially severe in regions such as sub-Saharan Africa, South Asia, and other climate-vulnerable developing regions.

Past & Ongoing Actions

UN Women plays a leading role in promoting women's economic participation and leadership in sustainable resource management and environmental protection. In partnership with the [United Nations Framework Convention on Climate Change \(UNFCCC\)](#), UN Women works to include gender perspectives in global climate policies through international frameworks such as the Gender Action Plan and [the Enhanced Lima Work Programme on Gender](#). These frameworks aim to address gendered vulnerabilities to climate change by ensuring that women's voices are reflected in climate negotiations, adaptation strategies, and national policies. As a result, women are better able to participate in environmental decision-making and contribute to long-term climate resilience.

At the regional and community levels, [UN Women](#) implements programs that support women as key actors in natural and sustainable resource management. In cooperation with the UNDP, the [UNEP](#), and the FAO, UN Women provides training, leadership opportunities, and access to productive resources in areas such as agriculture, water management, and forest conservation. These joint programs also help reduce women's daily burden, including

collecting water and fuel and managing household resources, especially in regions affected by climate change and resource shortages. By improving women's skills and economic opportunities, these initiatives support both better livelihoods and environmental sustainability.

Furthermore, UN Women's activities are guided by its [Strategic Plan 2022–2025](#) and continue under the [Strategic Plan 2026–2029](#). These strategic frameworks prioritize women's economic empowerment and gender-responsive climate action, and emphasize women's leadership in natural resource management and climate adaptation. By strengthening women's access to natural resources and decision-making power, these initiatives help reduce food insecurity and protect women's and girls' access to education and health services. For example, these frameworks support programs that provide women with training in sustainable agriculture, improve access to land and water resources, and promote women's participation in local and national environmental decision-making processes. Through gender-responsive policies and inclusive development strategies, aligned with the goals of the United Nations, UN Women promotes long-term solutions that benefit women, local communities, and the natural environment.

Key Resolutions / Conventions / Treaties

[The Enhanced Lima Work Programme on Gender](#) was adopted under the United Nations Framework Convention on Climate Change to strengthen gender equality in global climate action. The programme focuses on increasing women's participation in climate decision-making, improving gender-responsive climate policies, and supporting women's leadership in climate solutions. It also recognizes that women are often more vulnerable to climate change due to unequal access to resources and decision-making power.

[The Gender Action Plan](#) developed under this programme provides practical guidance for governments to integrate gender perspectives into climate policies and national adaptation strategies. As a result, many countries have begun to include gender considerations in their climate action plans and environmental policies. [The Strategic Plan 2022–2025](#) outlines the main priorities of UN Women in promoting gender equality and women's empowerment. One key focus of the plan is women's economic participation and leadership in climate action and sustainable development. The document highlights the importance of supporting women's role in natural resource management, agriculture, and environmental protection. It also

emphasizes partnerships with other UN agencies and governments to expand programs that strengthen women's access to resources, training, and leadership opportunities. Through this strategy, UN Women has increased global efforts to support women as key actors in climate resilience and sustainable resource management.

Research Links and Questions

- [How gender inequality and climate change are interconnected | UN Women](#)
 - [Why women need to be at the heart of climate action | UN Women](#)
 - [What we do: Economic empowerment | UN Women](#)
 - [Gender and climate action | UNEP - UN Environment Programme](#)
 - [Progress on the Sustainable Development Goals: The Gender Snapshot 2025](#)
 - [UN Women Strategic Plan 2022-2025](#)
 - [UN Women Strategic Plan 2026-2029](#)
1. How does climate change create gendered vulnerabilities for women and girls in your Member State or region?
 2. In what ways are women and girls responsible for managing or collecting natural resources such as water, fuel, or food in your Member State or region?
 3. How does the lack of natural resources, such as water or arable land, affect the daily lives, health, and economic opportunities of women and girls?
 4. What national policies or programs exist in your country to support women's participation in sustainable resource management and environmental protection?
 5. How can international cooperation strengthen women's leadership in environmental decision-making and climate action?

Committee D: Advancing access to Technical and Vocational Education and Training (TVET) to enhance women's entrepreneurship, creativity, and innovation

Definitions

Technical and Vocational Education and Training (TVET) refers to education and training programmes that focus on equipping individuals with practical skills, applied

knowledge, and competencies required for specific occupations or self-employment. TVET covers a wide range of fields, including engineering, information and communication technology (ICT), business, manufacturing, health services, and creative industries. Unlike academic education, TVET emphasizes hands-on learning and workplace-relevant skills. At the international level, [UNESCO](#) coordinates global efforts on TVET through the UNESCO-UNEVOC Network, which promotes cooperation, quality improvement, and inclusive access to vocational education worldwide. In addition, [TVET](#) programmes may include training in entrepreneurship, digital literacy, and innovation skills, enabling learners to apply technical knowledge to business creation, problem-solving, and creative activities.

Women's economic participation and entrepreneurship refer to women's involvement in economic activities, including formal employment, self-employment, and business ownership. Entrepreneurship includes the process of creating, developing, and managing enterprises, as well as introducing new ideas, products, or services. Enhancing women's participation in economic life is a core objective of [UN Women](#), which works to ensure that women have access to skills development, innovation opportunities, and supportive economic systems. [UN Women](#) emphasizes the role of education, technology, and innovation in enabling women to contribute fully to economic growth and sustainable development.

STEM (Science, Technology, Engineering, and Mathematics) refers to academic and technical disciplines that are closely linked to technological advancement, innovation, and industrial development. STEM skills are increasingly integrated into TVET programmes, particularly in areas such as digital technology, engineering trades, and applied sciences. International organizations, including UNESCO and UN Women, recognize STEM education and training as essential components of modern skills development and innovation ecosystems. At the international level, UNESCO plays a central role in promoting STEM education as part of its mandate to advance inclusive and quality education. [UNESCO: From access to empowerment](#) highlights STEM education as essential for building skills relevant to innovation, creativity, and future-oriented labour markets. In addition, [UN Women: Innovation and technology](#) emphasizes the importance of women's participation in STEM fields to strengthen women's economic empowerment through technology and innovation.

Facts & Problems

TVET plays a crucial role in equipping individuals with practical and job-relevant skills. Despite its importance, access to TVET remains unequal between women and men in many regions. According to [Access, Equity & Quality](#) data, women are underrepresented in vocational education compared to general education pathways. Highlighting [UIS Data](#), women account for only around 43 percent of students enrolled in upper secondary TVET programmes. In addition to enrollment gaps, women's participation in TVET is often concentrated in traditionally “female-dominated” fields such as caregiving, hospitality, and textiles, while they remain significantly underrepresented in high-paying technical sectors like engineering, construction, and information technology. For example, [UNESCO and ILO: Building Better Formal TVET System](#) data indicate that in many countries, women make up less than 20–30 percent of students in engineering and industrial TVET programmes. Structural barriers such as gender stereotypes, limited access to career guidance, safety concerns, and a lack of female role models further discourage women from entering these fields. As a result, even when women access TVET, the skills they acquire often lead to lower wages and less stable employment, reinforcing existing gender inequalities in the labour market.

Gender inequality is particularly evident in STEM-related education and training. [UNESCO: Girls' and Women's Education in STEM](#) reports that women represent approximately 35 percent of students enrolled in STEM disciplines worldwide, and their participation has remained largely stagnant over the past decade. The gap is especially pronounced in fields such as engineering, information and communication technology (ICT), artificial intelligence, and advanced digital technologies, where women often account for less than 20 percent of students. Beyond enrollment numbers, women also face structural barriers within STEM education systems. [Boosting gender equality in science and technology](#) indicates that gender stereotypes, lack of female role models, limited career guidance, and male-dominated learning environments discourage girls from pursuing STEM pathways from an early stage. Even when women enter STEM education, they are more likely to drop out or transition into non-technical roles due to limited institutional support and unequal access to internships, research opportunities, and industry networks. As STEM skills are increasingly linked to innovation, productivity, and future-oriented economic growth, the

underrepresentation of women results in a loss of talent and reinforces gender inequality in emerging sectors.

Structural and institutional barriers significantly influence women's participation in TVET and STEM-related training. [UNESCO-UNEVOC](#) research shows that gender stereotypes within education systems often shape career choices from an early stage. Technical and vocational fields such as engineering and information technology are frequently perceived as male-dominated, which discourages girls from pursuing these pathways. In addition, limited access to gender sensitive learning environments, including safe facilities, flexible training options, and female role models, can reduce women's enrollment and retention in TVET programmes. [UNESCO | Boosting gender equality in science and technology in TVET](#) highlights that girls and young women often receive insufficient or biased career guidance, which limits awareness of the employment and entrepreneurial opportunities linked to technical and vocational skills. Economic constraints, such as training costs and limited financial support, also restrict access. Together, these factors contribute to persistent gender imbalances in TVET systems and reduce women's ability to fully benefit from skills development.

Limited access to TVET and STEM education significantly limits women's economic participation and entrepreneurship, as technical skills, digital literacy, and applied knowledge are essential for innovation and business development. According to [Technology and Gender Equality—Bringing Women and Girls to the Centre of Innovation | United Nations](#), women remain underrepresented in STEM, accounting for only about 35% of STEM students and holding less than 30% of jobs in the global technology sector by 2023. Moreover, 58% of women in developing regions work in informal or low-income employment, limiting their opportunities for stable income and enterprise growth as [Statistical Picture - WIEGO](#) highlighted. Therefore, women are less likely to participate in high-growth industries, have reduced access to network, financing, and decision-making, which ultimately restricts their full economic empowerment at both national and global levels.

Past & Ongoing Actions

Several global and regional initiatives have been implemented to expand women's access to Technical and Vocational Education and Training (TVET), entrepreneurship, and

innovation-related skills. These efforts aim to reduce gender gaps in skills development, employment, and business opportunities:

1. [Our Programme | UN Women – Asia-Pacific](#): WeEmpowerAsia initiative operates across seven Asia-Pacific countries (China, India, Indonesia, Malaysia, the Philippines, Thailand, and Viet Nam) and has measurable targets such as activating 700 companies, catalyzing 700 women entrepreneurs, and impacting an estimated 700,000 people through improved access to practices, demonstrating a scalable model.
2. [Making innovation and technology work for women | UN Women Knowledge portal](#): UN Women promotes women's access to digital skills, technology, and innovation through initiatives focusing on ICT training, digital entrepreneurship, and creative industries. These efforts aim to close the gender digital divide and support women's participation in innovation-driven economies.
3. [UNESCO-UNEVOC Network | Boosting gender equality in science and technology in TVET](#): Coordinated by UNESCO, the UNESCO-UNEVOC Network connects TVET institutions worldwide and promotes gender-responsive TVET policies. The network supports capacity building and the sharing of best practices to encourage women's participation in technical and STEM-related fields.
4. [International Labour Organization | The Women's Entrepreneurship Development programme](#): Implemented by the International Labour Organization, programmes such as ProGRESS which focuses on transforming labour market systems through gender-responsive policies, strengthened institutional frameworks, and expanded access to advanced skills training. Moreover, the Women's Entrepreneurship Development (WED) aims to enhance women's entrepreneurial capacities by improving access to finance, markets, and business development services.
5. [UNICEF | Skills4Girls](#): UN Women, UNESCO, ILO and UNICEF work with governments and private-sectors to expand women's access to skills training. This programme supports young women's participation in STEM, digital skills, and entrepreneurship, particularly in developing countries.

Key Resolutions / Conventions / Treaties

[General Assembly Resolution 69/313: Addis Ababa Action Agenda of the Third International Conference on Financing for Development](#) promotes investments in education, vocational training, and entrepreneurship development. It calls on governments and international organizations to strengthen financial inclusion, skills development, and economic opportunities for women. [ILO Convention C142 - Human Resources Development Convention, 1975 \(No. 142\)](#) focuses on the development of comprehensive and coordinated policies on vocational guidance and training. In particular, Article 2 emphasized the importance of providing accessible vocational guidance and training opportunities for all individuals, thereby promoting equal access to skills development. These provisions are especially relevant in enhancing women's participation in technical fields, entrepreneurship, and innovation.

[UN General Assembly Resolution 74/128: Entrepreneurship for Sustainable Development \(2019\)](#) highlights entrepreneurship as a key driver of sustainable economic growth and encourages Member States to strengthen entrepreneurship ecosystems through education, training, and innovation support. It also emphasizes improving access to resources, finance, and skills training for women entrepreneurs. [UN General Assembly Resolution 76/216: Education for Sustainable Development in the framework of the 2030 Agenda \(2021\)](#) promotes inclusive and quality education systems that equip learners with practical skills for innovation, entrepreneurship, and sustainable development. It emphasizes equal access to education and skills development opportunities for women and girls. [UNESCO Strategy for Technical and Vocational Education and Training \(TVET\) 2022–2029](#) titled, “Transforming TVET for Successful and Just Transitions”, provides a global framework to strengthen vocational education systems and improve skills development for employment and entrepreneurship. The strategy supports countries in adapting TVET systems to changing labour markets, technological development, and sustainable economic growth.

Research Links and Questions

- [UN Women – Headquarters | What we do: Economic empowerment](#)
- [TVET Systems and Global Cooperation |UNESCO-UNEVOC](#)
- [International Labour Organization – Women's Entrepreneurship Development Programme](#)

- [UNESCO Institute for Statistics – Global Education and TVET Data](#)
- [UNICEF |Skills4Girls](#)

1. How can your country expand women's access to Technical and Vocational Education and Training (TVET) while addressing barriers such as gender stereotypes, financial constraints, and limited career guidance?
2. What policies can encourage more women and girls to enter STEM-related TVET fields, including engineering, information technology, and digital industries?
3. How can TVET programmes incorporate entrepreneurship education, innovation training, and digital literacy to better support women-led business and start-ups?
4. What role should governments, international organizations, and the private sector play in strengthening partnerships between vocational education institutions and labour markets?
5. What types of financial support systems, such as scholarships, training subsidies, or microfinance programmes does your country promote to improve women's access to vocational education and entrepreneurship opportunities?