

## **The Japan University English Model United Nations 2017**

### **Model of the United Nations Organization - Commission on the Status of Women Theme: Women's Empowerment and its Link to Sustainable Development**

#### **Background Guide for Meeting 2: Economic Empowerment**

*"Women have the potential to change their own economic status, as well as that of the communities and countries in which they live. Yet more often than not, women's economic contributions go unrecognized, their work undervalued and their promise unnourished" (International Center for Research on Women, IRCW, 2015).*

**The Meeting 2 Background Guide has important information about the United Nations Organization which the Japan University English Model United Nations (JUEMUN) delegates will model – the Commission on the Status of Women (CSW). You will also learn about the Conference Theme, your Meeting's Agenda, and your Committee's Topic and Task.**

**The Background Guide will also help you learn the key vocabulary that you will need to understand and be able to use in order to communicate effectively and persuasively during the JUEMUN 2017 Conference.**

**Furthermore, the Background Guide, and other materials on the JUEMUN website, will help you learn how to write position papers and working papers or action plans according to JUEMUN standards. This information will help you develop the ideas you need to explain why you are recommending certain kinds of action.**

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**Committee 1: Economic Empowerment for Rural Women**

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**Committee 4 Increasing Pay Equality**

**Committee 5: Increasing Management Positions**

#### **Part 1 Useful Abbreviations**

The following list of abbreviations related to the JUEMUN 17 Conference theme will help you read this Study Guide, conduct your research, and make notes.

BPfA Beijing Platform for Action

CEDAW Convention on the Elimination of Discrimination against Women

CRC Convention on the Rights of the Child

CSOs Civil society organizations

CSW Commission on the Status of Women  
 DAW Division for the Advancement of Women  
 DEVAW Declaration on the Elimination of Violence against Women  
 DSR Declaration of Sexual Rights  
 ECOSOC EU Economic and Social Council European Union  
 FGM Female genital mutilation  
 GA General Assembly  
 GEMPI Global Gender and Economic Policy Management Initiative  
 GDP Gross domestic product  
 ICPD International Conference on Population and Development  
 ICT Information and communication technologies  
 ILO International Labour Organization  
 IPU Inter-Parliamentary Union  
 INSTRAW International Research and Training Institute for the Advancement of  
 ICRW Women International Center for Research on Women  
 MDGs Millennium Development Goals  
 OHCHR Office of the High Commissioner for Human Rights  
 oPt Occupied Palestinian territory  
 OSAGI Office of the Special Adviser on Gender Issues and Advancement of Women  
 UN Conference on Sustainable Development  
 SC Security Council  
 SDGs Sustainable Development Goals  
 SGBV Sexual and gender-based violence  
 SRH Sexual and reproductive health  
 STDs Sexually transmitted diseases  
 UNAIDS Joint United Nations Programme on HIV/AIDS  
 Universal Declaration of Human Rights United Nations  
 UNDP United Nations Development Programme  
 UNESCO United Nations Educational, Scientific and Cultural Organization  
 UNFPA United Nations Population Fund  
 UNICEF United Nations Children's Fund  
 United Nations Development Fund for Women  
 UNIFEM United Nations Entity for Gender Equality and the Empowerment of Women  
 UN Trust Fund United Nations Trust Fund to End Violence against Women  
 WMG WHO Women's Major Group World Health Organization

## **Part 2 - Primary Research Documents for JUEMUN 2017**

Much of the information in this Background Guide is from the UN Women website - [unwomen.org](http://unwomen.org). Please refer to this website for useful information about the work of the Commission on the Status of Women and about all gender-related issues. The information in this Background Guide can be found in various sections of the informative, comprehensive, and up-to-date UN Women website. The UN Women website is quoted verbatim (the exact words), or summarized.

The UN Sustainable Development Knowledge Platform at [sustainabledevelopment.un.org](http://sustainabledevelopment.un.org) is

source of valuable information with links to the other United Nations organizations that have sustainable development programmes that aim to empower women.

The CSW was influential in the development and evolution of a series of United Nations Human Rights Declarations from the founding of the United Nations to the present day.

The United Nations has 6 official languages – Arabic, Chinese, English, French, Russian, and Spanish. An official UN document must be translated into UN official languages before it is published. The 6 languages are an official language of more than half of the UN's 193 Member States.

Please do some research to find out if the UN Human Rights Treaties have been translated into the language of the people, including minority group languages, of the country you represent on the CSW at JUEMUN 2017. Are Child-Friendly versions available that children in Primary School can understand?

### **The Evolution of Awareness of Human Rights at the United Nations: 7 Steps Forward**

Please read the Universal Declaration of Human Rights, both the full text and the simplified versions, adopted by the UN in 1948 at [www.youthforhumanrights.org](http://www.youthforhumanrights.org) and the Child-Friendly version at [eycb.coe.int](http://eycb.coe.int)

Every delegate should be familiar with the Convention on the Elimination of All Forms of Discrimination against Women (1979). The CEDAW convention is available in full text and youth-friendly versions at [unwomen.org](http://unwomen.org). Among the CEDAW websites, CEDAW for Youth is very useful for JUEMUN 2017 preparation.

The UN Convention on the Rights of a Child (1990) at <https://www.unicef.org> is available in the official text, and also in a Child-Friendly version.

The Beijing Declaration and Platform for Action (1995) recognized that although progress had been made towards the advancement of the status of women on a range of issues, progress was uneven within and between states, and that inequalities between men and women had persisted. In 2015, at the 23rd Special Session of the General Assembly, the Report of the Secretary-General (E/CN.6/2015/3), discussed the problems of forced labor, the poor quality and unfair conditions of employment, and the gender pay gap. The Human Rights for Women at [beijing20.unwomen.org](http://beijing20.unwomen.org), a 2016 website, has links to information about the development of Women's Rights initiatives which date from the Beijing Declaration and Platform for Action.

The Convention on the Rights of Persons with Disabilities was adopted by the UN in 2006.

The UN Declaration on the Rights of Indigenous Peoples (2007) at [www.ohchr.org](http://www.ohchr.org) is an important document for your research.

Human Rights for the Lesbian, Gay, Bisexual and Transgender global community was recognized by the UN (see the UN News Centre at [un.org](http://un.org)) with the appointment by the UN Human Rights Council on November 1, 2016 of Vitit Muntarbhorn, the first United Nations Independent Expert on Protection against Violence and Discrimination based on Sexual

Orientation and Gender Identity. The intention is to link the LGBT aspects of gender to the Sustainable Development Goals Agenda. Please also learn about the Yogyakarta Principles (2007) at [data.unaids.org](http://data.unaids.org)

Print out copies of these six documents and the LGBT Rights news for your JUEMUN 17 file. The dates of the primary UN Human Rights declarations – 1948, 1979, 1990, 1995, 2006, 2007, 2016) - show that we are still in the process of recognizing and protecting the rights of all people. JUEMUN 2017 is part of this process.

### **Part 3 The Commission on the Status of Women (CSW)**

#### **What is the CSW?**

The Commission on the Status of Women (CSW) established in 1946 is the main intergovernmental policymaking body within the United Nations for women's empowerment, promotion of women's rights, and gender equality. It is a functional commission of the Economic and Social Council (ECOSOC), reporting to ECOSOC annually. Please refer to the UN Women website at [unwomen.org](http://unwomen.org) for useful information about the work of the CSW and about all gender-related issues.

45 UN Member States (countries) are CSW members. Each member is elected for a four-year term. The seats are assigned according to an equitable (fair) geographical distribution: 13 African states, 11 Asia-Pacific states, four Eastern European states, nine Latin American and Caribbean states, and eight Western European and Other states. In 2010, the UN was restructured to streamline its efforts to address gender inequality and women's discrimination in more effective ways. The four main gender-related UN agencies, namely the Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI), the Division for the Advancement of Women (DAW), the UN Development Fund for Women (UNIFEM), and the International Research and Training Institute for the Advancement of Women (INSTRAW), merged to establish UN-Women. Since 2010, UN-Women has served as the Secretariat of the CSW and UN-Women provides CSW with guidance for operational activities which aim to advance the recognition and the implementation of women's rights.

#### **What is the CSW priority?**

CSW's main priority is to mainstream gender equality and link women's empowerment to sustainable development. Together with UN-Women, the UN Entity for Gender Equality and the Empowerment of Women and Civil Society, the CSW worked tirelessly and successfully to guarantee that the Sustainable Development Goal Programme (SDGs), adopted during the UN Sustainable Development Summit in September 2015, has one of its 17 goals, SDG 5, which will deal entirely with gender equality and women's empowerment, and that all of the SDG goals have gender perspectives.

#### **What is the CSW mandate? What are its functions and powers?**

The CSW makes recommendations, and its secretariat, UN-Women, implements the CSW recommendations by working closely with UN Member States and civil society to create a discrimination-free world where women and girls can fully participate economically,

politically, and socially in their societies.

The original mandate of CSW, adopted in 1946, is to provide “recommendations and reports to ECOSOC on promoting women’s rights in political, economic, social, and educational fields ... [and to address] ... urgent problems requiring immediate attention in the field of women’s rights.” This mandate was expanded by the Third and Fourth World Conferences on Women in Nairobi in 1985 and Beijing in 1995, respectively.

As a result of the Fourth World Conference on Women and the adoption of the Beijing Platform for Action (BPfA), ECOSOC decided that the primary responsibility of the CSW must be: to take the main “role in mainstreaming a gender perspective in policies and programmes”; to “assist ECOSOC in monitoring, reviewing and appraising progress achieved and problems encountered in the implementation of the BPfA” and the outcomes of the 23<sup>rd</sup> special session of the UN General Assembly at all levels; and to advise and give policy guidance to ECOSOC and Member States accordingly.

At its annual meetings, the CSW adopts resolutions that are included in an annual report to ECOSOC.

### **What has the CSW done for the advancement of women?**

**The CSW has constantly raised awareness of the absolute necessity of ensuring that all international development efforts be based on gender-equality perspectives.**

#### **Achievements:**

Convention on the Political Rights of Women (1953)

Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages (1962)

Convention on the Elimination of Discrimination against Women (CEDAW) (1979)

The Beijing Declaration and Platform for Action (BPfA) (1995)

23<sup>rd</sup> special session of the General Assembly (GA) entitled “Women 2000: Gender Equality, Development and Peace for the Twenty-First Century”

UN Security Council Resolution 1325 (2000) on “Women, Peace and Security”

UN Decade of Women from 1975 to 1985 and the Fourth World Conference on Women

ECOSOC resolutions 1987/22, 1996/6, and the outcomes of the 23<sup>rd</sup> special session of the General Assembly which requested the CSW to assess and advance the implementation of BPfA and the outcomes of the 23<sup>rd</sup> special session of the GA that strive for full gender equality

The Millennium Declaration and the gender-related goals of the Millennium Development Goals (MDGs) 2000 - 2015.

The gender-sensitive Sustainable Development Goals 2016 – 2030.

#### **Part 4 The Japan University English Model United Nations (JUEMUN) 2017 Theme: Women’s Empowerment and its Link to Sustainable Development**

Why is the JUEMUN 2017 agenda “Women’s Empowerment and its Link to Sustainable Development” important?

The Commission on the Status of Women and UN Women welcome the way gender equality has been integrated in the United Nations 15-year Sustainable Development Goals (SDG) Programme which began January 1, 2016 (see the Sustainable Development Knowledge Platform at <https://sustainabledevelopment.un.org>).

The SDG programme is part of the 2030 Agenda which has a target date of December 2030. The 17 SDGs with 167 targets aim to end poverty, protect the planet, **and** ensure prosperity for all. For the goals to be reached, everyone needs to do their part: all governments, the whole private sector, and each member of civil society. Women’s empowerment will be key to the process, a generator of the changes sought by the SDGs, and an integral part of the expected product, a more just and more peaceful world.

The SDG programme aims to build on the successes of, and overcome the weaknesses of, the Millennium Development Goal (MDG) programme which was implemented from 2000 to December 2015 (refer to [www.unmillenniumproject.org](http://www.unmillenniumproject.org). and note Goals 2,3,4 and 5 which are related directly to girls and women).

The SDG programme offers a real opportunity to improve women’s lives everywhere in the world by recognizing their human rights to security and justice, and by taking action that can be sustained to ensure girls and women have equal opportunities to good health care, education, and employment. The UN conviction expressed in the SDGs is that the empowerment of women empowers communities in all of its cultural, economic and political aspects for all community members - children and adults, female and male.

The United Nations declares “The new Sustainable Development Goal agenda is an action plan for people, planet, prosperity, peace and partnership. Successful outcomes depend on national ownership and national leadership in the implementation of the agenda. It will foster peaceful, just and inclusive societies and require the participation of all countries, stakeholders and people. The ambitious agenda seeks to end poverty by 2030 and promote shared economic prosperity, social development, and environmental protection for all countries.”

While there has been much progress towards women’s rights over the decades, many gaps remain. For women’s rights to become a universal reality, CSW and UN Women believe that it is critical to address the four structural causes of gender inequality: 1. tolerance of violence against women, 2. unpaid care work, 3. limited control over assets and property, and 4. unequal participation in private and public decision-making. CSW and UN Women urge the establishment of minimum standards in these critical areas that are holding women back.

Has there been any progress globally and regionally related to your Meeting themes and Committee topics? You must search for answers to this question. Find reports, and statistics, specific to your county and your region for the topic of your Committee.

By the time the JUEMUN 2017 begins, the 15-year SDG programme will be 18 months old. The source of the following information is the December 2016 Report of the Secretary-General, "Progress towards the Sustainable Development Goals": [E/2016/75](#)

Women have a critical role to play in all of the SDGs, with many targets specifically recognizing women's equality and empowerment as both the objective, and as part of the solution. Goal 5 is known as the stand-alone gender goal because it is dedicated to achieving these ends.

Deep legal and legislative changes are needed to ensure women's rights around the world. While a record 143 countries guaranteed equality between men and women in their Constitutions by 2014, another 52 had not taken this step.

In many nations, gender discrimination still exists, as a very serious problem, through legal and social norms. Globally, women's participation in parliament rose to 23 per cent in 2016, representing an increase by 6 percentage points over a decade. Slow progress in this area is in contrast with more women in parliamentary leadership positions. In 2016, the number of women speakers of national parliaments jumped from 43 to 49, out of the 273 posts globally.

Girls' access to education has improved, the rate of child marriage declined, and progress was made in the area of sexual and reproductive health and reproductive rights which resulted in fewer maternal deaths. Nevertheless, gender equality remains a persistent challenge for countries worldwide and the lack of equality is a major obstacle to sustainable development.

Large gender disparities remain economically. While there has been some progress over the decades, on average women in the labour market still earn 24 per cent less than men globally. In every region, women and girls do the bulk of unpaid work, including caregiving and such household tasks as cooking and cleaning. On average, women report that they spend 19 per cent of their time each day in unpaid activities, versus 8 per cent for men.

Violence against women is widespread affecting all countries, even those that have made progress in other areas. Violence occurs in rich countries and in poor nations. It is a problem that affects wealthy and also poor individuals. Worldwide, 35 per cent of women have experienced either physical and/or sexual intimate partner violence or non-partner sexual violence.

Estimates on the risks of violence experienced by women with disabilities, women from ethnic minorities, and among women above the age of 50 are not yet included, owing to data limitations. Additionally, human trafficking disproportionately affects women and girls, since 70 per cent of all victims detected worldwide are female.

Globally, the proportion of women aged between 20 and 24 who reported that they were married before their eighteenth birthday dropped from 32 per cent around 1990 to 26 per cent around 2015. The harmful practice of female genital mutilation/cutting is another human rights violation that affects girls and women worldwide. While the exact number of girls and women globally who have undergone the procedure is unknown, UN Women estimates that at least 200 million have been subjected to the procedure in 30 countries.

Women have a right to equality in all areas. It must be in legal systems, upheld in both laws and legal practices, including proactive measures such as quotas. Since all areas of life relate to gender equality, efforts must be made to cut the roots of gender discrimination wherever they appear.

The following diagrams which sum up key gender equality issues are from the UN Women



website.

## FEMALE GENITAL MUTILATION



**133 million**

girls and women have experienced female genital mutilation in the 29 countries in Africa and the Middle East where the harmful practice is most common

### Impact

Severe emotional and physical trauma; potential health risks, including reproductive and sexual health complications, and possible death through loss of blood or sepsis.

## LAND & OTHER RESOURCES



**In 26 of 143 countries**

statutory inheritance laws (i.e. written laws passed by legislature) differentiate between women and men

### Impact

Increased vulnerability to poverty and food insecurity; limited or no access to resources and credit; dependency on men to secure livelihood.

See more at: <http://www.unwomen.org/ja/news/in-focus/women-and-the-sdgs/sdg-5-gender-equality#sthash.Ia45f7D5.dpuf>

### Sustainable Development Goal 5

- Achieve gender equality and empower all women and girls



CSW Delegates in Meetings 1, 2 and 3 should all be familiar with Sustainable Development Goal 5 (<https://sustainabledevelopment.un.org/sdg5>) It is the SDG that is central to our CSW Theme – Women’s Empowerment and its Link to Sustainable Development – and to the themes of each of our three Meetings: 1. Ending Violence Against Women and Girls (Targets 5.1, 5.2, 5.3, 5.5, 5.c ) 2. Economic Empowerment (Targets 5.1, 5.4, 5.5, 5.a, 5.b, 5.c) 3. Peace and Security (Targets 5.1, 5.2, 5.3,5.5, 5.6, 5.c) - and to the work of each Meeting’s five Committees. It is clear that the SDG 5 Targets apply to more than 1 theme. That is because Women’s Empowerment is relevant to all aspects of our lives.

SDG 5 - Gender Equality - focuses on achieving gender equality and empowering all girls and women. It calls for the elimination of all forms of discrimination against women, full and effective participation and equal opportunities for leadership, and reforms to give women access to economic resources including ownership and access to land and other properties. Some of the other SDGs include many gender-sensitive issues. Most importantly, each of the 17 SDGs has greater potential to be achieved if viewed from women’s perspectives. UN WOMEN calls SDG 5 the “stand-alone goal” because it is entirely about Gender Equality.

There are nine SDG 5 Targets (<https://sustainabledevelopment.un.org/sdg5>). Each Target has Indicators that tell us how we can judge if the action being taken to reach a target is effective and whether the target will likely be achieved. The Targets are the foundation of your vision statements. The Indicators will give you ideas about the action you plan to recommend.

**\*Which Targets and Indicators are addressed directly in your Meetings and Committees?**

**\*Which Targets and Indicators does your country need to focus or not focus on? Why/why not?**

**Following is the list of the nine SDG targets:**

**Target 5.1**

End all forms of discrimination against all women and girls everywhere

**Indicator 5.1.1**

Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex

**Target 5.2**

Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation

**Indicator 5.2.1**

Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age

**Indicator 5.2.2**

Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence

**Target 5.3**

Eliminate all harmful practices, such as child, early, and forced marriage and female genital mutilation

**Indicator 5.3.1**

Proportion of women aged 20-24 years who were married, or in a union, before age 15 and before age 18

**Indicator 5.3.2**

Proportion of girls and women aged 15-49 years who have undergone female genital mutilation/cutting, by age 18.

**Target 5.4**

Recognize and value 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

**Indicator 5.4.1**

Proportion of time spent on unpaid domestic and care work, by sex, age, and location

**Target 5.5**

Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

**Indicator 5.5.1**

Proportion of seats held by women in national parliaments and local governments

**Indicator 5.5.2**

Proportion of women in managerial positions

**Target 5.6**

Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences

**Indicator 5.6.1**

Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care

**Indicator 5.6.2**

Number of countries with laws and regulations that guarantee women aged 15-49 years of age access to sexual and reproductive health care, information and education

**Target 5.a**

Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws

**Indicator 5.a.1**

(a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, by type of tenure

**Indicator 5.a.2**

Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control

**Target 5.b**

Enhance the use of enabling technology, in particular, information and communications technology, to promote the empowerment of women

**Indicator 5.b.1**

Proportion of individuals who own a mobile telephone, by sex

**Target 5.c**

Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels

**Indicator 5.c.1**

Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment

**Part 5 The Sustainable Development Goal Programme and the Meeting 2 Agenda – Economic Empowerment****The Reality of a Woman's Life**

The reality for women in developed and developing nations in every region of the world: women and girls do the bulk of unpaid work, including caregiving and such household tasks as cooking and cleaning. On average, women report that they spend 19 per cent of their time each day in unpaid activities, versus 8 per cent for men. Source: Report of the Secretary-General, "Progress towards the Sustainable Development Goals", [E/2016/75](#)

The responsibilities of unpaid care and domestic work, *combined with paid work*, means greater total work burdens for women and girls and less time for rest, self-care, learning and other activities. If women suffer from unfair conditions in their paid work, it means that they may face the unpaid tasks with heavy hearts and physical fatigue. The following international laws, treaties, and standards aim to protect women at work.

**United Nations Declaration of Human Rights (UDHR) (1948)**

Everyone is entitled to the freedoms included in the Declaration. These freedoms and rights include:

- The right to non-discrimination (art. 7),
- The right to work (art. 23.1)
- The right to equal pay for equal work (art. 23.2)
- The right to education (art. 26), among other relevant provisions that uphold
- women's' right to equal work.

**The International Covenant on Economic, Social and Cultural Rights (ICESCR) (1966)**

Focuses on the dignity of the human person, including specific mechanisms to be taken by States parties to protect these rights. It includes provisions on non-discrimination as well as the right to work, including the free choice to choose and accept work.

Article 7 notes that individuals have a right to just and favorable conditions of work, including fair wages and equal pay, while article 8 the topic of trade unions and the right to strike.

### **The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) (1979)**

Articles relevant to the topic of women's empowerment in the workplace including Articles 7 and 8, which call for equal opportunities for men and women to participate in publicly elected bodies, government, non-governmental organizations, and international organizations.

Article 14 recognizes the critical role rural women play in the economic survival of their family, and stipulates that access to resources to generate income is essential for the health and survival of communities.

### **Beijing Declaration and Platform for Action (BPfA)**

In 1995, the Fourth World Conference on Women took place in Beijing, and as a result of these debates, the BPfA was adopted. The Declaration recognizes progress towards the advancement of the status of women, but also notes that improvement on a range of issues was uneven within and between states, and that inequalities between men and women have persisted over time. Women in power and decision-making roles, women and the economy, the education and training of women, and women's human rights are 4 of the 12 critical areas of concern recognized in the Beijing Declaration and Platform for Action.

The Declaration acknowledges that women are virtually absent from economic decision making, that they are forced to accept low pay and poor working conditions, and that discrimination and lack of services such as child care have limited their employment opportunities. Furthermore, it notes that women's economic autonomy is hindered by limited access to land and other resources, that unpaid labor done by women harms their employment prospects in the formal economy, and that there is a lack of opportunities for women in the private sector. The Declaration therefore calls for the design, implementation, and monitoring of new policies and programs through dedicated efforts at the international and national level.

It has now been more than 20 years since the Beijing Declaration was adopted, and therefore a review and appraisal of its implementation were conducted. Review and appraisal of the implementation of the Beijing Declaration and Platform for Action and the outcomes of the 23rd special session of the General Assembly, Report of the Secretary-General (E/CN.6/2015/3), 2015. Since 1995, noticing that progress has been made, but that a "substantial gender gap" is still in place. It touches upon the matter of forced labor, quality and conditions of employment, and the pay gap. The report recommends that states should address the low quality of work, proactively regulate the labor market, create laws to strengthen women's rights, integrate gender equality provisions in macroeconomic policies, and strengthen existing initiatives by Member States and civil society.

### ***The International Labour Organization***

(ILO) also has some key frameworks on the topic of women and labor.

**The Discrimination (Employment and Occupation) Convention (No. 111) (1958)** requires States parties to enact legislation and promote educational efforts to ensure nondiscrimination and equality of opportunity in the work force. It also provides that assistance and special

measures to support gender equality and equal representation, as mentioned in other ILO conventions, are not to be deemed discrimination.

**The Equal Remuneration Convention (No. 100) (1951)** establishes the principle of equal remuneration and the means by which this principle can be ensured.

**Convention No. 156 (1981)** concerning workers with family responsibilities

**Convention No. 183 (2000)** on maternity protection,

**Convention No.189 (2011)** concerning the rights of migrant workers

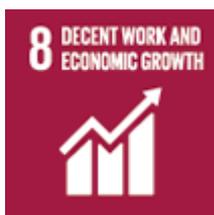
The Sustainable Development Goals (SDGs) were adopted in 2015 through UN General Assembly resolution 70/1 as a successor to the Millennium Development Goals (MDGs).

### **The European Commission's Strategic Engagement for Gender Equality (2016-2019)**

Its main objectives are to fight gender based violence, promote women's rights, ensure gender equality in decision making, increase women's labor participation, and achieve the economic independence of women. The engagement plan promotes modernizing EU frameworks, monitoring national reform measures, and receiving and publishing reports. Furthermore, it launches a number of programs, including diversity platforms to support companies, and expresses commitment to continue with current initiatives such as Equal Pay Day, a day to recognize and raise awareness of the gender pay gap

The newest international agreement that aims to make the world just for all people in terms of work and economic opportunities is the Sustainable Development Goal Programme. Please look at the Sustainable Development Knowledge Platform for Goal 8.

**Sustainable Development Goal 8 Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all.**



See more at: <http://www.unwomen.org/en/news/in-focus/women-and-the-sdgs/sdg-8-decent-work-economic-growth#sthash.upFNihMY.dp>

### **Targets**

- By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

- Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.
- Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.
- Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries.
- Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value-added and labour-intensive sectors.
- Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.
- Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead.
- By 2020, substantially reduce the proportion of youth not in employment, education or training.
- By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products.
- Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all.
- Increase Aid for Trade support for developing countries, in particular least developed countries, including through the Enhanced Integrated Framework for Trade-Related Technical Assistance to Least Developed Countries.
- By 2020, develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the International Labour Organization.

- See more at: <http://www.unwomen.org/en/news/in-focus/women-and-the-sdgs/sdg-8-decent-work-economic-growth#sthash.upFNihMY.dpuf>

### **An Inclusive Sustainable Economy**

An inclusive, sustainable economy fosters growth with benefits for all. It does not harm the environment, and uses resources judiciously so they will remain for generations to come. For many people, employment is the entry point for economic well-being. In an inclusive economy, decent work means a living wage, workplace safety and protection against discrimination.



There has been some progress. Twenty years ago, 40 per cent of women were engaged in wage and salaried employment; today 48 per cent of women are being paid wages. Yet, globally, women still work at lower rates than men. Gender stereotypes often define what is 'women's work', and can channel women into some of the worst jobs. Among 143 countries, at least 90 per cent have some legal restriction on women's employment.

When economies are geared towards achieving women's rights and gender equality, the benefits, such as fairer societies and greater economic dynamism, accrue to everyone. Women must have equal access to decent work, productive resources and financial services, as well as an equal voice in economic decisions.

**UN Women prioritizes economic rights and growth for all.** This includes advocating for legislation on equal pay for equal work, better access to employment opportunities, safety from sexual harassment in the workplace, and other critical rights. The organization promotes women's ability to secure decent jobs, accumulate assets, and influence institutions and public policies determining growth and development. It seeks to measure and redistribute women's unpaid care work, and to take actions so women and men can more readily combine it with paid employment. UN Women also engages the private sector to create equal opportunities for women at work, in the marketplace, and in the board rooms, through the Women's Empowerment Principles.

-See more at: <http://www.unwomen.org/en/news/in-focus/women-and-the-sdgs/sdg-8-decent-work-economic-growth#sthash.upFNihMY.dpuf>

## **Part 6 Meeting 2 Economic Empowerment - Committee Topics**

Women's economic empowerment in a changing world of work is CSW's priority theme for 2017, and is at the heart of UN-Women's and the CSW mandate and agenda. Although women's rights are set forth in a number of international and regional agreements, gender inequality in the world of work still exists and progress towards equality in the workforce has been slow. Stereotypes and discrimination stop women from doing certain types of work and prevent their access to equal pay.

### **Committee 1: Economic Empowerment for Rural Women**

The full participation of rural women in their own societies is crucial in order to achieve the economic, environmental and social changes required for sustainable development. Women's economic empowerment is partly dependent on women's access to resources. Gender differences in access to land use and ownership, and to credit affect the ability of female farmers and entrepreneurs to invest in their own agricultural efforts and fully benefit from economic opportunities. Research shows that women often have less access to land, seeds, credit, and other services and resources than men. This also includes access to productive resources including labor and capital, housing, property and microfinance. 43% of the agricultural labor force in developing countries is made up out of women, varying from 20% or less in Latin America, to more than 50% in some parts of Asia and Africa.

According to the Beijing Declaration, if women do not have the ability to enjoy the benefit of equal access to resources; it may be because they are constricted by national laws, social and cultural norms, lack of knowledge, and lack of enforcement of international agreements. In many countries, laws or custom governing inheritance do not recognize women's rights to inherit property and women depend on marriage or supportive male relatives to gain control of land. Women may have to remain in abusive situations because of the fear of the loss of land if they leave. When spouses or male relatives die, women without the right to such an inheritance are left without property or any means through which to create their own livelihoods.

Additionally, drought and desertification due to climate change can seriously harm women's agricultural productivity and the livelihoods of their families when they do not have access to the resources they need to survive hardship, adapt, and recover.

Education and adaptation techniques have proved successful for some farmers, but these programs are not implemented in many states and are particularly lacking in many rural areas. Seeing that women are often constricted by social norms and a lack of knowledge of how to navigate complex bureaucratic systems, NGOs and civil society could participate in their empowerment through means such as skills-training courses, micro financing programmes, and the provision of housing for women. Enabling their access to land, resources, paid work, and planning and budgeting resources offers great potential to secure women's livelihoods, and thereby foster their economic empowerment.

CSW and UN Women support the leadership and participation of rural women in shaping laws, strategies, policies and programmes on all issues that affect their lives, including improved food and nutrition security, and better rural livelihoods.

Training equips them with skills to pursue new livelihoods and adapt technology to their needs.

- See more at: <http://www.unwomen.org/en/what-we-do/economic-empowerment/rural-women#sthash.P5gh8rXo.dpuf>

In Focus: Rural women, food and poverty eradication - See more at: <http://www.unwomen.org/en/what-we-do/economic-empowerment/rural-women#sthash.P5gh8rXo.MYjVdeez.dpuf>

## **Committee 2: Economic Empowerment for Domestic Workers & Migrant Domestic Workers**

The term "migrant" carries many definitions. Although there is no formal definition, most agree an international migrant is someone who changes his or her country of residence. A distinction is made between short-term, long-term and permanent migration. Often overlooked are internal migrants, who move within their country's borders, and face a unique set of challenges. In large contrast, a refugee is someone who has been forced to flee his or her country because of persecution, war, or violence and has a well-founded fear of further persecution, which forms the basis for the recognition of asylum.

Migrants contribute to the economic and social wellbeing of societies both in their host and home countries. The money, also known as remittances, that migrants send back home can improve the livelihoods of millions and, in turn, strengthen economies, especially in developing countries. In 2015, the number of international migrants reached 244 million. International migrants sent an estimated \$581.6 billion to their families in their home countries in 2015. Out of this amount, developing countries received about \$431.6 billion, nearly three times the amount of official development assistance.

Around the world, a record number of women are now migrating to seek work and better lives. For many, migration yields these benefits; for others, it carries dangerous risks, such as exploitation in domestic jobs, and vulnerability to violence. Migration policies and practices have been slow to recognize these risks and take steps to make the process safe for women. In 2013, an International Labour Organization's Domestic Workers Convention (No. 189) came into force, extending basic labour rights to domestic workers and outlining specific protection mechanisms for migrants and women and girls. As of January 2017, only 23 countries have ratified the Convention.

According to ILO estimates, there are 53 -100 million domestic workers worldwide, 83 per cent of whom are women. They represent 4 to 10 per cent of the labour force in developing countries and about 2 per cent in developed countries. Their work is an important contribution to economic and social development. Still, 40 per cent of countries worldwide have no form of regulation of any kind for domestic worker. Female wage earners are employed in domestic work globally. Domestic workers, largely women, provide invaluable services to families, and make up a significant part of the global workforce in informal employment. Yet, they are among the most vulnerable groups in the workforce and face a number of human and labour rights abuses. Globally 1/13 working women are domestic workers. 1/6 domestic workers are

international migrants. 82% of migrant domestic workers are in high-income countries.

They can face:

- Physical, mental and sexual abuse
- Trafficking and bonded labour
- Physical, social and cultural isolation
- Absence of labour law coverage
- No rights to rest, sick days or leave
- Limited or no access to health care

## **Solutions**

Around the world, UN Women is working with Governments, unions and the private sector to promote the rights of domestic workers and ensure that their profession is both regulated and covered by social protection. This includes supporting the Global Forum on Migration and Development and promoting the ratification of ILO Convention 189 on domestic work.

CSW and UN Women advocate for employment policies that improve labour market conditions and advance decent work for women, including domestic workers. They also promote women's economic leadership, whether in public decision-making, on corporate boards or in labour unions.

In Pakistan, working with the International Labour Organization (ILO), UN Women has mobilized women's advocates to lobby for the country's first Home-Based Workers Policy, designed to open women's access to finance and markets, and ease the path to better work and incomes. The ILO and UN Women have also joined a number of leading businesses in the district of Sialkot to expand employment options for women. More than 1,000 women who were once unemployed or hardly made any money now have new jobs. The companies agreed to reforms such as equal pay for equal work.

UN Women leads a joint UN programme on gender equality in Ethiopia that provides financial support to the Federal Micro and Small Enterprises Agency, along with training on subjects such as value chains, business development and green business incubators. The agency, in turn, has trained more than 6,000 women in marketing and business management; 8,000 women have used expanded credit and savings services to start and build businesses.

UN Women works with the Central American Bank for Economic Integration to develop a gender strategy that will help 130 micro-financing institutions tailor banking services to indigenous and rural women. By 2011, through a network of Service Centers for Women Entrepreneurs in Guatemala, more than 12,000 women could access financing, training, new technology—and encouragement.

In partnership with the UN Global Compact, UN Women launched the Women's Empowerment Principles: Equality Means Business. Hundreds of chief executives have signed a CEO Statement of Support, agreeing to provide corporate leadership for

gender equality, promote women's professional development, and treat women and men equally at work, among other commitments.

UN Women is an active advocate of safe migration for women both globally and in many of the most affected countries. Through the Global Forum on Migration and Development, a state-led process, UN Women has raised issues related to migrant domestic workers. One result was the creation of a **Caribbean**-wide network of civil society organizations that works with governments on legal and social protections. An agreed checklist aids governments to adopt and implement them.

In **Nepal**, UN Women has offered longstanding support to women's safe migration, including by advocating for the passage of the 2007 Foreign Employment Act. It bans discrimination based on gender, removing restrictions on women working abroad, and provides for measures guaranteeing women's security and rights. Recruiting agencies are now subject to regulation, and women migrants receive information about the contractual obligations of the employer and migrant assistance centres in destination countries. Recently, UN Women helped pilot an economic reintegration programme for women migrants that helps them invest money earned abroad into sustainable businesses at home. Many of these women have organized village alert groups that help other women avoid fraud in foreign employment; they also spread information about forced migration. National resources have now been allocated to expand the programme.

#### **Important Research Links for Committee 2**

- See more at: <http://www.unwomen.org/en/digital-library/multimedia/2016/9/infographic-migrant-domestic-workers#sthash.DMo0q7GS.dpuf>
- <http://www.unwomen.org/en/what-we-do/economic-empowerment/employment-and-migration#sthash.N0WvLRsm.dpuf>
- <http://www.unwomen.org/en/digital-library/multimedia/2016/9/infographic-migrant-domestic-workers>
- (Ratification of ILO Convention 189)  
[http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11300:0::NO::P11300\\_INSTRUMENT\\_ID:2551460](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11300:0::NO::P11300_INSTRUMENT_ID:2551460)
- <http://www.unwomen.org/en/news/stories/2013/9/ilo-convention-189-enters-into-force>

#### **Committee 3: Economic Empowerment for Low-skilled Women**

Women are more likely than men to work in informal employment. In South Asia, over 80% of women in non-agricultural jobs are in informal employment, in sub-Saharan Africa, 74%, and in Latin America and the Caribbean, 54%. In rural areas, many women derive their livelihoods from small-scale farming, almost always informal and often unpaid.

Women have the largest responsibility for unpaid care work. Women devote 1 to 3 hours more a day to housework than men; 2-10 times the amount of time a day to care (for children, elderly, and the sick), and 1-4 hours less a day to paid activities.

In the European Union for example, 25 % of women report care and other family and personal responsibilities as the reason for not being in the labour force, versus only 3% of men. This directly and negatively impacts women's participation in the labour force.

More women than men work in vulnerable, low-paid, or undervalued jobs. As of 2013, 49.1 per cent of the world's working women were in vulnerable employment, often unprotected by labour legislation, compared to 46.9 % of men. Women were far more likely than men to be in vulnerable employment in East Asia (50.3 % versus 42.3 %), South-East Asia and the Pacific (63.1 % versus 56 %), South Asia (80.9 % versus 74.4 %), North Africa (54.7 % versus 30.2 %), the Middle East (33.2 % versus 23.7 %) and Sub-Saharan Africa (nearly 85.5 % versus 70.5 %).

The United Nations Commission on the Status of Women 55<sup>th</sup> session (2011) expert panel on Women's access to decent work reports that limited access to decent work has been identified as a major problem for the advancement of women in many parts of the world and hinders the possibility for women to live as dignified human beings enjoying equal rights with men.

Despite the growth of labour force participation of women and the opportunities for women to enter into remunerated work and to become economically independent, it is more and more evident that access to 'decent work' is becoming a serious issue world over.

Deficiencies in skills training is a vital factor that hinder the access to decent work and possibilities of developing skills training can be a tool for the promotion of women's entry into decent work via formal and non-formal training. There are also barriers for achieving this objective and the strategies that could be adopted in promoting the process of skills training and young women's employability.

#### Definitions

ILO definitions of the terms, which are universally accepted in understanding and assessing the levels of access to work and the conditions of work.

#### Decent Work

"Decent work" is a concept that was first introduced in 1999, in the Report of the Director-General to the International Labour Conference meeting in its 87th Session. The report stated that the primary goal of ILO today is to promote opportunities for women and men to obtain decent and productive work, within conditions that provide them freedom, equality, security and human dignity (ILO, 1999, p. 3).

The term decent work: "It is about your job and future prospects; about your working conditions; about balancing work and family life, putting your kids through school or getting them out of child labour. It is about gender equality, equal recognition, and enabling women to make choices and take control of their lives. It is about your personal abilities to compete in the market place, keep up with new technological skills, and remain healthy. It is about developing your entrepreneurial skills, about receiving a fair share of the wealth that you have helped to create and not being discriminated against; it is about having a voice in your workplace and

your community. In the most extreme situations it is about moving from subsistence to existence. For many, it is the primary route out of poverty. For many more, it is about realizing personal aspirations in their daily existence and about solidarity with others. And everywhere, and for everybody, decent work is about securing human dignity" (ILO, 2001).

### Skills Training

In general terms, skill is cleverness at doing something, resulting either from practice or from natural ability. Skill also could be defined as a job or activity that requires training and practice. Ability to produce solutions with regard to a problem domain or proficiency gained through special training also is regarded as skill. Moreover, skill could be the ability, coming from one's knowledge, practice, aptitude, etc., to do something well. Skills, with or without training, contribute to developing competency, excellence in performance; expertness and dexterity. Soft skills is an area that has drawn much attention in the recent years which refers to a person's ability to encounter and adjust to new situations supporting the delivery of productive outcomes.

In the context of learning, work and employment, a number of specific skills have been identified in the World Development Report of the World Bank (2007):

- Thinking skills (critical and creative thinking)
- Behavioural skills (perseverance, self-discipline, teamwork, the ability to negotiate conflict and manage risk)
- Specific knowledge (including numeracy and literacy)
- Vocational skills (a mix of specific knowledge and skills to perform jobs that rely on clearly defined tasks).

Skills in the context of women's entry to decent work could be defined as those facets that give an individual the ability to perform in a specific manner, making choices that help them to live productive and rewarding lives catering to improve their quality of life.

Formal and non-formal training can be a tool for full employment. Despite the rapid increase of women's labour force participation, it has been noted that it is universally lower than men's. One of the major reasons is the nature of the female labour force, which is often marked by disadvantageous features including lack of training, skills, access, opportunities etc. produced by the social cultural contexts catering to existing gender disparities.

The most remarkable feature in the gender disparities of labour force participation perhaps could be the sector of employment where much of the female labour force in the developing part of the world is concentrated in low-skilled, low-income generating economic activities including part-time and casual work, creating a significant gap between the quality of employment between men and women. A portion of the female population seems to be underemployed. The proportion of young females who are neither in school nor in the labour force is considerably higher than the proportion of those for males. Lack of opportunities and skills for employment compels women to seek employment in countries with higher incomes which have a demand for workers in unskilled categories of labour under terrible working conditions. For example, during the decade of 1997-2007, 72 per cent of

Sri Lankans who migrated for work have been female domestic workers (Foreign Employment Bureau, 2007). Much of the issue can be attributed to lack of skills that could be a consequence of lack of opportunities for training. Both formal and non-formal training could either be incorporated within the field of formal education and vocational training or informal family and community-based training.

Community and family-based non-formal training provide opportunities for young people who become left out of the formal sector of education and training, especially the rural and urban poor in the developing world. However, the opportunities for women often depend on the cultural notions on such training. Certain family trades are passed on strictly to male offspring in certain societies while in some other societies, women stand a better chance in getting access to family- or community-based knowledge and skill training. For instance, the attitudes towards women's participation in certain non-traditional trades seem to be positively changing despite the prevailing public reluctance to accept women in those trades. Nevertheless, women face many barriers in performing at the community levels and they also do not receive as much support from their spouses as they receive from the parents, therefore they often have to sacrifice their jobs for the sake of family life. Research shows that family and community-centered traditional apprenticeships have many drawbacks including ignoring new technologies, standards, and quality.

Formal training is generally incorporated within primary, secondary and tertiary education, whether it is classical education or vocational training. Formal training provided at the schools during childhood, adolescence and early youth together with the informal training in the family and community during these years are essential in skills development. Therefore, the investment and efforts taken for continuing education up to secondary and tertiary levels could equip a young person with many skills essential for the labour market today. Recent evidence shows that the education, which lacks skills training, is one of the biggest challenges for full employment. The question of 'compatibility of education' with the qualifications leaves more educated behind, especially women, due to the nature of education they receive which lacks not only the technology-based skills but also basic skills.

Growing concerns on quality and relevance of education are related to the opportunities produced by the global market economies. Education without formal or non-formal training in basic and technological skills does not equip young men and women with the competencies necessary for the global economies. A large number of firms in developing countries have identified inadequate skills of the employees as a major problem for their regular functioning.

High rates of school dropouts on the other hand at various levels, primary or secondary, do not provide the opportunity for those children to become skilled. Those who have developed fewer skills will be in a disadvantaged position.

Barriers to skills training could be identified within four major areas of training of women.

1. Deficiencies in incorporating skills into formal education
2. Not having science and technology based education
3. Problems in access to formal education or early dropout rates

4. Lack of access to skills-based non-formal training
5. Social and cultural impediments hindering skills training and development.

What are strategies to increase young women's employability?

Link for Committee 3

- <http://www.unwomen.org/ja/what-we-do/economic-empowerment/facts-and-figures#sthash.BgfSXQnT.dpuf>
- <http://beijing20.unwomen.org/en/in-focus/education-and-training>

### **Committee 4 Increasing Pay Equality**

Download this UN Women policy brief that looks at the issue of Pay Equality. There are solutions that have been suggested but your challenge is “how” to find effective ways to improve, and build upon what currently exists, and to add new action plans to take care of women's needs that are still being ignored. Develop your own ideas for your working paper.

<http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2016/unwomen-policybrief06-tacklingthegenderpaygap-en.pdf?vs=1224>

### **Global Gender Gaps in Work**

Women are paid less than men globally, earning only 60 to 75% of men's wages on average. This not only has immediate influence on women's lives, but it is equally related to longer term impacts such as reduced savings, poor credit worthiness, diminished retirement possibilities, and low quality social security. Women could increase their income globally by up to 76% if the employment participation gap and the wage gap between genders were closed, amounting to an increase in global economic product of USD17 trillion.

While the global gender gap refers to pay disparity between men and women doing the same job, pay disparity is also prevalent where women are absent from, or few in number in high earning fields. For example, high paying jobs in sectors such as science, technology, engineering, and mathematics (STEM) are dominated by men. More than 60% of university graduates are women, but they are a minority in the university disciplines of mathematics, computing, and engineering. Women face discrimination, both directly and indirectly in these fields, and some women report leaving due to hostile educational and work environments in STEM.

There have been efforts to break down biases within the field, as well as better equip women studying and working in STEM through reintegration programs, but many states communities do not provide these programs and resources. While some gaps in pay emerge from direct discrimination or unconscious biases, these same biases may push women into employment sectors that are notoriously underpaid and under regulated, leaving women vulnerable to exploitation. In most regions, women outnumber men in the service industry; while the service industry may include businesses and public sector jobs, other service industry employment involves working in care provision for children or housekeeping, and other forms of domestic labor.

In many states this type of work is governed by legal regulations and recently, many nations have increased protection for domestic workers, including protected maternity leave and other benefits. However, despite these provisions, the nature of this employment makes it easy to keep employees and their working conditions hidden and therefore, to ignore relevant labor laws. Where women are illegal workers without government authorization, workers may avoid reporting abuses or labor law violations for fear of being detained and/or deported.

Please use the following link for research:<http://beijing20.unwomen.org/en/in-focus/education-and-training>

### **Committee 5: Increasing Management Positions**

The last 20 years has seen a surge in the number of women employed in senior and middle management positions, according to a 2015 United Nations report, which notes that although all-male company boards are decreasing in number, more must be done to achieve gender parity.

The study, released by the International Labour Organization (ILO) and entitled *Women in Business and Management: Gaining Momentum (2015)*, covers 80 of the 108 countries for which ILO data is available. It finds that over the past two decades, women have attained 20 per cent or more of all board seats in a handful of countries: Norway, which, at 13.3 per cent, boasts the highest global proportion of companies with a woman as company chairperson, is closely followed by Turkey at 11.1 per cent.

“Our research is showing that women’s ever increasing participation in the labour market has been the biggest engine of global growth and competitiveness,” said Deborah France-Massin, Director of the ILO Bureau for Employers’ Activities. Yet despite overwhelming evidence of the benefits of gender diversity, in leadership we have made little progress.

“An increasing number of studies are also demonstrating positive links between women’s participation in top decision-making teams and structures and business performance,” Ms. France-Massin continued, adding that nonetheless there remained “a long way to go” before true gender equality in the workplace is achieved, particularly in top management positions.

Despite the headway made in equalizing the gender gap at management levels, only 5% or less of the CEOs of the world’s largest corporation are women, the report points out, adding that the larger the company, the less likely it is that a woman will be at its head.

“It is critical for more women to reach senior management positions in strategic areas to build a pool of potential candidates for top jobs such as CEO or company presidents,” the ILO official explained, indicating that so-called ‘glass walls’ still existed with a concentration of women remaining in certain types of management functions like human resources, communications, and administration.

In addition, the report's findings show that women own and manage over 30 per cent of all businesses but that they are more likely to be found in micro and small enterprises. As a result, helping women grow their businesses remains not only critical for increasing gender equality but also for overall national economic development.

According to the report, Jamaica has the highest proportion of women managers at 59.3 per cent while Yemen has the least with 2.1 per cent. For its part, the United States is in 15th place in the list of 108 countries with 42.7 per cent women managers while the United Kingdom is in 41st place with 34.2 per cent. The gender diversity issue has been on the business agenda for many years now, yet a third of businesses still have no women at a senior management level. Somewhere there is a disconnect.

Further action in reducing gender equality is critical, Ms. France-Massin said, warning that without it, "it could take 100 to 200 years to achieve equality at the top."

Recommendations are needed to remaining for 'flexible solutions' to manage work and family time commitments as an alternative to being subject to special treatment or quotas; providing maternity protection coverage and childcare support for professional women; 'changing mind-sets' to break cultural barriers and fight sexual harassment; and implementing gender-sensitive human resources policies and measures.

"It is time to smash the glass ceiling for good to avoid controversial mandatory quotas that are not always necessary or effective," said Ms. France-Massin. "Having women in top positions is simply good for business."

Diversity improves the bottom line: research Grant Thornton conducted shows that listed companies with male-only boards in the UK, US and India alone are foregoing potential profits of USD655bn. They found that companies and women value the attributes of good leadership differently and have different understandings of how they will look in practice. Women also appear to be driven by different motivations to take leadership positions.

Committee 5 Links

<https://www.grantthornton.global/globalassets/1.-member-firms/global/insights/article-pdfs/2016/ca1601-14-women-in-business---single-page-summary.jpg>

[https://www.grantthornton.global/globalassets/wib\\_value\\_of\\_diversity.pdf](https://www.grantthornton.global/globalassets/wib_value_of_diversity.pdf)

## **Conclusion – A Few Friendly Words of Advice**

1. Remember that you represent the government of a country. It will be difficult, at times, for you to speak as your country's Chief Diplomat on the CSW for three

reasons: (a) your own personal values may be different, (b) an analytical review of your research from government and non-government sources may lead you to conclusions which differ from your government's statements and policies, (c) it may be difficult to get information on your government's views.

2. Do your best to accurately represent your country and the region of countries you represent. Make 'educated guesses' if necessary about your country's likely policies. Base your 'educated guesses' on your research about your country's circumstances, the current government's political policies, statements at the United Nations and at CSW, and their positions on international Women's Rights treaties.

3. Do all of your research before you arrive at JUEMUN. The meeting is a **Think Tank**. Use your research to share information with other delegates and as the starting point for your Committee's collaboration.

4. Do your Research in 3 areas: (a) Key information about your country. (b) Information about the issue (c) Information about the work of CSW, UN Women, other UN organizations, International NGOs, and Journalists' reports on your Committee topic

5. Get information from 2, or more, sources on key issues that you are especially interested in: (a) Governments (b) UN Women and other UN organizations (c) NGOs (d) Journalists' Reports in the News Media. Check facts by reviewing more than one source of information. Look for different views on key issues. Attend any CSW related special guest lectures, film showings, and photo exhibitions on your campus or elsewhere in your community. Even though you will speak with your own government's voice, you should know about the full range of perspectives on your topic.

6. Do your Research in 2 languages, whenever possible, if you are bilingual. Use your strongest language for the first step of your research. Use your other language for the second step. For example, if you are a native-speaker of Japanese and you represent Burkina Faso on your Committee, do your research on Burkina Faso's situation first in Japanese by using information from the Japan International Cooperation Agency, the Japanese Ministry of Foreign Affairs, The Embassy of Burkina Faso in another country, and other websites. Then, look for the same type of information in English on the same websites, or use other sites that have similar information. This way you will have a clear understanding of the issue and you will learn the English vocabulary to use at the meeting

7. Please do not let the volume of your research overwhelm you. Focus your research. Try to become an expert on one aspect of your topic. You cannot learn everything there is to know about your Committee on the CSW at JUEMUN. But you can learn something useful, if you focus your attention. You can learn enough to be a creative and constructive committee member!

8. Use your JUEMUN CSW research to make your academic life, easier. In your university courses use the content of your JUEMUN research whenever possible to make speeches, write essays, or do short research reports.

The CSW work you do might be the beginning of your Graduation Thesis. Some undergraduate JUEMUN delegates have found their research helped them prepare for successful Graduate School applications.

### **Building Consensus**

How much compromise are you willing to make in order to advance the Rights of Women everywhere in our world?

UN Secretary-General Kofi Annan wrote a report in 2005 called, "*In Larger Freedom*" which criticized the General Assembly for focusing so much on compromise and consensus that it was passing watered down resolutions reflecting "the lowest common denominator of widely different opinions. "The challenge of successful CSW diplomatic negotiation is to keep moving forward on the path of equal status for women and men in sustainable ways as quickly as possible.

Good Luck CSW Delegates!