

FORUM: Economic and Social Council

QUESTION OF: Reducing Gender Inequality in the Workplace

MAIN SUBMITTER: United Kingdom

CO-SUBMITTERS: Australia, Costa Rica, Côte D'Ivoire, Mexico, Netherlands, Spain, Suriname, Switzerland.

THE ECONOMIC AND SOCIAL COUNCIL,

Highly alarmed by the harassment and unequal treatment women worldwide face in their workplaces,

Draws attention to the fifth UN sustainable Development Goal which aims to, “Achieve gender equality and empower all women and girls”,

Emphasizing the importance of international cooperation to effectively combat and reduce gender inequality in the workplace,

Affirming that gender inequality in the workforce persists as a human rights violation and should not be tolerated,

Highly alarmed by inaction of nations who are aware of gender inequality taking place in workplaces against their citizens,

Recognising the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) adopted in 1979 as the main legal instrument for the promotion and protection of Women's Rights,

Acknowledging the United Nations Educational, Scientific and Cultural Organisation (UNESCO) as the primary UN body for promoting world peace through international collaboration,

Concerned that socio-economic, cultural, and legal barriers continue to impede women's access to their fundamental rights, and recognizing the critical role of education, legal reforms, and gender-sensitive policies in addressing these disparities,

Recognizing the vital role of education in fostering gender equality in the workplace through efforts to expand education and vocational training on this topic, reflecting on the UNSDGs 4 “Quality education” and 5 “Gender Equality”,

Acknowledging the challenges faced by numerous member states in providing suitable educational and vocational training facilities, hindering access to education and opportunities for women in the workplace, preventing the UN as a whole from achieving UN SDG 5 “Gender Equality”,

Deeply concerned with Member States that are not apart of the ILO Convention number 190 that works against violence and harassment in the world of work, requesting all member states that have not ratified ILO convention No. 190 are recommended to take immediate action towards its ratification and implementation, emphasizing the importance of ILO convention No. 190 in the question of reducing harassment and violence towards women in the world of work, and

underlining the requirement for national laws and policies that prohibit violence and harassment in the workplace, including gender-based violence, in alignment with Convention No. 190, (Mexico)

1. Encourages the establishment of policies that promote equal access to education for girls and women, particularly in underrepresented fields like science, technology, engineering, and mathematics (STEM);
 - a. develop targeted initiatives and programs to inspire girls to pursue studies in STEM,
 - b. provide financial support, including scholarships and grants to female students, particularly those from disadvantaged or rural backgrounds, to ensure equal access to higher education,
 - c. create mentorship programs that connect female students with role models and professionals in STEM fields,
 - d. prioritize women in the admission process; (Switzerland)
2. Calls upon the establishment of the World Alliance for Gender Equity (WAGE) that would be in charge of various tasks including:
 - a. analysing gender pay-gaps in various governments and private-led businesses,
 - b. conducting investigations into nations with high work-place harassment rates,
 - c. overseeing that all member states uphold gender-equity rights; (UK)
3. Encourages all member states to promote government and private run businesses to take appropriate action in case of gender-based work-place harassment such as but not limited to:
 - a. suspending the perpetrator for an appropriate period of time,
 - b. involve law enforcement in more extreme cases,
 - c. advocate businesses to reimburse victims for emotional and physical damage; (UK & Suriname)
4. Strongly encourages all member states to address all businesses with gender pay gaps greater than 10% through means such as but not limited to:
 - a. giving the business a fine that corresponds to the severity of the gender pay gap,
 - b. suspending the business' work as they figure out how to lower the gender pay-gap; (UK)
5. Requests all member nations to implement comprehensive strategies to enhance the political representation of women through means such as but not limited to:
 - a. promote cultural change within political parties,
 - b. carry out professional training and mentorships for candidates, funded by UNICEF,
 - c. ensure the public is informed regarding the political rights of women,
 - d. promote accountability and systems that support the electoral-political rights of women; (Mexico)

6. Strongly encourages member states to pass legislations calling upon businesses with over 500 employees to come up with 3 approved gender-equality goals that they will achieve in the coming 3 years and monitor their success; (UK)
7. Encourages all member nations to implement laws and rules, such as enforcing equal pay, creating anti discrimination and violence rules, and implementing parent leave and protection in the following 10 years, in order to:
 - a. ensure the safety and well-being of women and men in the workplace and in leadership positions,
 - b. Work towards reaching gender equality as soon as possible,
 - c. Achieve essentially equable societies with human growth and environmental sustainability; (Côte D'Ivoire)
8. Emphasizes working with men and boys as advocates for gender equality and women's empowerment where appropriate, including addressing behaviours that hinder progress. (Australia)