

*Strengthening the Role of Women  
to Ensure Inclusive  
Economic Growth*

**Committee Guide**

*Commission on the Status of Women*





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## Personal Introduction

Dear Delegates of the CSW,

it is my pleasure to welcome you to the Oldenburg Model United Nations 2017!

My name is Nika Andouz and I am honoured to be one of your chairs in this year's Commission on the Status of Women. I am a 17-year-old student and I will graduate from the Altes Gymnasium Oldenburg this year. The OLMUN 2017 is going to be my fourth MUN and my second time as a chair. After feeling the great switch of perspective as a chair last year and as an MUN is always such a rewarding experience, I am thrilled to work together with you this summer.

Further, I hope that you will come to the conferences well prepared and ready for fruitful and fun debates. I can't wait to meet all of you in May!

Yours truly,  
Nika Andouz

Dear Delegates,

My name is Paul Pagnia and I am going to be one of the two chairs in this year's CWS with the topic "strengthening the role of women to ensure inclusive economic growth". I am 17 years old and I am attending the 11<sup>th</sup> grade at the Altes Gymnasium Oldenburg. This year's OLMUN is going to be my third OLMUN and my first time chairing a committee. Since my first MUN experience, which was the OLMUN 2015, I was not only fascinated by the debates and discussions, but also by the fun and the new people I met. I am very much looking forward to work with you and hope that we all will be having a great time with not only hard work and hopefully good resolutions, but also a lot of fun.

I can't wait to meet all of you in May!

Paul Pagnia

## 1. The Commission on the Status of Women

The Commission on the Status of Women (CSW) is the principal global intergovernmental body, which has the function to promote gender equality and the empowerment of women. In 1946 the Economic and Social Council established this commission.

By showing the reality of women's lives all over the world and shaping the global standards of gender equality, the CSW has a crucial function regarding the promotion of women's rights.

The CSW has an annual two-week session, where the member states, civil society organizations and UN entities discuss issues. Furthermore, the member states agree on further actions to accelerate the political, economic and social rights of women.



**UN** Commission on the  
Status of Women

<https://papersmart.unmeetings.org/ecosoc/csw/>

Also, the CSW does not only address emerging issues, trends, focus areas and new approaches to questions affecting the situation of women, that require timely consideration but also tries to expand actions for the promotion of gender equality and the empowerment of women. The Commission's work is deeply supported by 'UN Women'.

## 2. Description of the topic

The equal treatment of genders and the enforcement of women's rights are important factors regarding a socially just and sustainable development of a society, that is based on Human Rights.

Worldwide there is no state having completely equal rights for women, causing social and economic disadvantages.

There are different reasons and factors affecting the inequality of women in the economy. An important point is the disparate payment of work. On average a woman earns 23% less than a man for work of equal value. As a result, there's a lifetime of income inequality between men and women and more women are retiring into poverty.

This difference persists in all countries, not only because the work of women is under-valued, but also because of the fact that women often tend to be concentrated in different jobs than men are. Frequently the work itself may require equal or even more skills, still it is valued remunerated less. For example, 61.5% of women are working in the service sector, while only 4% of companies are led by women.

Also, the ethnical background plays a major role. Women of colour or immigrants have an inferior chance of getting a job in a leading position.

Another point would be the so called "motherhood penalty". It pushes women into informal economy and part time work, since employers often fear the outage of work caused by pregnancy or maternity. This phenomenon is more common in developing countries.



<http://www.unwomen.org/en/news/in-focus/csw/remove-the-barriers>

Moreover, there are many barriers and gender based discrimination that women have to face. This sort of discrimination can start early, e.g. in education. The different job possibilities for a woman depend on how well she was educated. There are still many countries that do not provide the same quality of education for girls and boys, such as India or Afghanistan. But not only unequal education is a way of segregation. Furthermore, the lack of access to land, capital, financial resources, technology and gender based violence affect the life of women. Those are often conditional to cultural values, mindsets and stereotypes. In 18 countries, husbands are legally allowed to prevent their wives from working. Therefore, it is hard for women to get on an equal footing with men in economy.



<http://www.unwomen.org/en/news/in-focus/csw/equal-pay>

These are only the main factors affecting the inequality of women and men. But how would an empowered role of women change the global economy? If men and women played an identical role in the labour markets, about USD 28 trillion (or 26%), could be added to the global GDP. In addition to that, the Fortune 500 companies found that companies with the greatest representation of women in leading and management positions returned 34% more to shareholders than companies with the lowest representation. The economic empowerment of women is therefore not only important because the extension of economic possibilities is an important key in order to strengthen the role of women, but upon reversion it will lead to a globally sustainable economic growth.

## 2.1 Previous measures by the United Nations

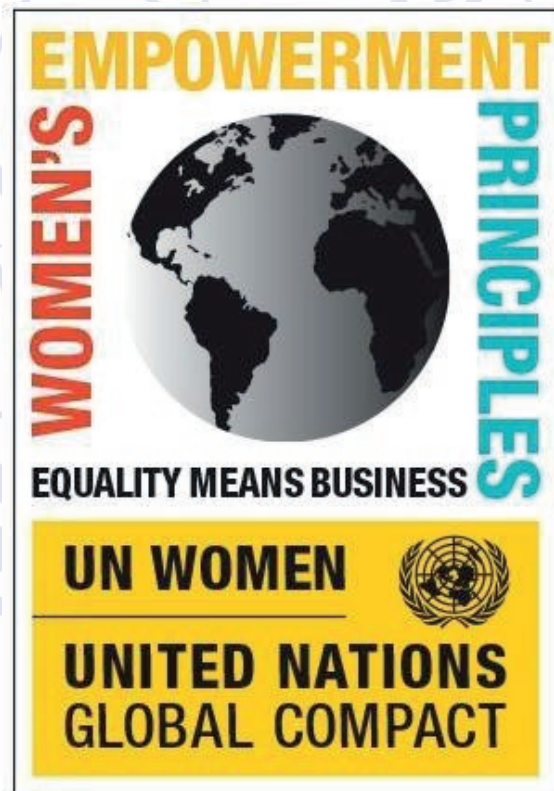
The Commission on the Status of Women, as well as UN Women and the Economic and Social Council (ECOSOC), work together with different international commitments, such as the Beijing Platform for Action, the Convention on the Elimination of All Forms of Discrimination against Women and other International Labour Organization conventions. Aiming higher incomes, better access to and control over resources and more security, the CSW and the UN Women reach out to women in need, often on cooperation with civil society organizations.

### 2.1.2 *Women's Empowerment Principles*

In 2010, UN Women and the UN Global Compact developed the Women's Empowerment Principles, that companies for example can sign to pledge to strengthen the role of women.

The purposes of these principles are to build strong economies, establish more stable and just societies and to achieve internationally-agreed goals for development, sustainability and human rights. Also, improving the quality of life for women, men, families and communities, such as propel businesses' operations and goals are mentioned. The principals are:

1. Establishing high-level corporate leadership for gender equality.
2. Treating all women and men fairly at work, respect and support human rights and non-discrimination.
3. Ensuring the health, safety and well-being of all women and men workers.
4. Promoting education, training and professional development for women.
5. Implementing enterprise development, supply chain and marketing practices that empower women.
6. Promoting equality through community initiatives and advocacy.
7. Measure and publicly report on progress to achieve gender equality.



[https://www.bmz.de/g7/includes/redaktionelle\\_bilder/EZ-Themen\\_Bilder/wep\\_logo.jpg](https://www.bmz.de/g7/includes/redaktionelle_bilder/EZ-Themen_Bilder/wep_logo.jpg)

### 3. Possible solutions

Policies aiming at the empowerment of women to achieve economic growth, must challenge the roots of gender inequality

#### 3.1 Equality and enrolment in education

Education plays a vital role in the productivity of an economy's workforce. Integrating women in education improves their skills and strengthens their independence, making them more suitable for jobs, thus improving the quantity as well as quality of the workforce.

Furthermore, it helps women breaking the poverty trap, a well-known economic concept, which refers to the idea that low education results in low income diminishing investment so that economic growth is prevented.

Being the birth-giving sex, women must often face issues in being rejected when searching for jobs.

Including women in education and giving them the same opportunities as men

can be a crucial lever for many development objectives along with economic growth.

### **3.2 Equity within society and before the law**

In order to achieve long-term and sustainable economic growth, women ought to have the same rights and same treatment in a society. Being socially and legally equal to men is the only way to ensure women can perform at their full economic potential.

Accomplishing legal equity may include the removal of constitutional barriers, which prevent women from accessing, engaging or keeping labour. Furthermore, women may need to be protected by the law to provide a secure working environment.

Legal equity is one step towards social equity, which refers to being equally treated and not suppressed within a society. Legal punishments may be imposed against any violence against a woman's physical or psychological well-being with a sexist background to establish social equity.

Women being equal before the law and in society supports further strengthening of their independence and creates secure working environments, which both are factors contributing towards productivity, hence boosting economic growth.

### **3.3 Increase women's economic opportunities**

Increasing economic opportunities means to improve women's enrolment in the economy. This includes removing barriers for women to participate in the workforce (legal equity). Furthermore, this again includes women's education since low levels of education limit women's earning ability.

Additionally, incentivising businesses to employ women may act as an initial catalyser for other women to have the chance to work. Other schemes may include training programmes, women's quota on leading position or provision of women entrepreneurs (e.g. with respect to farming) with equipment and information.

Improving women's abilities to participate in the workforce, with either financial incentives or programmes to improve women as workers, increases the likelihood for women to get jobs or helps them to lead their own business, thus contributing towards economic growth.

## 4. What you should bring to the conference

We require every delegate to bring a Policy Statement and a draft resolution to the OLMUN 2017. The Policy Statement is a brief summary of the country's opinion on the issue and a description of policies the country is willing to support and put forward. As chairs, we would like to see the Policy Statements in advance and therefore would like to ask you to send your statements to our email [csw@olmun.org](mailto:csw@olmun.org) with deadline set on the 25<sup>th</sup> of April. That gives us the opportunity to provide you with useful feedback. The mentioned Draft Resolution functions as the expression of your idea in the role of a delegate of a country. It is an important device, especially in the lobbying process and should contain the policies and solutions your country is trying to gain support for. A resolution must be written in a formal manner and must fulfil certain formal requirements. You will find the guidelines on how to write both the Policy Statement and the Draft Resolution in the official Handbook on the OLMUN homepage. Apart from that, we ask you to read the "Rules of Procedure" which are also available on the homepage. Especially for those of you who participate in a MUN-conference for the first time, this is very helpful. If you have any questions or problems, whether it is regarding to the topic, the committee, the resolution and policy statement or any other issue, do not hesitate to contact us at [csw@olmun.org](mailto:csw@olmun.org)!

To make sure that you are well prepared regarding the facts about women in the world of work, try this quiz! <http://www.unwomen.org/en/digital-library/multimedia/2017/2/quiz-women-economy>

See you in May!



## 5. Useful links

### **Women's Empowerment Principles**

[http://weprinciples.org/files/attachments/EN\\_WEPs\\_2.pdf](http://weprinciples.org/files/attachments/EN_WEPs_2.pdf)

### **Economic Empowerment**

<http://www.unwomen.org/en/what-we-do/economic-empowerment>

### **Beijing Platform for Action**

<http://www.un.org/womenwatch/daw/beijing/platform/>

### **The Convention on the Elimination of All Forms of Discrimination against Women**

<http://www.ohchr.org/EN/ProfessionalInterest/Pages/CEDAW.aspx>

### **Conventions on gender equality**

<http://www.ilo.org/gender/Aboutus/ILOandGenderEquality/lang--en/>

### **UN Women's work on economic empowerment**

[http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2013/12/un%20women\\_ee-thematic-brief\\_us-web%20pdf.pdf](http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2013/12/un%20women_ee-thematic-brief_us-web%20pdf.pdf)

### **Women's empowerment in the economy**

<http://www.imf.org/external/pubs/ft/fandd/2012/03/revenga.htm>

### **Guidance note: Women's Economic Empowerment**

<http://www.international.gc.ca/development-developpement/priorities-priorites/weegn-aefno.aspx?lang=eng>

### **UNICEF: Girls' education and gender equality**

[https://www.unicef.org/education/bege\\_70640.html](https://www.unicef.org/education/bege_70640.html)