

COMMITTEE: THE ECONOMIC AND SOCIAL COMMITTEE (ECOSOC)

QUESTION OF: Promoting gender equality with regards to equal pay

SUBMITTED BY: Serbia

THE ECONOMIC AND SOCIAL COMMITTEE:

Defining Gender equality as the equal rights, responsibilities and opportunities of women and men and girls and boys,

Reminding the countries that closing the Gender Pay Gap can reduce poverty levels and increase women's earning in the course of a lifetime. Furthermore it creates a basis for the solving of financial and economic crisis, as women's involvement has increased during the crisis,

Further noting that all member states that the issue of gender inequality is relevant to each and every member, regardless of the ranking given in the Global Gender Gap by the World Economic Forum,

Rectifying that more education helps increase women's earnings, but it still doesn't close the gender pay gap,

Keeping in mind that research by AAWW proves that women of color face even larger pay gap,

Reminding the committee that women are still facing an average of 77% of what their male companions earn,

Aware that the gender pay gap is worse for mothers, and it only grows with age,

Deeply disturbed that if changes continues at the slower rate seen since 2001, women will not reach pay equity with men until 2152,

Recognizing that an increase in female labor force participation or a reduction in the gap between women and men's labor force participation results in faster economic growth,

Taking note that an increase in women's education directly correlates to an improvement in child mortality rates, noting that an additional year for women of reproductive age can reduce child mortality by 9.5 percent,

Celebrating the efforts of the International Labor Organization and its policies which regrettably are not yet in effect in many countries at this stage,

1. Recommends the construction of the United Nations Equal Pay (UNEP) department under the United Nations Women (UNW),
 - a. To appoint a group of inspectors with the sole purpose to make sure all major companies have equality in the work zone:
 - i. Regarding pay and responsibilities,
 - ii. To affirm that minimal discrimination against a certain gender occurs in the workplace,
 - b. So matters regarding gender equality can be discussed at timed intervals:
 - i. Arrangements must be made so that a meeting can occur every 6 months;
2. Reminds all member states to implement into their vision the strategic objectives of the International Labor Organization (ILO) to:
 - a. Promote and realize standards and fundamental principles and rights at work
 - b. Create equal gender opportunities for men as well as women, to secure decent employment and income
 - c. Enhance the coverage and effectiveness of social and benefits protection for all genders;
3. Urges that there will be new humanitarian convoys that will:
 - a. set up new education centers, for both males and females in LEDCs, primarily in the "Like Minded Group of Developing Countries"(LMDC), to:
 - i. increase the amount of educated males and females depending on the amount of access per gender for each country
 - ii. develop more leading position jobs for both genders
 - b. introduce further legislation that restricts employers to pay any certain gender less hence, introduce more females in order to abolish the current unconscious bias towards promoting men;

4. Calls for educational facilities such as schools include activities and curriculum regarding governmental affairs for all students with emphasis on making extracurriculars such as diplomatic affairs;
5. Proclaims the need to prevent discrimination against any gender on the grounds of marriage or maternity and to ensure their effective right to work by measures like but not limited to:
 - a. Prohibition of the subjection to the imposition of sanctions,
 - i. Dismissal on the grounds of pregnancy or of family leave,
 - ii. Discrimination in dismissals on the basis of marital status,
 - b. Reinforce maternity or family leave with pay or with comparable social benefits without loss of employment, seniority or social allowances
 - c. Encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities
 - d. Provide special protection to women during pregnancy in types of work proved to be harmful to them;
6. Emphasizes the need for all levels of education for women and children in all societies, requires children under the age of 18 to have at least primary education;
7. Calls upon the nations of the world to assist countries in creating safe house refugees for troubled women to become educated on the topics of life skills, business skills, money management, independence, along with other necessary topics; the safe house refugee would be available to women in three month intervals, one year after refugees left a percentage of government taxes would be annually taken out the used towards the education of future government;

8. Invites all members of states to take the necessary measures to eliminate all forms of discrimination against women and the girl child and remove all obstacles to gender equality and the advancement and education of women by raising awareness through different media accessible to the public;
9. Recommends all member states to intensify their efforts so as to ensure equal enjoyment of all human rights and fundamental freedoms for all women and girls who face barriers to their education because of such factors as race, age, language, ethnicity, culture, religion, or disability;
10. Suggests the creation of United Nations Organization to be named United Nations Education For All Levels Organization (UNEFALO) by working in conjunction with all governments to double their efforts in achieving their own goals of education for all by:
 - a. Setting firm targets and timetables, including gender-specific education targets and programs
 - b. Ensuring to eliminate gender disparities at all levels of education, to combat the illiteracy of women and girls ensuring henceforth that girls and women have full and equal access to education
 - c. Working in active partnership with communities, associations, the media, and development agencies to reach those targets;
11. Recommends all member states to promote the UNEFALO policies within a sustainable and well-integrated sector framework clearly linked to poverty elimination and development strategies;
12. Urges all member states to create a national social benchmark to encourage all major companies to focus on their social performance instead of their economic performance;
13. Calls upon member states to terminate political policies or laws that restrict women from:
 - a) having access to maternity and paternity leave
 - b) earning equal pay with men for work of comparable worth
 - c) opening bank accounts and accessing cred