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**Documentation of the Work of the United Nations
Educational, Scientific and Cultural Organization
(UNESCO)**

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United Nations Educational, Scientific and Cultural Organization (UNESCO)

Committee Staff

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Agenda

- I. Combatting Illicit Trafficking of Cultural Property.
- II. Promoting Women in Science

Resolutions adopted by the Committee

Code	Topic	Vote
UNESCO 1/1	Promoting Women in Science	Adopted by Acclamation
UNESCO 1/2	Promoting Women in Science	Adopted by Acclamation
UNESCO 1/3	Promoting Women in Science	Adopted by Acclamation

Summary Report

The United Nations Educational, Scientific and Cultural Organization (UNESCO) Committee held its annual session to consider the following agenda items:

- I. Combatting Illicit Trafficking of Cultural Property
- II. Promoting Women in Science

The session was attended by representatives of 26 Member States. On Monday, the committee adopted the agenda II, I, and began discussion on the topic of “Promoting Women in Science”. On Tuesday, delegates began the formation of blocs and submitted the first draft of their working papers to the Dias. By Wednesday, the Dias had received three proposals covering a range of solutions on the topic including the implementation of policies to ensure gender equality, creating awareness to dispel stereotypes concerning the participation of women and girls in science, and encouraging the celebration of International Day for Women and Girls in Science. On Thursday, delegates continued discussions on the topic and reworked their working papers to reflect more sustainable and specific proposals.

On Friday, three draft resolutions had been approved by the Dias. The committee adopted three resolutions, all of which were unanimously supported by the delegates. The resolutions provided a range of solutions to the topic before the committee. The solutions included fostering partnerships between government, companies in STEM-related fields and other stakeholders to provide more STEM programs for women and girls, providing scholarships and grants for women and girls in science, ensuring the review of educational materials in order to remove content encouraging gender stereotypes, implementing necessary laws and policies such as those prescribing a quota system to ensure equal participation of women in science, and the creation of a conducive environment that ensures the reintegration of women in science after childbirth. The committee’s overall work reflected collaborative effort and innovation, as delegates worked to create sustainable solutions to resolve the low participation of women in science.

Code: UNESCO 1/1

Committee: United Nations Educational, Scientific and Cultural Organization

Topic: Promoting Women in Science

The United Nations Educational, Scientific and Cultural Organization,

Bearing in mind the Preamble of the Charter of the United Nations (1945) and the Universal Declaration of Human Rights (UDHR) (1948) on the eligibility of men and women to participate in any capacity under the conditions of equality,

Having considered the provisions of the International Labour Organisation (ILO) Discrimination (Employment and Occupation) Convention (1958) which states that each Member State for which this Convention is in force undertakes to declare and pursue a national policy designed to promote, by methods appropriate to national conditions and practice, equality of opportunity and treatment in respect of employment and occupation, with a view to eliminating any discrimination in respect thereof,

Appreciating the Maternity Protection Convention (2000) which states that each Member shall, after consulting the representative organizations of employers and workers, adopt appropriate measures to ensure that pregnant or breastfeeding women are not obliged to perform work which has been determined by the competent authority to be prejudicial to the health of the mother or the child and on production of a medical certificate or other appropriate certification, as determined by national law and practice, stating the presumed date of childbirth, a woman to whom this Convention applies shall be entitled to a period of maternity leave of not less than 14 weeks,

Fully aware of the provisions of the Convention on the Elimination of all forms of Discrimination against Women (CEDAW) (1979) especially Articles 4, 10 and 11, which provides that States should adopt measures to ensure that women enjoy their human rights and fundamental freedoms based on their equality with men,

Aware of the Beijing Platform for Action (1995) which outlines strategic objectives aimed at providing equal rights for women in Annex 1 of the declaration,

Taking into consideration the Science Agenda Framework for Action (1999) on gender mainstreaming and achieving gender equality in science,

Acknowledging the Sustainable Development Goal (SDG) 5 which seeks to achieve gender equality and to empower all women and girls,

Deeply concerned about the limited number of women in science which constitute only 29.3% globally according to the UNESCO Institute for Statistics as of June 2019,

Alarmed by the overt and subtle discrimination of women in science professions according to the Women in Science fact sheet compiled by UNESCO,

Noting with deep concerns the problems faced by pregnant women and mothers in science-related fields such as the absence of a conducive working environment and unpaid maternity leaves,

Noting further the inadequate recognition of the contributions of women in science-related fields,

Deeply worried by the effects of culture and religion in creating gender roles and stereotypes, which have discouraged the education of women; and the participation of women in science-related fields,

Alarmed by the lack of access to quality education of the girl child especially in developing countries,

1. *Urges* Member States to adopt stricter policies against the discrimination of women in science by;
 - a. creating gender-responsive policies that foster the transitioning of women educated in science fields into employment positions by collaborating with the private sector, NGOs and other relevant stakeholders;
 - b. enacting policies that enforce equal representation in the workplace as regards gender and race by ensuring inclusion in every workplace memorandum that mandates a ratio of at least 50% of women to 50% of men in all science workplace;
 - c. Implementing policies against sexual harassment in the workplace through the mandatory creation of an effective human resources department in all establishments;
2. *Suggests* the enforcement of policies to allow for special working circumstances for women in science by;
 - a. Enforcing policies that allow for more convenient maternity leaves with pay and bonuses for mothers in science-related fields;
 - b. Enforcing policies and introducing awareness programs to assist mothers in science-related professions transition back into the workplace seamlessly by;
 - i. organizing mental health care and awareness programs for mothers in science fields with postpartum depression to help them overcome it and transition back into the workplace;
 - ii. organizing social events for returning mothers in science in order to make them feel welcomed back into the workplace;
 - c. Creating policies that allow for conducive working environments for pregnant women in science by;
 - i. ensuring that measures are put in place for pregnant women in the second trimester and above to avoid hazards or workplace accidents;
 - ii. enforcing policies that also allow for flexible working hours for mothers in science-related professions;
3. *Calls for* the adoption of initiatives that recognize the achievements of women in science by;
 - a. Adopting initiatives that celebrate the achievements of women in science;

- i. organizing award programs for women in science and lifetime achievement milestones for women in science;
 - ii. ensuring adequate representation of women in science in motion films, media tours, reality shows, talk shows, in a bid to encourage young girls to venture into science-related areas;
 - iii. ensuring that the concept of women in science is inculcated in all schools' curriculums to expose young girls to science-related fields;
 - b. Funding the activities of women scientists to promote their work by;
 - i. raising funds through governmental bodies, crowdfunding to cater for the research work for women in science;
 - ii. collaborating with regional and international bodies such as UNESCO and the European Union should set up funds to sponsor conferences and seminars for women in science;
- 4. *Requests* all Member States to organize campaigns to create awareness on the importance of gender equality by;
 - a. Organizing rallies, school drives, fundraisers for the sole purpose of enlightening members of the general public of the importance of gender equality;
 - b. Collaborating with media houses, social media influencers and people with large followership to set trends in motion that will help enlighten people on gender equality.
- 5. *Urges* Member States to enact legislation to the effect of education for all children by;
 - a. Carrying out awareness programs especially in developing Member States on the importance of education of both sexes;
 - b. Conducting a survey to assess those who cannot afford educational services and providing a subsidy for such people through governmental actions in collaboration with NGOs and other regional and international bodies;
- 6. *Calls upon* Member States to take actionable steps in the encouragement of young girls and women to pursue science-related fields by;
 - a. Providing scholarships and incentives by Member States in collaboration with NGOs, regional and international bodies for young girls and women to foster more participation in areas of Science, Technology, Engineering and Mathematics;
 - b. recommends the establishment of a scholarship application website in all Member States named the Women and Girls in Science Scholarship Fund (WGSSF) where individuals can donate to promote women and girls in science;
 - c. incentives such as the provision of gadgets, science laboratories, field trips and workshops funded by the governments of Member States in collaboration with regional and international bodies, the private sector and NGOs;

7. *Suggests* collaborative efforts with women already in science in each Member State to create a mentorship scheme aimed at providing a direct medium for young girls who are interested in STEM fields to interact with women already established in STEM;
8. *Urges* Member States to enforce a regulatory policy tasked to mandate all research facilities, and scientific organizations to conduct assessments in their respective establishments so as to ensure gender uniformity in science fields and;
 - a. This assessment should be carried out annually;
 - b. The results of this assessment should be submitted to the ministries of Member States involved in the regulation of labour and employment.

Code: UNESCO 1/2

Committee: United Nations Educational, Scientific and Cultural Organization

Topic: Promoting Women in Science

The United Nations Educational, Scientific and Cultural Organization

Reaffirming Article 1 and 2 of the Universal Declaration of Human Right (UDHR) (1948) which provides that everyone is entitled to all the rights without obstruction based on race, colour, sex, language, religion, political or other opinions, property, birth or other status,

Further recalling the General Assembly resolution 34/180 establishing the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) (1979) which speaks on the need to eliminate all forms of discrimination against women in all fields,

Referring to the International Development Law Organization (IDLO) 1988 Strategic Plan which is committed to promoting gender equality through non-discriminatory gender-responsive laws and institutions, enhancing women's access to justice and increasing their legal empowerment to achieve sustainable development,

Recognizing the declaration of the 11th of February as the International Day of Women and Girls in Science by General Assembly adopted resolution 70/212 that seeks to achieve full and equal access to and participation in science for women and girls and further achieve gender equality and the empowerment of women and girls,

Noting the Discrimination (Employment and Occupation) Convention (No. 111) (1958) adopted by the General Conference of the International Labour Organisation (ILO) which confirmed that sexual harassment in the workplace is a form of sex discrimination,

Bearing in mind a document titled “Towards a better future for women and work: Voices of Women and Men” published by the International Labour Organization (ILO) in 2017 which highlights the lack of support of working mothers and the inadequate absorption of women into the workplace after childbirth,

Deeply conscious of the persistent gender stereotypes against women in science highlighted in the reports released by the United Nations Conference on Trade and Development (UNCTAD) on “Applying a gender lens to Science, Technology and Innovation” which noted that certain educational materials such as science textbooks reinforce gender stereotypes, discouraging girls from pursuing careers in STEM fields,

Taking into consideration the disproportionate gender ratio of male to female in tertiary education enrolment for Science, Technology, Engineering and Mathematics (STEM) related courses,

Recognizing that Article 1B of the Equal Remuneration Convention 1951 which states that the term equal remuneration for men and women workers for work of equal value refers to rates of remuneration established without discrimination based on sex,

Reaffirming Goal 5 of the Sustainable Development Goals (SDGs) which seeks to achieve gender equality and empower all women and girls through partnerships between Member States and private organizations,

1. *Prompts* Member States to partner with stakeholders of Science Technology Engineering and Mathematics (STEM) to use social media and mainstream media to promote awareness against gender imbalance and stereotypes in fields of science by:
 - a. using infomercials detailing the dangers of these stereotypes and proffering facts to support this;
 - b. appointing influential individuals with large social
 - c. reach as ambassadors to educate people on the ills of gender discrimination
 - d. partnering with appropriate organizations that can adopt the curriculum into movies and songs, that will pass the message across better;
2. *Appeals* to Member States to strengthen their efforts to prevent discrimination against women in all fields;
 - a. enacts laws and regulations that enable increased participation of women in all fields. Such rules should be stipulated in the Member states' governmental organizations and private institutions' code of conducts;
 - b. establishes research institutes for proper collection of data to ascertain the scope of problems;
 - c. ensures proper gender equity training for evaluation committees in research institutes of all of fields as created by the Member States' government;
 - d. organizing advocacy programs for grassroots areas against gender stereotypes through the appropriate agencies in partnership with appropriate organizations;
3. *Encourages* the establishment of mentorship programmes at the secondary level of education in all Member States such as the Partnership for Advanced Engagement in Research (PEER) Women in science mentoring program, Women in science Empowerment programs, seminars and other events;
 - a. To support the role and position of women in science;
 - i) by fostering partnership between the government and private organizations to initiate these programs, trainings, seminars and funds,
 - ii) in collaboration with existing organizations, mentorship programs can be established in high/secondary schools to foster interest in STEM;
 - b. that addresses the feelings of isolation and marginalization that women in academic settings often report;
 - c. to create career fairs in Member States' schools to highlight opportunities in science;
 - d. setting up independent regulatory bodies to monitor admission processes;
- e. including more qualified women in admission boards to give balanced perspectives in admitting students;

4. *Recommends* that Member States to encourage young girls to overcome both financial and mental hurdles to pursuing a degree in STEM by;
 - a. creating clubs with existing STEM organizations in secondary schools to increasing quality exposure to these fields;
 - b. organize competition specifically for girls to stimulate their interest;
 - c. establish scholarships funded by Member States' government and non-government organizations to overcome financial difficulties;
5. *Condemns* all acts of sexual harassment cases against women generally and in particular, women in science with Member States advised to;
 - a. implement already existing penal measures and create new ones where necessary;
 - b. establish rehabilitation centres and helplines which will be responsible for helping victims of sexual harassment;
 - c. create awareness on sexual harassment and its forms and actions to be taken when a woman is victimized;
 - d. encourage the need to teach women self-defence skills in cases of such occurrence;
 - e. ensure that private organizations have both preventive and responsive policies that tackle sexual harassment;
 - f. adopt zero-tolerance policies for sexual harassment at all levels of employment;
6. *Further suggests* that Member States should ensure that governmental and private workplaces have well equipped on-site child care facilities for working mothers by;
 - a. Fostering collaborations with private and governmental Child management bodies for funds;
 - b. Ensuring the employment of officials with requisite experience in ensuring the safety of the children;
 - c. including the options of working from home in the employment policy of public and private organizations for such conditions
7. *Requests* that educational materials be thoroughly scrutinized by the Member States established educational regulatory bodies or create where necessary and;
 - a. emphasize the need for educational regulatory bodies to ensure the exclusion of gender discriminatory contents in these educational materials;
 - b. ensure such materials that contain discriminatory contents are withdrawn from the educational system;
 - c. recommend the revision of the Member States educational curriculum and conform to the use of non-discriminatory materials;
8. *Urges* Member States' educational regulatory bodies to frequently organize mandatory orientation programmes for teachers at all levels of education on the ills of gender discrimination by;

- a. fostering collaboration between stakeholders and non-governmental organizations in providing funds for the orientations;
 - b. inviting experts to conventions in the proper fields to deliver lectures on gender discrimination;
 - c. setting up independent institutions in all regions to oversee the orientation;
 - d. implementing the use of standardized gender-sensitive policy to educate and monitor the performance of educators;
9. *Encourages* the enforcement of transparency in the remuneration of workers and urges that persons be paid based on their qualifications, contributions and hard work without any bias urging;
- a. compulsory annual audits by independent regulatory bodies as enforced by the laws of the Member States' governments and private organizations' rules;
 - b. utilizing an open book model for remuneration which enables employees to view an internal spreadsheet that contains salaries, benefits and bonus information, in turn promoting transparency;
10. Suggests that Member States encourage private organizations, in exchange of tax exemptions, to create online STEM platforms for girls and women who cannot appear for physical classes and work through;
- a. collaboration with private technology organizations and non-governmental organizations to provide phones, laptops, free or cheaper connection services as part of corporate social responsibility to operate such platforms;
 - b. establishing monetary incentives for female students with great performances as funded by Member States and donations from private individuals.

Code: UNESCO 1/3

Committee: United Nations Educational, Scientific and Cultural Organisation

Topic: Promoting Women in Science

The United Nations Educational, Scientific and Cultural Organisation Committee,

Fully aware of Article 61 of the United Nations Charter (1945) which provides for the Economic and Social Council with the power to establish subsidiary organs which are usually focused on pressing global issues such as gender equality, development and the environment,

Acknowledging the importance of Sustainable Development Goal (SDG) 5 which promotes gender equality and empowerment of women and girls,

Emphasizing the United Nations Educational, Scientific and Cultural Organization (UNESCO) Priority Gender Equality Action Plan 2014-2021 that seeks to adopt gender perspectives to its major programmes such as education, culture, natural sciences, social and human sciences,

Noting with satisfaction the adoption of General Assembly resolution 70/212 on the establishment of February 11 as International day of Women and Girls in Science, to promote full, equal access and participation in science for women and girls,

Bearing in mind the importance of gender equality as espoused in the Sustainable Development Goal 5 which will achieve full and equal access to and participation in science for women and girls, and further achieve gender equality and the empowerment of women and girls,

Deeply concerned about the lack of role models for women in science,

Taking into consideration the low enrollment rates of girls in Science, Technology, Engineering and Mathematics (STEM) degrees,

Noting the need to encourage the participation of women in science,

1. *Encourages* Member States to ensure gender equality in access to job opportunities, recruitment criteria and processes by;

- a. ensuring that there is equitable assumption to leadership positions by women within the organization as well as representation in conferences and seminars;
- b. ensuring that there is equality in remuneration, that is, standard payment for the service offered without considering gender differences;
- c. ensuring that there is the elimination of gender bias during performance evaluation;
- d. enabling women participation in science-related researches through recommendations and inclusions

2. *Implores* governmental organizations to partner with schools by educating students to diminish gender stereotypes and gender-specific roles;

- a. through essays or public speaking competitions on the importance of gender equality;
- b. through national school clubs and societies that promote gender equality;

3. *Urges* the government of Member States to provide support to Women Empowerment organisations by;

- a. offering scholarships, summer and exchange programs to girls interested in the STEM field;
- b. creation of school activities and clubs for girls interested in the STEM field;
- c. offering mentorship programs to girls, which feature women in science to serve as role models;

4. *Requests* Member States to ensure observation of the International Day of women in science, promote and publicize it through;

- a. mass media and Social media awareness, involving;
 - i. rallies;
 - ii. creation of threads, e.g. (#Women in Science) across social media platforms;
- b. great opportunities such as visits to schools to recruit, speak and encourage women to pursue a career in science;
- c. mass publication and distribution of tracts that contain information about scholarship opportunities and women in science support organisations;
- d. government offices and NGOs can also put out science-related exposition competitions for ladies and women before the day and mass scholarships should be granted to distinguished participants to promote the occasion;

5. *Advises* Member States to combat gender stereotypes and encourage young girls to participate in science by;

- a. highlighting the achievements of women and girls in STEM areas and sparking science interest in girls at school and home environments involving teachers, parents and role models;
 - i. through seminars that would motivate these younger girls;
 - ii. through publications and magazines which would be made available to young girls;
- b. Member States can organize award ceremonies to profile few women in science and establish them as visible role models for girls;
- c. governments partnering with women with successful careers in Science and Technology related fields to organise awareness programs and campaigns that would enlighten both men and women on the need for gender equality in Science and Technology related fields;
- d. governments supporting the organization of workshops to provide the opportunity for interactions among professional female scientists and science students;

6. *Recommends* that young girls be exposed to STEM degrees and careers at an early stage;
 - a. awareness initiatives should be organized by NGOs, regional and international bodies to enlighten young girls on the prospects in STEM-related fields and to present a better understanding of the nature of these occupations;
 - i. through career fairs that will highlight the benefits of STEM degrees and how to stand out in this line of interest;
 - ii. through science clubs that offer practicals and better ways to understand science subjects;
 - b. learning environments should be made accommodating and free of gender stereotypes
 - i. teachers' code of conduct and training should be revised to ensure that they fight stereotypes and to reduce the instance of gender bias in the classroom;
 - ii. where curriculum and textbook are concerned, the government with the support of civil society actors should remove any gender stereotypes with relation to the textbooks and activities;
7. *Recommends* Member States to establish specialised agencies to oversee the admissions processes into universities or colleges for women who may wish to take up science-related courses (including master's and PhD), through;
 - a. fully-funded scholarships and awards for women;
 - b. prevention of gender bias in the student admission and financial aid processes;
 - c. the retention of women in STEM higher education at all levels, including through gender-sensitive mentoring, workshops and networks;
 - d. promotion of gender equality in the international mobility of students;
8. *Calls upon* Member States to collaborate with directors, performing artists and individuals in the entertainment and movie industry in producing movies and stories of historical women in science;
 - a. through motion pictures and stories that will be entertaining;
 - b. stories that would inspire millions of girls and women towards taking part in the STEM industry;
 - c. documentaries on benefits of science, careers in science and the achievements of the greatest scientists should also be launched.