



# **LAGOS MODEL UNITED NATIONS (LMUN) 2020**

**21-25 September 2020**

## **Documentation of the Work of the United Nations General Assembly Second Committee**

Committee Supervised by:

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## General Assembly Second Committee (GA2)

### Committee Staff

Chair	Aduloju Oluwatofunmi Isaac
Vice-Chair	Amirah Najiba Momodu
Researcher	Olagboye Barakah Olohuntosin
Researcher	Udemba Praise

### Agenda

- I. The Role of ICT in Sustainable Development and Poverty Reduction
- II. Combating Gender Income Inequality

### Resolutions Adopted by the Committee

Code	Topic	Vote
GA2 1/1	Combating Gender Income Inequality	14 votes in favour, 4 votes against
GA2 1/2	Combating Gender Income Inequality	Adopted by Acclamation
GA2 1/3	Combating Gender Income Inequality	Adopted by Acclamation

## **Summary Report**

The General Assembly, Second Committee (GA2) held its committee session to consider the topic “Combating Gender Income Inequality”

The Committee sessions started on 21 September 2020, after which the Dias introduced themselves to the delegates. The sessions were very enlightening as delegates engaged each other discussing issues and setting the agenda. The delegates had to decide between

- I. The Role of ICT in Sustainable Development and Poverty Reduction
- II. Combating Gender Income Inequality.

The delegates voted to set the agenda which sets topic two as topic one, thus the topic: Combating Gender Income Inequality was addressed.

After setting the agenda, delegates began giving speeches on their countries’ policies concerning the topic. The delegates formed blocs and worked together to proffer profitable solutions in their working papers, one of the notable solutions was identified. Delegates encouraged all Member States to ensure the availability of data that evaluates the remuneration women across different sectors of the economy, which will, in turn, be used by law and policymakers in understanding where to build more social protection systems for women.

Above all, committee sessions were amazing and very insightful as delegates put all their efforts and intellectuals in deliberation according to the topic. Feedback gotten from delegates shows that the committee session was an opportunity to learn from fellow delegates and members of the Dias.

**Code: GA2 1/1**

**Committee: The General Assembly Second Committee**

**Topic: Combating Gender Income Inequality**

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*The General Assembly Second Committee,*

*Acknowledging that combating gender income inequality would ensure increased recognition of the value of diversity in terms of economic and financial development, the prohibition of all forms of discrimination in access to work, wages, employment conditions and career for a globally sustainable world,*

*Reaffirming the provisions of Article 3 of the International Covenant on Economic, Social and Cultural Rights (ICESCR) (1966) and Article 23 of the Universal Declaration of Human Rights (UDHR) (1948) which provide for the right to equality to all women and men,*

*Recalling the 1995 Beijing Platform for Action which flags 12 key areas where urgent action is needed to ensure greater equality and opportunities for women and men, girls and boys and also lays out concrete ways for countries to bring about change as regards to women and the economy,*

*Reaffirming our commitment to Sustainable Development Goals (SDGs) 5, 8 and 10 which promote gender equality, decent work, equal economic growth and reduced inequality respectively,*

*Bearing in mind the 2017 Global Equal Pay Platform of Champions which advocates for increased political support for concrete measures to reduce global gender pay gap by 2030*

*Recognizing the need for diverse economic participation which allows for equal opportunities where both male and female genders are concerned in line with Article 1 of the International Labour Convention and the Convention on Elimination of all forms of Discrimination against Women (CEDAW) (1979),*

1. *Proposes* that Member States implement stricter implementation strategies to ensure adherence to existing laws protecting women in terms of gender income inequality by way of:
  - a. legal sanctions for non-adherence to already existing national laws;
  - b. Creation of measures geared towards ensuring equal remuneration such as monthly publication of gender pay disparity statistics in formal and informal workplaces;
2. *Requests* universal ratification and domestication of all international conventions and treaties by Member States that provide for equal value for work done by both genders for the sake of universal parity where the implementation of said laws are concerned;
3. *Recommends* that raising the minimum wages of women coupled with universal social protection and paid maternity leave at National levels to protect the rights of women globally be made possible through accountability measures set in place by organizations such as the European Institute for Gender Equality to ensure compliance of Member States;

4. *Proposes* the establishment of sensitization platforms and bodies at local and regional levels set in place by Member States for the purpose of mentoring women on how to successfully negotiate better remuneration for services rendered or work done;
5. *Further recommends* that Member States take up enlightenment programs as well as systems to empower and educate women at local and regional levels with respect to the importance of gender income equality and the adverse effects of gender income inequality for the purpose of making for an equally sustainable world;
6. *Calls upon* Member States to empower civil society organizations, trade unions, non-governmental organizations and government equality bodies which play a vital role in assisting women to claim their rights where income equality is concerned and raising awareness about gender inequalities.

**Code: GA2 1/2**

**Committee: The General Assembly Second Committee**

**Topic: Combating Gender Income Inequality**

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*The General Assembly Second Committee,*

*Deeply convinced* that combating gender income inequality has great potential to promote a more inclusive world,

*Reaffirming* our commitment to achieving the Sustainable Development Goals particularly goals 5,8 and 10 in this regard,

*Fully aware* of the global gender pay gap to be 21.4% as referenced by the International Labour Organization (ILO),

*Taking into consideration* the disproportionate number of women in the informal sector,

*Noting with deep concern* the importance and value of existing technical assistance programme carried out by the International Labour Organization on gender equality and pay equity issues as described in the Global Report “Times for Equality at Work” submitted to the International Labour Conference at its 91<sup>st</sup> Session (2013),

*Taking note* that other jobs are often taken upon by women working in informal sectors to supplement pay earned,

*Recognizing* the need for collaborative efforts needed to combat this issue,

*Deeply concerned* to create a world of equality for all,

1. *Proposes* the elimination of gender-based stereotypes that hinder equal participation in the educational, occupational Sector, and political and leadership opportunities;
  - a. to eliminate all forms of gender discrimination in the labour market and to promote gender equality between women and men and to dismantle barriers which prevent women from obtaining economic autonomy through their labour market participation on an equal footing with men;
  - b. introduce or strengthen appropriate legislation programmes and other measures aimed at eliminating gender discrimination in the workplace;
2. *Calls upon* all governments and social partners to actively contribute – in their respective fields of competence to;
  - a. develop and implement national policies to provide equal opportunities and access for women and men to education, training, career development and employment, as well as equal pay for work of equal value;
  - b. promote entrepreneurship in particular for females and examine ways to help women entrepreneurs or self-employed women in the informal sector to formalize their activities;

3. *Requests* that provision of quality education through the various school systems and vocational training in various Member States;
4. *Recommends* that Member States seek to partner with trade unions, employers and the civil society at large to come up with policies that protect the rights of all genders;
5. *Further recommends* that transition of women working in the informal sector to the formal sector be made easier with all the rights associated with it to;
  - a. promote entrepreneurship in particular for females and examine ways to help women entrepreneurs or self-employed women in the informal sector to formalize their activities;
  - b. develop gender-sensitive national policies to stimulate entrepreneurship and business creation at all levels and to ensure that both women and men enjoy equality of property rights and have access on equal terms to capital, including land, other financial resources, financial services and counselling;
6. *Further requests* that measures should be kept in place by Member States to promote accountability to the policies implemented;
7. *Calls for* the attention of Member States to extend the minimum wage coverage to those working in the informal sector;
8. *Further reminds* that in strengthening accountability for gender equality and supporting universal gender equality mechanisms, that women should be adequately represented in policy making and decisions;
9. *Further promote* equal opportunities for women to obtain decent work in conditions of freedom, equity, security and human dignity, according to the ratio of men to women in Member States;
10. *Appeal to* all governments of ILO Member States to;
  - a. Ratify the *Equal Remuneration Convention* (No. 100) (1951) and the *Discrimination (Employment and Occupation) Convention* (No. 111) (1958);
  - b. Regularly compile, publish, and disseminate gender-disaggregated data in the labour market indicators, taking into account other forms of discrimination;
11. *Calls upon* all governments and social partners to actively contribute – in their respective fields of competence to;
  - a. prevent discrimination against women in recruitment and at all levels in employment, to overcome barriers to promotion;
  - b. eliminate pay differences based on gender;
  - c. ensure a safe and sound working environment for both women and men;

- d. promote measures to better reconcile work and family life;
- e. develop gender-sensitive social security schemes;
- f. ensure that the gender aspect is taken into consideration in labour market regulation and collective agreements.

**Code: GA2 1/2**

**Committee: The General Assembly Second Committee**

**Topic: Combating Gender Income Inequality**

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*The General Assembly Second Committee,*

*Aware of the Article 1 of the Charter of the United Nations (1945) which states that the United Nations shall promote and encourage respect for “human rights and for fundamental freedoms for all without distinction as to race, sex, language, or religion”,*

*Affirming Article 11 of the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) (1979), which states that parties are to take appropriate measures to eliminate “discrimination against women in the field of employment...to ensure, on a basis of equality of men and women, the same rights”,*

*Reaffirming the declarations adopted at the Beijing Conference on Women (1995),*

*Deeply conscious of our commitment to the Sustainable Development Goal (SDG) 5 which seeks to achieve gender equality in all areas,*

*Recognizing that although the status of women has advanced in some aspects, the progress has been slow, and inequalities between women and men persist,*

*Applauding the efforts of United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) towards achieving gender equality and empowerment of all women,*

*Appreciating the efforts of NGOs at creating awareness of gender economic disparities and its effects on the global economy,*

*Expressing appreciation of Member States works, towards the eradication of Gender Income Inequality and the economic empowerment of women,*

*Deeply concerned by the statistics from UN-Women, that states that with the current rate of women earning about 80% of what men earn, gender income parity can only be achieved in 257 years,*

1. *Reaffirms* that it is each Member States responsibility to protect the rights of its citizens, which includes and not limited to, the right to equal pay;
2. *Encourages* Member States to produce more data that evaluates the role of women in the economic framework. The data collected will, in turn, be used by law and policymakers in understanding where to build more social protection systems for women, by;
  - a. setting up an investigatory panel to assess industry compliance with the directives of Member States;
  - b. partnering with national data collection agencies and NGOs for data collection concerning the position of women in the economy;
  - c. collaborating with other member countries to compare modalities of effective data collection that would accurately portray the severity of the gender pay gap and how such data can be transformed into more sustainable policies;

3. *Calls on* more action from NGOs, civil rights organisations and international bodies in creating awareness and knowledge of sectors lacking income equality by;
  - a. creating an application called Work for Equal Value (WOFEV);
  - b. the application will inform workers of the pay range to expect in certain occupations which will serve to drive salary negotiations;
4. *Recommends* that measures should be taken to diversify gender skewed occupations by;
  - a. encouraging companies to incorporate gender diversification and remuneration policies;
  - b. ensuring companies and governmental organizations employ complete transparency in salary and wage structure;
  - c. enabling partnerships with NGOs and civil society organizations to improve negotiation skills and promotion of the bargaining power for female workers;
5. *Calls on* policymakers, implementers and the society at large to be receptive of the need for change in social norms and attitudes;
6. *Requests* that governments should engage communities to address the cultural biases that contribute to the gender income gap, this can be easily achieved through the encouragement of the education of both the girl and boy child;
7. *Encourages* Member States to cooperate and NGOs in a bid to tear down biases associated with income earnings;
8. *Advises* Member States to revise policies that better integrate women into the economy to make significant impact on Member States by recommending the creation of more agencies and the labour court in every region to monitor the progress and welfare of women in every society in order to reduce the gap of unemployment;
9. *Recommends* that Member States bring informal workers that consist largely of women, as corroborated by data from UN-Women under the umbrella of legal and effective protection and which would empower them to better defend their interests;
10. *Recommends* to Member States the adoption of proactive pay equity laws, which will;
  - a. ensure that works of equal value receive the same remuneration irrespective of if they are the same or not;
  - b. require employers to regularly examine compensation practices, assess gender pay gaps, and take actions to eliminate them.