



**UNDP**

**UNITED NATIONS  
DEVELOPMENT PROGRAMME  
BACKGROUND GUIDE**

**20**

**23**



**CJCP MODEL UN**

# Committee Topic:

## Improving Gender Equality to Promote Economic Development



**Achieve gender  
equality and  
empower all  
women and girls**

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# MESSAGE FROM OUR DIAS MEMBERS

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Priyaanka Singh  
[spriyaanka@cjcollegeprep.org](mailto:spriyaanka@cjcollegeprep.org)

Dear MUN Delegates,

Welcome to the 2023 CJCP MUN Conference! My name is Priyaanka Singh and I am a senior at Central Jersey College Prep Charter School and I will serve as your Chair for the United Nations Development Programme (UNDP) committee. I am so excited to have you at our conference and I can't wait to work with you all!

My Model UN experience started in the seventh grade when I signed up for a conference to simply accompany a friend who needed a partner and to gain some experience, but that conference ended up being one of the most inspiring moments of my educational career. I spent my first conference observing the environment and learning what to do, but my advice to all delegates is to put yourself out there. Though it may seem intimidating, trust your gut and remember that most other delegates might be in the same situation as you. Be sure to prepare before the conference and most importantly, have fun. As nerve-wracking as these conferences can be, it is important to try your best and always learn from your circumstances. Remember that any situation can be used to learn from, so there is no such thing as mistakes.

Before the conference, make sure you study the materials given and mentally prepare for the conference environment to help yourself ease into the discussions. Preparing for the conference can be the biggest challenge, but it will make your debate skills so much stronger. While debating, make sure you are working together with other delegates to create a sense of change in the world. By combining your differences and respective interests, you can create an environment for growth right here at this conference!

Sincerely,  
Priyaanka Singh  
CJCPMUN Chair

# MESSAGE FROM OUR DIAS MEMBERS

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Krishna Patel

[krishapatel@cjcollegeprep.org](mailto:krishapatel@cjcollegeprep.org)

Dear MUN Delegates,

My name is Krishna Patel, and I look forward to serving as the Vice Chair of the United Nations Development Programme (UNDP). It is my pleasure to welcome you to CJCP MUN 2023 and I cannot wait to meet and work with you all.

Currently, I am a sophomore at CJCP and have been participating in Model UN for four years. I intend to pursue a career in the medical field and I have a passion for various scientific intricacies and the profound transformations this career brings to the lives of others. Outside of Model UN, I play volleyball, read, and hang out with my friends!

I first began my Model UN journey in sixth grade, not knowing anything about this club or how much of an impact it could make on me. Since then, I have been able to expand upon my public speaking, leadership, and research skills while meeting a diverse group of people. With that being said, I have been where you are and I know it can be nerve-racking to step outside your comfort zone but no matter what, know that this competition is here for you to allow yourself to grow and collectively explore new ideas and ways of thinking.

As you prepare for the conference I urge you to remember that everyone brings a new set of skills and experiences to the table. By utilizing these differences, we can inspire transformative change. I have no doubt that this conference will leave you with new interests and skills for your academic and personal future. Best of luck!

Sincerely,

Kirsha Patel

CJCPMUN Vice Chair

# Rules of Procedure

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The Rules of procedure are three types: Motions (Verbal and Non-Verbal), Points, and Yields.

## Verbal Motions

- 1. Motion to Set the Agenda:** “Country X motions to set the agenda in favor of topic X.” Note that, since there will be one topic per committee this year, the agenda will already be set in favor of each committee’s topic. **This Motion Requires an Absolute Majority**
- 2. Motion to Set the Speakers List:** “Country X motions to set the Speakers List to Y seconds.” **This Motion Requires an Absolute Majority.**
- 3. Motion to Suspend the Debate:** The debate can be suspended to a moderated or unmoderated caucus, soliciting of third parties, or consultation of the whole.
  - a. Moderated Caucus:** “Country X motions to suspend the debate for a moderated caucus to discuss Y for a total time of Z minutes and speakers time of V seconds.” **This Motion Requires an Absolute Majority.**
  - b. Unmoderated Caucus:** “Country X motions to suspend the debate for an unmoderated caucus for the purpose of Y for a total time of Z minutes”. **This Motion Requires an Absolute Majority.**
  - c. Consultation of the Whole:** “Country X motions to suspend the debate for a consultation of the whole, to discuss Y for a total time of Z minutes.” **This Motion Requires an Absolute Majority.**
- 4. Motion to Introduce Draft Resolution:** “Country X motions to introduce Draft Resolutions.” **This Motion Requires an Absolute Majority.**
- 5. Motion to Begin Debating on Amendments:** “Country X motions to begin debating on amendments.” **This Motion Requires an Absolute Majority.**
- 6. Motion to Adjourn the Meeting:** “Country X motions to adjourn the meeting for the purpose of lunch.” **This Motion Requires an Absolute Majority.**
- 7. Motion to Close the Debate:** “Country X motions to close the debate and move into voting procedures...” **This Motion Requires a Two-Thirds Majority.**

# Rules of Procedure

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The Rules of procedure are three types: Motions (Verbal and Non-Verbal), Points, and Yields.

## Written Motions

1. **Right of Reply:** This is requested when a delegate feels that another delegate has made a derogatory comment to the country they are representing. **There is no Right of Reply to a Right of Reply.**
2. **Appeal to the Chair's Decision:** This is used when a delegate feels that the chair committed a mistake or acted unfairly.

## Points:

- **Point of Order:** This is used when a delegate feels that the chair or a fellow delegate has made an error in the running of the committee. **This Point is Interruptive.**
- **Point of Parliamentary Procedure:** Also known as a point of inquiry, this is used when a delegate has a question regarding the rules of procedure or flow of debate. **This Point is Non-Interruptive.**
- **Point of Personal Privilege:** This is used when a delegate has a certain personal discomfort. **This Point is Interruptive.**
- **Point of Information:** This is used when a delegate does not understand or needs more clarification on a certain speech or notion that a delegate gave. **This Point is Non-Interruptive.**

## Yields:

Yields are only used when a delegate does not use their whole speaking time during the formal debate. There are three types:

# Rules of Procedure

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1. Yield to the Chair
2. Yield to Another Delegate
3. Yield to Questions

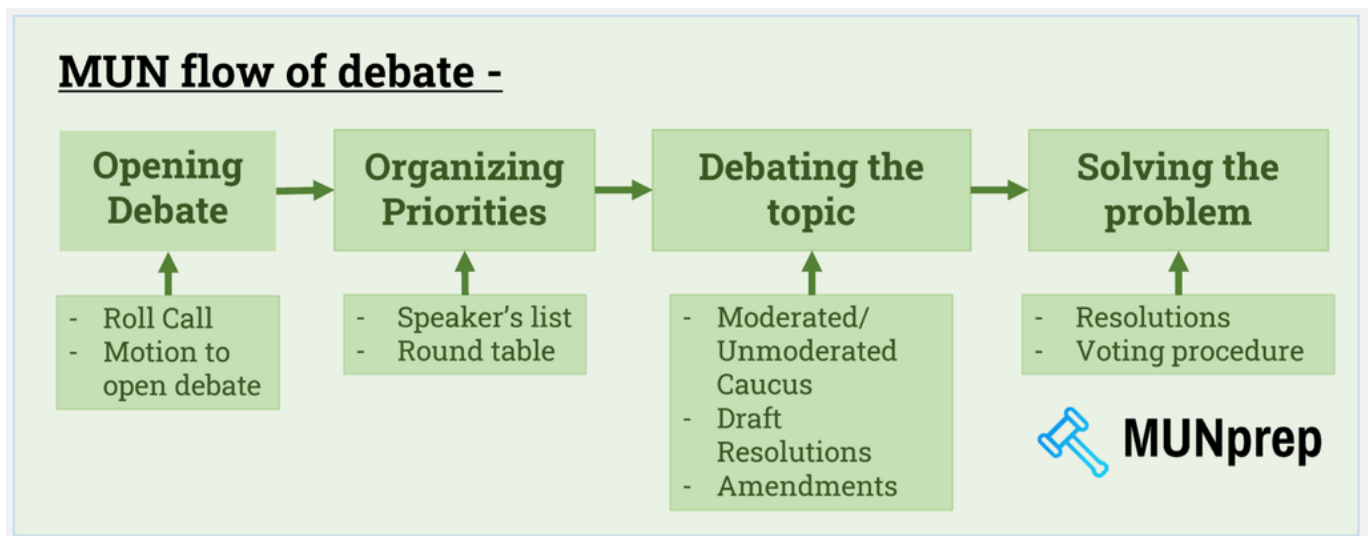
## Amendment:

There are two types of amendments:

1. **Friendly Amendments:** A change to a draft resolution that all sponsors of the latter agree with.
2. **Unfriendly Amendments:** A change to a draft resolution that not all sponsors agree with. **This Amendment requires an Absolute Majority vote to pass.**

## Passage of Resolutions:

In small committees, Draft Resolutions will require a two-thirds majority to pass. In large committees, they will require an absolute majority. **Each Chairperson will point out at the beginning of the session the 'required number to pass' votes that will be applied in each committee.**





# COMMITTEE INTRODUCTION

**The United Nations Development Programme (UNDP)** is one of the key entities within the United Nations system that has the primary goal of promoting sustainable development and reducing global poverty and inequality. UNDP works to address a wide range of development challenges, from poverty reduction and gender equality to environmental sustainability and good governance. Its role is important to the broader United Nations system's efforts to achieve the Sustainable Development Goals (SDGs).

**Poverty Reduction:** UNDP aims to improve the lives of people in developing countries, focusing on income generation, access to basic services, and social safety nets to lift people out of poverty.

**Capacity Building:** UNDP assists countries as they build the capacity of their institutions, governments, and communities to effectively address development challenges. This includes providing technical assistance, training, and knowledge sharing. This also includes the representation of marginalized groups in many important positions of power.

**Democratic Governance:** UNDP supports democratic systems by assisting electoral processes, strengthening governing institutions, and advancing the rule of law. These efforts help countries develop accountable systems of governance.

# COMMITTEE INTRODUCTION

**Crisis Prevention and Recovery:** UNDP plays a crucial role in international crisis response, helping countries recover from humanitarian conflicts, natural disasters, and other emergencies. It focuses on rebuilding infrastructure, restoring livelihoods, and establishing stability.

**Environmental Sustainability:** UNDP is committed to environmental sustainability and helps countries develop strategies to counteract the impacts of climate change, protect biodiversity, and promote the sustainable use of natural resources.

**Gender Equality:** UNDP works to advance gender equality and empower women by advocating for policies and programs that ensure women's rights and participation in all aspects of development.

**HIV/AIDS and Health:** UNDP assists countries in their response to regional and national health pandemics, including HIV/AIDS, by strengthening healthcare systems, promoting access to essential medicines, and addressing social determinants of health.

**Data and Analysis:** UNDP gathers and analyzes data to provide insights into development trends and challenges. This helps countries make informed decisions and track progress toward various development goals.

**Partnerships:** UNDP collaborates with governments, civil society, the private sector, and other UN committees to use collective resources and expertise for more effective outcomes.

UNDP's work is guided by its commitment to human development, which goes beyond economic growth to encompass factors such as health, education, and overall well-being. Its overarching aim is to help countries achieve sustainable development, encompassing economic, social, and environmental efforts.

# Topic Introduction

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## Gender Equality

Achieving gender equality is centered around equal rights, opportunities, and responsibilities across individuals, regardless of their gender. When a standard of gender equality is promoted and upheld, economies and societies as a whole can benefit on various levels and create sustainable growth and prosperity. However, due to cultural and societal norms, the lack of access to education and healthcare, unequal pay or employment opportunities, limited access to finance and resources, and violence and discrimination in the workforce, women are unable to join the economic sector in ways that are feasible for them and their safety, thereby limiting a nation's economic feasibility.

## History

The history of women integrating into the global workforce reflects a struggle for equal opportunities spanning across centuries. Gender equality in the workforce varies depending on the country due to different social, cultural, and economic factors. The first wave of feminism began after the World Wars leading to greater female participation in jobs such as factories and offices. However, they were still limited to lower-paying jobs. The second wave was brought by the demand for equal opportunities by women through legal advancements and cultural shifts. Gender equality also is closely tied to economic differences. Countries with more gender inclusivity policies tend to have a higher GDP and overall economic growth. This is because when women have equal access to education and jobs, economies tend to benefit from the large variety of talent.

## 20th Century

In the 20th century, women's integration into the workforce underwent many changes globally. These changes occurred significantly during World War I and World War II when labor shortages led to various industries increasing female participation. However, after the wars women were seen returning to traditional roles and there was a resurgence of gender roles. However feminist movements of the 1960s and 1970s further pushed for gender equality in the workforce. Legislation addressing discrimination was also implemented in many countries, a few examples being the US's Equal Pay Act of 1963 and the UK's Equal Pay Act of 1970. In the 1960s birth control pills were also introduced enabling women to pursue education and careers giving them control over family planning. By the late 20th century women entered various professions ranging from business to medicine. For example in the US women's participation in the workforce increased from 32% in 1948 to 60% in 2000. However, gender wage gaps still persist and limit women's advancement.

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## **21st Century**

In the 21st century, women's integration into the workforce has made significant progress. Many initiatives like Saudi Arabia's women gaining the right to drive in 2018 and their access to employment have been implemented driving change. Between 2000 and 2020 the global labor force participation increased from 49.6% to 51.7%. However, gender gaps persist as women face occupational segregation. In the US women earned about 82 cents for every dollar earned by men in 2020. The number of women CEOs in Fortune 500 companies reached a record high of 41 in 2021 but still remains 10% of the total. Prominent women leaders like Angela Merkel and Jacinda Arden have contributed to the record high due to their leadership roles and advocating for female representation in breaking barriers. Overall while immense progress has been made in integrating women into the global labor force there is still ongoing work being done to ensure equality in terms of pay and opportunities.

## **Current Situation:**

Today, communities across the world face disparities in regard to gender equality from their homes to their workplaces. According to the 2023 Global Gender Gap report, 146 countries have a 0.3% in their Global Gender Gap score, with an average of 68.4%. Between 2019 and 2020 women's labor force participation decreased by 3.4% compared to 2.4% for men, while in recent years the participation rate has increased and recovery remains unfinished. Even today, economic uncertainties, climate events, and geopolitical conflicts continue to have a disproportionate effect on women.

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# CURRENT SITUATION

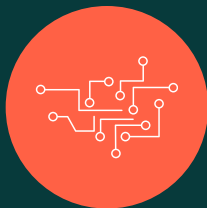
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## 01 — Education

Unemployment among workers depends on their educational attainment, and in many cases, women don't have the same access to education as men globally. In the aftermath of Covid, to match the supply of evolving skills to the job market, governments and organizations have been calling for an increased investment into adult education and training aligned with SDG 4. With the emergence of online learning, a new educational solution has opened that allows individuals especially women to adapt to the new job market. However, women and men do not have equal opportunities on these learning platforms due to the digital divide.



## 02 — Technology

As technological innovation continues to be at the forefront of emerging economies, parallel issues also emerge. One example is Artificial Intelligence, or AI. AI has increased productivity, efficiency, and decision making in the workplace but it has also taken away jobs from both men and women and also contains racial, ethnic, and philosophical bias. Furthermore, the gender gap in AI professionals exacerbates the existing gender inequalities in the workforce, particularly in rapidly growing sectors like AI which hold significant influences over various industries. Research shows that female AI talent is lower compared to men and only 30% of AI talent is women.



### 03 — Lack of Legal Protection

According to the World Bank, over one billion women don't have any legal protections against domestic sexual or economic violence. In many regions and countries, women also lack protection against harassment in the workplace and in their own homes.



### 04 — Sexism/Racism

Women of color often have a harder time gaining both jobs and demanding equal pay. Additionally, they are less likely to be able to build a network of safe allies and friends in the workforce, generally leading to isolation, fewer opportunities to advance in the organization, and further stipulation of various stereotypes or prejudices. This intersectional discrimination threatens the economic security of the families of these women and themselves.

# ECONOMIC IMPACT

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Gender equality in the economic sector would establish an increase in the contribution given by various individuals for their participation in the workforce. Companies would now be able to profit from an increased workforce as well as a separate viewpoint with the maximum amount of benefits being brought by their human capital and a gender-neutral view of their resources. An increase in the labor force also allows for increased productivity and economic output given by the sector.

With more diverse economic teams also comes a wider range of perspectives, experiences, and ideas, which can lead to greater innovation and creativity. With this, gender-diverse teams bring more innovative solutions with complex ranges of problems and solutions with different driving forces towards economic growth, which would help a nation's economic success improve. In addition, economic gender equality would also decrease poverty rates by allowing for an increase in income levels for households to help them improve their standard of living for all members of their family. This will also positively impact other social structures such as education, healthcare, and quality of life.

Gender equality would also contribute to economic stability and resilience during times of turmoil such as the Covid-19 crisis. With many countries being negatively affected, the workforce was unable to drive itself to create the profit needed for consumer and company success, also negatively impacting a nation's economy. With diverse economic activities and reduced dependence on a single sector in production, countries will be better able to withstand external shocks in markets which may change success rates. Gender equality will also promote performance and long-term development, allowing for a nation's economic well-being to prosper.

## DIVERSITY, EQUITY, AND INCLUSION

One of the most impactful initiatives implemented to combat gender inequality is Diversity, Equity, and Inclusion which encourages valuing and respecting differences among individuals and fostering an inclusive and diverse community. This initiative aims to close gender gaps through mentoring, sponsorships, increasing flexibility, leadership training, and more which encompasses gender parity, racial, and ethical equity. The World Economic Forum's 2023 Survey shows that 2/3 of the organizations surveyed have implemented DEI programs.

Especially in the private sector, gender parity has begun to broaden and foster inclusive workforces, supply chains, and communities. Led by the pandemic, reconfiguration of the workplace has intensified efforts to provide flexibility with the help of DEI. Some examples of promoting DEI include Equal Pay Initiatives, diversity in hiring programs, training and education seminars, etc. Countries where a majority of companies are dedicated to establishing a gender-diverse workforce include Columbia, the Netherlands, the UK, Italy, and Canada which have all made tremendous progress in regard to their ERGs (Employment Resources Groups).



Though the existence of DEI has made meaningful progress, that alone is not enough. A recent study found 5 main factors contributing to the success of DEI. These factors include:

1. **A nuanced understanding of the root causes of underrepresentation**
2. **A meaningful definition of success**
3. **Accountable and invested business leaders**
4. **A solution designed for its specific context**
5. **Rigorous tracking and course correction**

## CONNECTION TO SDGS

A big part of the UNDP is its connection to Sustainable Development Goals or SDGs. These are points that have been named as large overarching goals throughout committees and global peace that aim to protect people's lives everywhere. This topic specifically ties into a number of SDGS that can be used throughout the debate.

**SDG 1 No Poverty:** The increase of women in the economic sector can improve the economic well-being of families in developing countries and areas, allowing them to bridge the gap between a sustainable lifestyle and their current conditions in poverty-stricken areas.

**SDG 3 Good Health and Well-Being:** With increased economic earnings for a family through gender equality in the workforce, more families will be able to establish higher standards of living and quality of life to their families to promote better health and well-being to their families.

**SDG 5 Gender Equality:** Enhancing the impact and appearance of women in the economic sector, will help better women's treatment in the workforce and empower all women and girls to be part of their nation's economic success.

**SDG 8 Decent Work and Economic Growth:** With increased power in the workforce fueled by various perspectives and resources as well as a wider consumer market that is able to be reached, gender equality in the workforce would promote sustained and inclusive economic growth for a country's economic success.

**SDG 10 Reduced Inequalities:** By promoting women in the workforce for gender inequality, this stream of marginalized workers will face reduced inequalities in the economic sector and aims to reduce the mistreatment and negative impact that pre-existing standards have on other marginalized groups joining the workforce.



# REGIONAL POLICIES & LEGISLATION

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Numerous global efforts have been enacted to lead to the establishment of various policies and legislation aiming to address gender inequality. Initiatives such as the United Nations Sustainable Development Goals (SDGs) include targets aimed at achieving gender parity in areas like economic participation, education, and political representation. Additionally, nations have adopted agreements like the CEDAW that promote international coalitions and agreements towards a common goal. National governments have also taken steps by enacting laws to address issues of discrimination in the workplace and reducing domestic violence. While progress has been made, challenges persist in achieving full gender equality, highlighting the importance of policies and legislation in the area of gender equity.

## 01 — North America

In North America, Canada and the United States have placed numerous laws against gender discrimination in the workforce as well as gender violence. The US has policies like the Equal Pay Act and Title IX, while Canada has the Canadian Human Rights Act and has implemented a number of laws like eliminating the tax on menstrual items.

## 02 — South America

South America has made great strides in gender equality by passing numerous laws and promoting women's rights. Currently, the women's labor force participation in South American countries varies but in Brazil, it is around 54% and 63% in Chile. One major concern in this region tends to be gender-based violence. The region has also implemented The Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women.

## 03 — Asia

Many Asian countries have policies promoting gender equality but violence remains a big issue. Countries like Saudi Arabia only have a 15% female labor force while countries like Laos have a 70% female labor force. Asian countries have a variety of different policies that aim to promote gender equality, the most notable being India's Protection of Women from Domestic Violence Act and Japan's Act on Securing Equal Opportunity and Treatment between Men and Women in Employment.

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# REGIONAL POLICIES & LEGISLATION

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## 04 — Europe

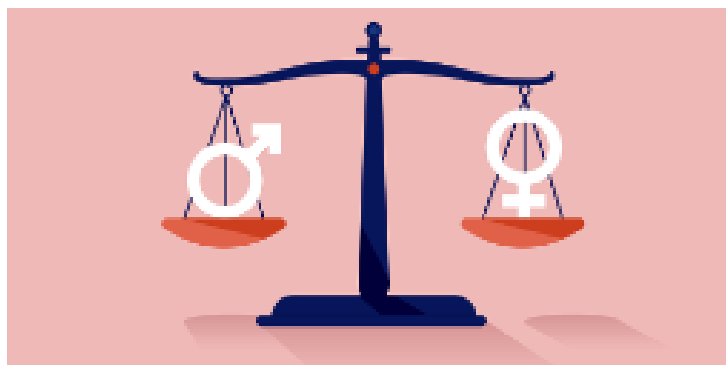
The European Union has made great progress with its policies and legislation promoting equality. Countries like Iceland and Sweden along with other Nordic Countries have performed immensely well as the relative female labor force participation is around 65%. The European Union has promoted this through various directives like The Gender Equality Strategy 2020-2025 and the Principle of Equal Pay for Equal Work.

## 05 — Africa

Africa has made many great strides towards narrowing the gap between different genders but many challenges still remain due to regional cultural norms and economic disparities. The women's labor force participation rate varies along this region, ranging from 16% to 71%. Across the continent, the primary legislation to fight gender inequality is the African Union's Maputo Protocol and the CEDAW(Convention on the Elimination of all Forms of Discrimination Against Women).

## 06 — Australia

Australia has anti-discrimination laws in place but challenges to overcome the pay gap continue to persist. To combat these struggles Australia has taken steps like their Sex Discrimination Act and Equal Opportunities for Women in the Workplace Act.



# QUESTIONS TO CONSIDER

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1. What roles do legal frameworks and international agreements, such as the Convention of the Elimination of All Forms of Discrimination Against Women (CEDAW) play in advancing gender equality, and to what extent is your country meeting these obligations?
2. How can gender-responsive economic policies promote equality and what is the economic impact of gender inequality?
3. What are the major barriers to education, healthcare, and economic opportunities in achieving gender equality?
4. How does gender inequality intersect with other forms of discrimination such as race, class, and disability, and what are the implications of these intersections?
5. What are the roles of media and popular culture in shaping perceptions of gender, and how can they be harnessed to promote positive change?

# SOURCES

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