

Forum: UNWOMEN

Issue: Working towards economic empowerment and skills development for young women

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Introduction

From Marie Skłodowska Curie and Rosalind Franklin to Mae C. Jemison and Jennifer Doudna. Great women from the beginning of history have always been a major pillar in shaping our world. Engaging in science is not the exclusive prerogative of a gifted "elite" with exceptional characteristics. What we should keep from these women is that they saw the word 'scientist' as neither feminine nor masculine. The word is plural- scientists. All those great women are just a tiny bit of example of what women power can indeed do to change and form this world and a better tomorrow. These women though, did not have any kind of empowerment or support from no one. They had nothing and came from nowhere, but they became everything and gave everything to this world. They were the first to represent women in their field and they made it. But that was not everything, they excelled through men and made a change in this world. Even today, women are not expected to be first at anything else except motherhood and household. Now more than ever there is a need to introduce to young women how to develop skills to become economically independent. Since women are perfectly capable of producing the same work as men they should also be equally paid with zero exception.

Women's economic empowerment is halfway to realising women's rights and gender equality. Empowering women in poverty eradication, inclusive economic growth and closing gender gaps are key to achieving the 2030 Agenda for Sustainable Development. Investing in young women's economic empowerment and skills development is one of the most urgent and effective means.

We know we do not only need to empower young girls and give them the solidity to achieve their goals and become economically independent, but we also need to teach them how to become authoritarian and how to empower themselves. The women, mentioned above, are role models who took the power in their hands, without caring what others might think nor society's expectations and made the change and about rewriting history. That's why enabling young girls to study throughout their lives, develop key skills and work towards economic empowerment and independence can transform lives, communities and entire countries.

Term Definitions

Empowerment

Empowerment has to do with creating opportunities for people to take their own decisions with regards to their assignments. It refers to the process of change that gives individuals greater freedom of choice and action. Defining women's economic empowerment as a policy whereby women's and girls' lives are altered from a situation where they are restricted financially to one where they experience economic advancement. Implementing women in the workplace means entitling them to have more control over their lives. It means providing them with the freedom to set up their own agendas, learn new skills and gain self-reliance. This empowerment can be achieved only if the abilities and the strengths that women add to their jobs are acknowledged and utilised.

Women's Social Empowerment infers the capacity of women and young girls to act exclusively and collectively to alter social connections and the education and talks that prohibit them and keep them in destitution.

The gender wage gap

The gender wage gap is a measure of what women are paid compared to men and it is commonly calculated by isolating women's paychecks by men's paychecks. This proportion is frequently defined as a percent or in dollar terms. This exposes how much a woman is paid for each dollar paid to a man for the same work. In other words, for each dollar a man makes, a woman makes almost 80 cents. Women also face the motherhood wage penalty, which has increased given the fact that the number of children women have has also enlarged. At the present moment of progress, it will take over 200 years to close the gender wage gap as stated in UNWomen statistics.

STEM

STEM is a typical abbreviation for four closely interconnected areas of study: Science, Technology, Engineering and Mathematics. The fields are often associated due to the resemblances that they share both in theory and practice. A STEM job is any occupation that requires STEM education and utilises STEM skills. STEM jobs do not only retain

programming or coding, or the tasks of a computer technician, engineer, etc., it is more than that. And even if that was all that STEM had to offer, there is a pile of diverse, distinguishing career paths one could pursue.

Gender Equality

The term gender equality alludes to the equal rights, responsibilities and opportunities of women and men, and girls and boys. Equality does not mean that women and men will become identical but that women's and men's rights, duties and opportunities will not depend on their sex. Gender equality suggests that the interface and needs of both women and men are taken into account, recognizing the differences of distinctive bunches of women and men. Gender equality isn't a women's issue but ought to concern and engage men as well as women. Equality between women and men is seen both as a human rights matter and as a requirement for, and indicator of sustainable people-centred evolution.

Background Information

The Issue

Investing in young women's economic empowerment and skills development is one of the greatest and most powerful methods to force development on gender equality, poverty eradication, and inclusive financial growth.

Despite developing proof of the tremendous consequences of younger women's financial empowerment, younger women continue to undergo unequal access to schooling and skills improvement, and face obstacles to secure first-rate employment and possibilities to thrive as marketers. Young women's access to resources, which include land and loans, can be restrained via way of means of discriminatory laws, and younger women maintain to shoulder an unequal percentage of unpaid care careers, because of the enduring force of conventional gender roles.

Investing in women's financial empowerment units an immediate direction closer to gender equality, poverty eradication and inclusive financial growth. Women make significant contributions to economies, whether or not in businesses, on farms, as marketers or employees, or via means of doing unpaid care work at home.

But in addition, they stay disproportionately tormented by poverty, discrimination and exploitation. It curtails admission to financial property, which includes land and loans. It limits participation in shaping financial and social policies. And, due to the fact that women carry out the majority of family paintings, they regularly have little time left to pursue financial possibilities.

Girls and younger ladies make up the bulk of the world's 628 million unemployed younger people who have neither education nor vocational training, as mentioned in the UNWomen statistics.

Barricades as a result of gender inequality and discrimination are stopping girls from going to high school and getting the capabilities they want to get admission to decent work and flight of poverty. Not simply is this unfair, but it's also a gigantic waste of potential.

In developing countries, girls' jobs are typically vulnerable, informal and unprotected. Women are a lot more likely to be paid lower wages - if they're paid at all - and be the first to lose their jobs. At current rates, the World Economic Forum estimates that it will take over a century to shut the gender pay gap.

Most of the work girls and young women do is unseen and undervalued. They perform the majority of the care and domestic work, doubling or perhaps multiplying the length of their operating day. Women conjointly face distinctive barriers to profiting from the digital economy and are five times less likely than men to even consider a career regarding technology.

Within the majority of countries, women's wages represent between 70% and 90% of men's, with even lower ratios in some Asian and Spanish American countries. As of 2011, 50.5% of the world's operating women were in vulnerable employment, usually unprotected by labour legislation, compared to 48.2% for men. Ladies were way more likely than men to be in vulnerable employment in North Africa (55 versus 32%), the Middle East (42 versus 27%) and sub-Saharan Africa (nearly 85 versus 70 per cent). All this data is collected from the UNWomen fact sheets.

COVID-19 has also forced women to leave labour and, in the first year of the pandemic, 54 million women globally were out of work, with women of colour hit disproportionately.

In most countries women do more unpaid work, as well as domestic and care work, limiting women's ability to enter and progress within the labour market. In line with the global Bank over 2.7 billion women are legally restricted from having an equivalent choice of jobs as men, as stated in the Global bank report.

In eighteen countries, husbands can legally forbid their wives from working; Women's access to economic opportunities is undermined by their lower access to production inputs.

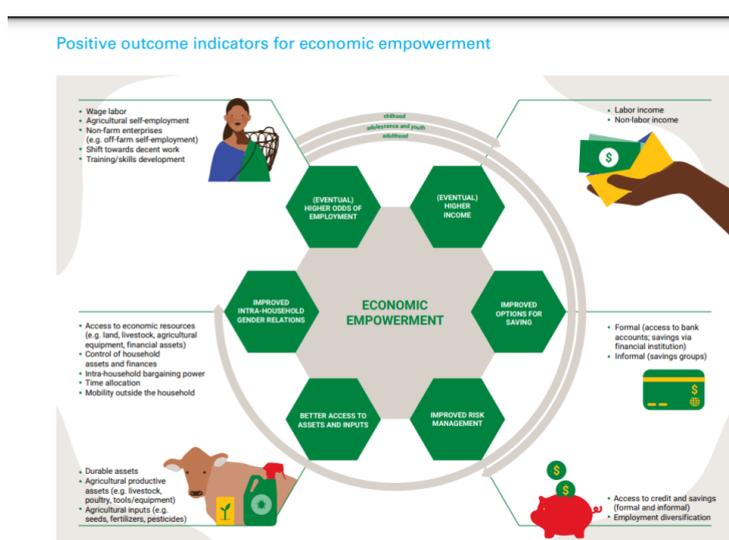
Throughout sub-Saharan Africa, women are disproportionately restricted in their land possession and transfer rights. Women's full participation in the force is crucial to achieving gender equality.

Boosting women's economic empowerment is vital to achieving gender equality, however pervasive social norms and discrimination still keep women from thriving within the workforce.

Women are less likely to work than men, and their participation in the labour is proscribed in developing economies alike. Laws restrict 2.7 billion women from having identical jobs as men globally. What's more, 104 countries have a minimum of one law preventing women's economic opportunities. Every additional year of education boosts a girl's wages by 8-10%. Young women with educational activity might expect to make nearly double the maximum amount as those with no education.

In addition, research shows that women's education is correlated to health advantages for kids- they're a lot more prepared to keep their children healthy, secure and educated.

Investing in women' economic empowerment is crucial to achieving gender equality. Encouraging girls to learn throughout their lives and acquire critical skills can transform lives, communities and entire countries.¹



¹ <https://www.unicef.org/media/112611/file/Social-Protection-Economic-Empowerment.pdf>

Women earn 79 cents (0.71 €) for every dollar (0.90 €) attained by men. Such variations in equal pay appear out of nowhere. Nonetheless, this inequality begins the moment a girl is born. Besides missing out on equal remuneration, girls are typically raised to grow into gender-specific roles, wherever they're the ones taking care of the house whereas boys are expected to be responsible to come back up with the household's main income. This affects the way both girls and boys understand their paths in life. Girls are stirred to pursue jobs that are thought of as "female" with a lower pay slip whereas the quality "male" positions are on top of the pay scale.

The gender pay gap and also the indisputable fact that women are being pushed to pursue 'sure' career paths, does not make a girl's road to economic authorisation any easier. This has implications both at the individual level - in terms of their future labour force participation and long earnings - and at a grouping level - by preventing their productive and process potential. For girls, in particular, education and training contribute not exclusively to their confidence but it is vital to extend their opportunities in life.



Education, skills development and training

As we all know, the labour market has changed drastically in recent decades. For young women to become economically independent, their skills need to be adapted to the working world. Their skills need to be adapted to the working world of the 21st century. Only by better matching their skills can they take advantage of the opportunities currently available in the labour market.

Promoting these non-traditional female occupations is key to effectively changing negative attitudes towards gender equality and strengthening the economic self-sufficiency of girls and young women.

In addition, "hard skills" are becoming increasingly important to succeed in the job market. Skills such as science, technology, engineering and mathematics (STEM) are in high demand, but there is an assumption that these skills are only for boys and men, and for no good reason. To help girls find their way into careers that require these types of skills, we therefore, try to reach out to girls and young women through projects and spark their interest in traditionally male-dominated fields and new technological developments.

Ultimately, it's simple: youth economic empowerment can only be achieved for everyone if we break this vicious cycle in which gender norms prevent girls and young women from realising their potential. To achieve this, however, the full extent of the problem must first be recognized.

Women often face discriminatory laws (particularly those on sexual harassment in the workplace) that prevent them from carrying out their economic potential and deny them the same opportunities as men.

Countless academics and researchers have long noted that the global economy is losing economic potential due to women's lack of equal and inclusive participation. If women participated in the economy at the same rate as men, the world could generate an additional \$11 trillion in GDP in 2025. Studies also show that women's participation has positive spillover effects on health and other social indicators that are critical to the

development of a country's population. Despite these clear economic and social benefits, several challenges hinder gender-equitable economic growth and development. Girls face cultural and systemic barriers that prevent them from accessing even the basic education systems, (primary/elementary and secondary/higher education) which are essential to any medium- to long-term workforce development education. It is also a fact that girls are five times less likely than boys to consider a career in STEM. This is compounded by cost constraints for women seeking to participate in training programs due to underinvestment in career and technical education and lack of access to quality higher education institutions. Separately, women continue to face barriers outside of formal education in the form of information limitations, lack of financial literacy, and basic project and business management skills. As the global economic landscape undergoes tectonic shifts and the forces of the fourth industrial revolution continue to automate and digitise large portions of the service sector, workforce education must emphasise those unique virtues and skills that are "human" and that computers and artificial intelligence cannot effectively replicate. These skills and virtues include empathy, which is critical to the care economy as well as the travel, tourism, and hospitality industries; creativity, for entertainment, media, and other aspects of the creative economy; and critical thinking skills and analytical reasoning.

Women's economic empowerment helps women and girls gain the skills, resources, and opportunities to participate equally in markets and to control and leverage their income. It is well known that women's full economic participation helps businesses perform better and promotes overall economic growth.

Countries and Organisations Involved

UN Women

UN Women is the UN organisation imparting programmes, guidelines and requirements that assist women rights and make sure that each woman and girl lives as much as her complete potential. Working with several partners, their programmes promote girls' cap potential to stable decent jobs, acquire assets, and affect establishments and the general public figuring out increase and development. One important region of recognition includes advocacy to degree women's unpaid care work and to do so so men and women can greater quite simply integrate it with paid employment. In all their monetary empowerment programmes, UN Women reaches out to women in need, frequently through enticing with grassroots and civil society organisations. Their intention is for women to have better incomes, higher right of entry to and manipulate over resources, and extra security, including protection from violence.

Dress For Success

Dress for success is a nonprofit organisation that enables girls to expand their careers and obtain financial independence. Once economically deprived girls, in the end, land an interview, suitable workplace apparel can frequently turn out to be an issue. Dress For Success works to ensure this isn't always a barrier to a job interview. They assist girls by offering a community of support, expert attire, and improved equipment to thrive.

Plan International

Plan International invests, all around the world, in support for women and younger girls from parents, primary caregivers, male family individuals and different people of their surroundings through enhancing their expertise of gender equality and the value of younger women's financial development and participation.

The European Union

The EU features a big role to play during this issue and since of its commitment to the Agenda 2030, additionally a giant responsibility. The EU has to adopt a comprehensive

approach to youth economic direction that builds up and equips adolescents with the skills, knowledge and confidence they need to reach the labour market of these days and therefore the future.

RET International

RET is focusing its interventions on permitting and empowering women and younger girls through numerous holistic, multi-sectoral methods as women and younger girls constitute the maximum prone populace for the duration of crises and the best sellers of fantastic change. Women may be heads in their families and the primary supply of financial help for their families. RET believes female financial empowerment is important to understanding women's rights and empowering ladies withinside the financial system is fundamental to reaching the 2030 Agenda for Sustainable Development. To reply to the socio-financial desires of prone younger ladies and ladies, RET has been providing socio-economic empowerment interventions to help prone women all around the world. RET's interventions work throughout the triple nexus assisting inclusive financial growth via the full, equal, and secure participation of women and younger people in society and the financial system to assist them to usher their adventure toward prosperous livelihoods and self-reliance.

International Labour Organisation

ILO strives to support sustainable, inclusive and unbiased economic growth by promoting women's economic empowerment in the public and private sectors in G7 countries. It has have committed to invest in:

- Women's skills development
- Facilitate women's labour force participation, career advancement, and work-life balance.
- Stimulate women's entrepreneurship and the growth and sustainability of women-owned businesses.
- Accelerate the adoption and implementation of the UN Women's Empowerment Principles (WEP's).

Africa

The African continent has affirmed its dedication to promoting gender equality and the monetary empowerment of women. Although Africa consists of low- and middle-profit countries, deprivation rates are nonetheless high. The majority of women work in insecure, poorly paid jobs, with few prospects of improvement. However, it's widely observed that Africa has commenced promoting women's participation in decision-making along with engagement with national electoral structures and political events to offer the same gambling discipline for women candidates. The developing integration of gender in countrywide making plans and budgeting attracts a component of our techniques to institutionalise those processes, teach countrywide officers to execute them and make stronger the skills of women's actions to advocate for and display them.

Americas and the Caribbean

The countries of America and the Caribbean have made massive commitments to women rights. They assist in strengthening women's leadership, which includes amongst women politicians and political celebration members. To boost women's financial empowerment, especially among the most excluded groups, they come up with policies and solutions to open access to resources, employment and services, deploying solid studies and proof to underpin our advocacy. One primary priority is recognition of women's contributions to paid work; another is the fulfilment of equal access to decent work.

The Arab States and North Africa

Arab and North African nations have struggled with a couple of challenges. These have slowed political, social, and financial improvement of women in addition to skills improvement, even though there was development in broadening the scope of women's citizenship, leadership and political participation, in particular in transitional countries. This is vital to making sure that transitions are, each one of them, completely inclusive and democratic, and reply to the desires and priorities of women and girls. Amplified help in this area contains fostering inclusive countrywide speech on foremost transition

issues, assisting the improvement of consensus on priorities, and making the case for gender-responsive regulations. They assist in making stronger women's networks and their advocacy capacities in close partnership with countrywide women's businesses and transitional governments.

As a part of a wider momentum for reform throughout the Arab states, and towards institutionalising gender in governance, there are efforts to make countrywide plans and budgets completely supportive of gender equality commitments.

Low rates of women's employment and the financial roots of revolts and continued unrest make economic empowerment another vital concern. Plus, nowadays, there is aid grounded withinside the recognition that economic empowerment contributes to the repositioning of women in their families and societies.

Asia and the Pacific

Asia and the Pacific region consist of some of the world's most powerful economies—and two-thirds of its poorest people. Rich in political, cultural and different types of diversity, it faces usual places demanding situations from stark socioeconomic contrasts, which include the ones connected to gender. Many countries have made formal commitments to gender equality, however, enactment is undercut via means of numerous factors, from restrained assets to inconsistencies in keeping legal guidelines to cataclysm from natural disasters.

Integral to Asia's financial boom, women make up almost 1/2 of commercial enterprise owners as stated in an Unwomen report. Aside from East Asia, however, they have a higher unemployment rate than men, nearly two times the worldwide average.

Formating criminal frameworks and election techniques with the aim of women's elevated participation in political and different types of decision-making. Also, financial empowerment programmes provide more protection for women.

Other programmes in Asia and the Pacific contain partnering to strengthen gender-responsive budgeting and public planning, plus efforts are made to screen the specific effects of finances and coverage picks on women and men.

Europe and Central Asia

Europe and Central Asia have come a long way on empowering women and they believe giving them a voice is important in unleashing their complete productive potential. Women within the area revel in larger freedoms than women in different areas and feature an amazing quantity of say approximately their lives. But extra may be completed to assist girls with problems inclusive of home violence and having a fine effect on society. Legal differentiations replicate the most apparent institutionalised limitations to women's agency. In these cases, women legally do not have identical rights as men. Many limitations can limit women's capacity to access institutions, use property, build credit, or get a job. For example, in Russia, there are legal guidelines limiting girls from operating in 456 distinct jobs.

Women within the area additionally face persisting inequalities in access to financial opportunities. These consist of unequal labour pressure participation rates, region and occupational segregation, a gender pay gap, and occasional illustration in leadership. The inequality of possibility that women face demonstrates a constraint to the agency, and a loss of financial autonomy might also additionally restrict women's voices within the household.

Timeline of Events

- 1954** The Convention on the Political Rights of Women was established. The Convention focuses on the involvement of women in political participation and also their representation in every stage of the political process.
- 18th December 1979** The **Convention on the Elimination of All Forms of Discrimination against Women** was adopted by the United Nations General Assembly. It entered into force as an international treaty on 3 September 1981 after the twentieth country had ratified it. By the tenth anniversary of the Convention in 1989, almost one hundred nations had agreed to be bound by its provisions.
- September 1995** The **Beijing Platform and Declaration for Action (BPfA)** was agreed at the United Nations Fourth World Conference on Women, held in Beijing in 1995. The Beijing Platform for Action is about promoting women's economic rights and independence, including access to employment, decent working conditions, and control over economic resources.
- 25th September 2015** The **2030 Agenda for Sustainable Development**. The 2030 Agenda came into force on the 1st of January 2016 and includes 17 Sustainable Development Goals (SDGs) and 169 goals which might be to be accomplished via means of 2030. The SDGs are primarily based totally on the previous Millennium Development Goals (MDGs) with a critical difference: at the same time as the MDGs have been under pressure in growing nations alone, the SDGs urge for action in all nations.

15th July 2016

UN Women in cooperation with the G7 leaders launched a **Global Coalition of Young Women Entrepreneurs on World Youth Skills Day** promoting young women's innovation and entrepreneurship, demonstrating a strong commitment to supporting women's economic empowerment.

August 2019

The G7 Gender Equality Advisory Council released a series of recommendations calling on governments to establish initiatives that help women and girls overcome barriers to entry and full participation in the workforce. According to the Council, women's economic empowerment is a "transformational process" achieved through, among other things, skills training, a positive workplace that allows for work-life balance, and access to public services including childcare.

Relevant UN Treaties/Resolutions

Beijing Platform and Declaration for Action

The BPfA -also known as the "most progressive blueprint" for women's rights- creates a broad framework for women's rights and outlines specific commitments to be implemented by governments, international institutions (including UN and financial institutions), civil society, the private sector, and the media. One of the BPfA's twelve critical areas, 'Women and the Economy,' provides an inventory of economic inequality and the overrepresentation of women in low-paying jobs with poor working conditions. It also recognises that economic structures and policies at all levels have a direct impact on women's and men's economic resources, power, and equality, and that inadequate gender analysis has led to women's contributions and concerns being ignored or undervalued. In the BPfA, these economic structures include "financial markets and institutions, labour markets, economics as an academic discipline, economic and social infrastructure, taxation, and social security systems."

Convention on the Elimination of all Forms of Discrimination Against Women

The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), adopted in 1979, provides a wide-ranging bill of rights for women supported the elimination of discrimination on numerous grounds. CEDAW includes many Articles directly relevant to women's economic empowerment. These include Article ten on equal rights to education; Article eleven affording women equal employment, remuneration and protection opportunities in spite of pregnancy, maternity and married status; Article thirteen stipulating women's equal rights to family advantages and monetary services; and Article fifteen guaranteeing men and women's equality before the law. At the time of writing 189 states have sanctioned or acceded to CEDAW, which means its provisions are legally binding in those countries. Implementation is monitored by the Committee on the Elimination of Discrimination against Women, a body of independent experts. State parties to CEDAW report frequently to the

Committee, who contemplate every report and supply considerations and suggestions within the style of 'Concluding Observations'.

Table 3: UN Women's Empowerment Principles

Establish high-level corporate leadership for gender equality
Treat all women and men fairly at work - respect and support human rights and non-discrimination
Ensure the health, safety and well-being of all women and men workers
Promote education, training and professional development for women
Implement enterprise development, supply chain and marketing practices that empower women
Promote equality through community initiatives and advocacy
Measure and publicly report on progress to achieve gender equality.

Source: UN Women (2017).

UN Women's Empowerment Principles (WEPs)

The Women's Empowerment Principles, released in 2010, are the end result of a collaboration among the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and the United Nations Global Compact. These are tailored from the Calvert Women's Principles-that are the first systematic effort to apply established labour and human-rights standards that protect women specifically to corporate conduct. They were developed in partnership with United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) in 2004 and offer steering on the way to empower women within the workplace, market and network with the aid of emphasising the commercial enterprise case for the promoting of gender equality with the purpose of using company actors. In 2012, the European Union signed a partnership settlement with UN Women for growing collaboration on gender equality and women's empowerment globally.

Convention on the Political Rights of Women

The Convention on the Political Rights of Women was established in 1954. The Convention focuses on the involvement of women in political participation and also their representation in every stage of the political process. It ensures women's right to vote, their eligibility to participate in elections as candidates and to exercise all public functions, established by national law. Also, the Convention makes clear that women must be contributors to the political scene in every form, and it recognizes the importance of their presence in public office.

Previous Attempts to Solve Issue

In **2015**, the EU launched the brand new EU Gender Action Plan (GAP II) for 2016-2020 entitled 'Gender equality and women's empowerment: remodelling the lives of girls and women via EU external relations 2016-2020'. The GAP II succeeded the 2010-2015 GAP and answered to evaluations of the preceding version, specifically the shortage of sturdy institutional leadership, responsibility and capability to sell and compare dreams on gender equality. GAP II, a Joint Staff Working Document, pursuists at improving the EU's institutional capacity to deliver the commitments made to gender equality deliverers withinside the centre area of women's financial rights. It lays out motion to be taken to convert lives in 'four key regions', three of which might be thematic and one institutional:

- Ensuring girls' and women's physical and mental integrity
- Promoting the financial and social rights/empowerment of women
- Strengthening women' and girls' voice and participation
- Shifting the Commission services' and the European Union External Action Service (EEAS) institutional subculture to extra efficiently deliver on EU commitments.

Under the second pillar regarding women's monetary empowerment, the GAP II explains that:

- Commission services and the EEAS will preserve investing efforts to make women's monetary and social empowerment crucial to the EU's outside relations, and could seek to make certain that work to promote inclusive boom offers due attention to gender dimensions.
- Commission services and the EEAS will preserve to make contributions measurably to women monetary and social empowerment, to their lively participation withinside the economic system and the prevention of monetary exploitation.

In particular, this can be executed via way of means of contributing to:

- A growth withinside the range of women receiving quality education at primary, secondary and tertiary level, together with science, generation and engineering, and receiving vocational, expert and/or entrepreneurial training;
- Women's identical right of entry to economic services, and to the use of, and manage over, land and different efficient sources, in addition, to assist to women entrepreneurs;
- Girls' and women's access to, use of, and manage over, clean water, energy, data and conversation technology and transport infrastructure.

In October 2015 the Council of the European Union issued conclusions welcoming the GAP II and reaffirming dedication to the implementation of its 4 pivotal regions of focus, additionally calling for all events to steady enough economic and human sources to absolutely supply at the EU's commitments to gender equality, empowerment women' human rights.

Cross-cutting implementation mechanisms include a dedication to systematic gender evaluation for all new outside movements together with Commission offerings and EEAS' sports in all associate countries.

GAP 2016–2020 could gain significantly from growing and sharing information on gender evaluation throughout delegations and the Member States and assisting the centre work of women's rights organisations.

The August **2016** Southern Africa Consultation, hosted by UN Women, Oxfam, and WIEGO, brought together 70 women activists and workers from urban and rural areas to discuss barriers to decent work and collaborate on a set of recommendations for advancing women's economic empowerment. Participants included organisations of garbage collectors, street vendors, domestic workers, and farmers, as well as other worker groups.

Participants discussed the fundamental disadvantages women face in the economy, including norms that undervalue care work, stigmatise informal work, and limit women's mobility. Lack of inclusion in policy-making processes and undervaluing of

indigenous knowledge were also cited as structural barriers to women's economic participation. Based on this collective analysis and critique, participants made a series of recommendations related to the key issues addressed in this report:

- Investing in the care economy. Expand government provision of care services; invest in gaining evidence on the costs of unpaid work; invest in skills development and labour-saving devices; promote equal responsibilities for care work; and advance policy and regulatory reforms.
- Address negative social norms and behaviours. Challenge institutions that perpetuate negative gender norms; challenge negative norms embedded in economic policies and practices; begin educating women and girls about their rights at the community level; address normative barriers faced by women with disabilities and gender non-conforming women.
- Build women's capacity and assets. Implement the UN guidelines to ensure women's legal entitlement to land rights; provide government subsidies and infrastructure to facilitate women's access to markets and support them throughout the value chain; prevent investments that threaten the environment or local economies; design and provide the infrastructure that incorporates informal livelihoods, especially for informal women; develop stronger laws to protect women producers; protect indigenous seeds, species, and knowledge; hold policymakers accountable.
- Reform discriminatory laws and policies; expand legal protections. Include informal women workers in labour laws; involve women in drafting and providing information on laws and policies for women; ratify and implement ILO conventions and review local laws and regulations to include informal women workers; collect data on informal employment; introduce improved laws and procurement policies to support women's cooperatives; ensure security for cross-border traders.

Overall, the recommendations underscored the need to create a more inclusive and sustainable economy where women's knowledge, skills, and labour are valued and where women are empowered as women and as workers.

Possible Solutions

It is a fact that each additional year of education increases a girl's income by 8-10%. This includes targeted efforts to challenge notions of what is acceptable for women, providing job training and life skills, access to credit and savings groups, and education about how money works.

A comprehensive approach to youth economic empowerment that equips young people with the skills, knowledge and confidence they need to succeed in today's and tomorrow's labour market is needed.

More efforts are needed to address the economic gap faced by young women and girls. This includes improving their access to education and decent jobs, strengthening their agency and representation in decision-making processes and the labour market, and addressing gender-based violence in the workplace and other forms of discrimination associated with being young and female. This must begin in early childhood for both girls and boys and include educational opportunities in all shapes and forms, from early childhood development to technical and vocational education. But to be truly effective in promoting young women's economic inclusion, a gendered vision must be included that attacks gender norms and stereotypes and open up prospects for girls and young women to pursue the careers and lives they want.

Now, as the world enters post-pandemic recovery mode, countries can fulfil their commitments to advance women in the economy. Policymakers can use the framework of past summits to identify and address the biggest challenges to women's access to a gender-equal economy.

Developing countries need to leverage available domestic resources and foreign support to build technical and vocational education institutions that specifically target girls and women in their communities. As countries have a growing young population that renews national hopes and fears, the imperative is to accelerate women's ability to play an equal role in economic growth without unduly straining resources.

Revitalising vocational education is also consistent with the capacity challenge facing many countries.

In addition, challenging and changing negative and harmful norms that limit women's access to work and often devalue their labour is crucial to women's economic participation.

Social norms are the rules of behaviour that are considered acceptable in a group or society. Determined action is needed to break the stereotypes and rules that shape the gender division of labour.

Another important area to focus on is advocating for the measurement of women's unpaid care work and taking steps to make it easier for women and men to combine this work with paid employment.

Given the radical changes in the global economy, development actors must also ensure that women new to the labour market can adapt quickly to these changes and maintain their newfound economic freedom in the winds of change. It is therefore critical to prioritise the development of skills that cannot be easily replaced by machines and that will be essential to a twenty-first-century economy.

These skills are indispensable for the twenty-first century. To help women, especially female youth, develop knowledge and skills and participate in paid employment and higher-value work, programming can aim to:

- Increase access to technical and vocational training, including in nontraditional, higher-value, and emerging sectors;
- Make education and training more focused on women, adapt curricula to avoid gender stereotypes, and provide young women and men with information about the jobs and incomes associated with different educational choices;
- Improve women's life skills, basic literacy and numeracy, and financial literacy; and
- Create linkages between education and training programmes and employment opportunities to ease the transition from education to work.

In all of these possible solutions mentioned above, better gender-disaggregated information is required. The present-day lack of facts makes it hard to diagnose troubles and pick out good enough solutions. Improved series and availability of facts is important to address the issue.

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