



The United Nations Entity for Gender Equality and the Empowerment of Women

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Ensuring the Equal Economic Participation of Women

The United Nations Entity for Gender Equality and the Empowerment of Women,

Reaffirming Sustainable Development Goal 5, which calls for the achievement of gender equality,

Recalling the Convention on the Elimination of All Forms of Discrimination against Women, which sought to eliminate discrimination against women in all areas of life by legally obligating State Parties to take appropriate measures to ensure equality between men and women,

Guided by the Beijing Platform for Action that marked a shift from general legal equality to targeted policy action,

Deeply concerned that women and girls continuously face economic challenges and structural barriers like the gender pay gap, unpaid care work, inaccessibility of education, and underrepresentation in leadership positions,

Recognizing that women's rights increasingly exist on paper, but that reality differs with fragmented implementation, weak enforcement, and structural barriers in the everyday life of women and girls,

Acknowledging that victims of these barriers are disproportionately often from marginalized groups, including Indigenous, Black, Immigrant, disabled, and other underrepresented women,

Deeply disturbed that the global gender gap in economic participation and opportunity remains at only about 60–61% closed, and that at the current pace, full parity is still estimated to be more than a century away, as reported in the World Economic Forum's Global Gender Gap Report 2025,

Alarmed by continuously high numbers in adolescent pregnancies, which were at 13% in 2023, as documented by UNICEF, and disproportionately impaired the further education of girls and young women and their journey to full economic participation,

Noting with regret that an estimated 708 million women worldwide remain outside the labour force due to unpaid care responsibilities, making care burdens the single largest structural barrier to women's economic participation globally, as documented by the International Labour Organization (ILO) in 2023,

Emphasizing the need for inclusive economic policies and international cooperation to address structural inequalities,

Aware that nearly 40% of female workers worldwide experienced some form of adverse social behavior at least once during their lifetime, according to HR Management and Employee Relations Software,

Taking into consideration that, according to the World's Women 2020, women are 27% less represented in the global labour market compared to men,

Acknowledging that equal participation of women in STEM fields contributes to innovation, sustainable development, and economic growth,

1. **Strongly urges** Governments to:
 - (a) expand access to affordable, high-quality childcare by investing in infrastructure and community-based programs, particularly in rural areas,
 - (b) strengthen parental leave systems by adopting progressive models in accordance with national legislation and cultural contexts to support working parents;
2. **Asks** Member States to strengthen digital inclusion and future-oriented skills by:
 - (a) expanding access to digital literacy programmes for women and girls,
 - (b) encouraging participation in STEM education through scholarships, mentorship, and internship opportunities in accordance with national capacities and priorities ,
 - (c) promoting cooperation with technology companies and educational institutions to provide practical skills training, such as:
 - (i) coding programmes,
 - (ii) artificial intelligence literacy,
 - (iii) cybersecurity awareness,
 - (iv) digital entrepreneurship skills;
3. **Supports** the collection of data on wages, employment, leadership opportunities, and representation, and unpaid care work through governmental bodies, as well as external organizations, such as NGOs and IGOs in order to track the progress and identify structural gaps and barriers, while reducing paperwork and compliance points for employers and the state;
4. **Calls upon** governments to:
 - (a) ensure that economic empowerment strategies reflect local and regional realities,
 - (b) prioritize the inclusion of marginalized women in social protection systems and decision-making processes,
 - (c) periodically review and reform existing laws and policies to eliminate discriminatory practices and ensure that women's economic rights are not only formally recognized but effectively applied in practice,
 - (d) promote women's equal access to financial services and entrepreneurship programmes supporting women,
 - (e) recognize the sovereign right of every nation to determine their own social, cultural, religious, and legal systems without external interference;
5. **Encourages** the development of family-support systems to reduce barriers to women's participation in the workforce by:
 - (a) improving access to affordable childcare and elderly care services,
 - (b) promoting more flexible working opportunities,
 - (c) financial support for childcare services,
 - (d) strengthening workplace protection;
6. **Strongly urges** all member states to work towards closing the gap between existing legal commitments and real-world outcomes by:

- (a) Strengthening existing national institutions and enforcement mechanisms, where appropriate, with the support of international partners, to investigate gender pay discrimination and violations of women's labour rights, including in the informal sector;
 - (b) developing transparent monitoring and evaluation frameworks for national gender equality policies, with results made publicly available;
7. **Strongly Encourages** efforts to reduce structural wage inequality in the labour market through:
- (a) improved wage transparency systems in both public and private sectors,
 - (b) public awareness initiatives addressing long-term structural inequality,
 - (c) extending wage protections and transparency measures to informal sector workers, who represent the majority of women's employment in developing economies;
8. **Urges** Member States to prioritize support for the most vulnerable and marginalized women, including particularly women in rural areas as well as refugees, migrants, and women from low-income communities, by:
- (a) ensuring equal access to employment opportunities and financial services regardless of legal status or background,
 - (b) removing legal barriers that prevent refugee and migrant women from entering the labour market and accessing social protection,
 - (c) establishing legal protections against exploitation, abuse, and forced labour, particularly for domestic workers and women in informal employment,
 - (d) providing targeted support programs, including language training, skills development, and childcare, specifically designed for persons concerned;
9. **Calls upon** member states to strengthen legislation and policies to promote gender equality in economic participation, including eliminating discriminatory laws that restrict women's access to employment, property, and finance;
10. **Recommends** that all countries develop and strengthen national policies promoting equal pay for equal work, which provide legal remedies for victims of workplace discrimination;
11. **Encourages** cooperation with civil society organizations, such as women's rights advocacy groups, in order to monitor and address gender imbalance in political institutions by:
- (a) consulting relevant organizations during the development of gender equality policies,
 - (b) supporting independent reports and assessments on women's political participation and representation,
 - (c) promoting mentorship and leadership programmes for women seeking political office,
 - (d) facilitating dialogue between governments, civil society organisations, and women's advocacy groups to identify and address barriers to political participation;
12. **Calls for** all employees to secure equal treatment in the economy by promoting equal opportunities, career advancement, and representation of all genders across all sectors and levels of employment;
13. **Further asks for** improvements on reporting sexual harassment in the workplace by:
- (a) obligating companies and institutions to have a confidential report system, making reports easier and stigma-free,
 - (b) ensuring that each and every report is read and taken seriously,
 - (c) monitoring the compliance of states;
14. **Seeks to** facilitate a voluntary international peer-review and knowledge-sharing mechanism by:

- (a) inviting participating Member States to submit biennial reports on progress in women's economic participation,
 - (b) compiling examples of successful national policies and implementation strategies,
 - (c) organizing voluntary regional dialogue platforms through which Member States may exchange best practices and technical expertise without creating legally binding obligations;
15. **Recommends** the ongoing implementation of the international Action Plan on Gender Equality to eliminate the high systemic gender pay gap, which will be executed by strengthening the income transparency;
16. **Requests** all Member States to expand investment in affordable and accessible early childhood education and care (ECEC) systems, recognizing that care infrastructure is not merely a social service but a prerequisite for women's equal participation in the labour market, and encourages states to:
- (a) allocate dedicated national budget lines for ECEC provision in accordance with SDG 5.4,
 - (b) develop national care economy strategies with measurable targets and independent monitoring mechanisms;
17. **Calls** for the establishment of a fund, open to all UN Member States, with contributions based on each country's capacity to pay, to finance projects and initiatives aimed at ensuring the equal economic participation of women, which shall be administered by an independent UN committee, which will validate all project proposals to ensure they meet the fund's objectives, and whose contributions and allocations shall be published annually to ensure full transparency and accountability;
18. Encourages Member States to adopt measures aimed at reducing occupational gender disparities and challenging societal norms that associate specific professions with a particular gender, through:
- (a) promoting equal participation of women and men across all sectors of the workforce,
 - (b) supporting educational and public awareness initiatives that counter gender stereotypes in career selection,
 - (c) fostering inclusive workplace environments that ensure employment opportunities are based on skills, qualifications, and individual interests rather than gender-based expectations;
19. Calls upon member states to promote access to quality education, including:
- (a) primary and secondary school,
 - (b) higher education,
 - (c) vocational training, especially in high-growth sectors such as technology, renewable energy, agriculture and manufacturing,
 - (d) digital literacy,
 - (e) financial literacy;

Vote result	Adopted
	<i>In favour:</i> 35
	<i>Against:</i> 10
	<i>Abstentions:</i> 3
Date of vote	19 June 2026
Final editor	Laura Petra Blümel