

Commission: Gender Equality
Session: 23rd National Model United Nations Conference – 2019
Sponsors: Burkina Faso, Saudi Arabia, Colombia, Algeria, Yemen, Vietnam, Netherlands, Equatorial Guinea, Sudan

QUESTION OF: **USING GENDER-INCLUSIVE LANGUAGE AS A POWERFUL WAY TO PROMOTE GENDER EQUALITY AND TO ERADICATE GENDER BIAS**

The General Assembly,

Bearing in mind the key role of language in shaping cultural and social attitudes and that using gender-inclusive language is a powerful way to promote gender equality and eradicate gender bias,

Mindful that the goal, under the United Nations System-wide Strategy on Gender Parity, is creating “a working environment that embraces equality, eradicates bias and is inclusive for all staff,

Noting with deep regret that women involvement in national parliaments is less than 30 %,

Deploring that less than 40 percent of countries offer girls and boys equal access to education and only 39 percent of countries have equal proportions of the sexes enrolled in secondary education,

Noting with deep regret that people have mis-gendered the LGBT community by referring to them with binary pronouns instead of their preferred pronouns which might have led to marginalising this community,

Fully alarmed that the prevalence of gender stereotypes encourages gender discrimination more broadly and reinforces and perpetuates historical and structural patterns of discrimination,

Alarmed by the fact the gender pay gap will take 202 years to close according to the World Economic Forum,

1. Recommends the implementation of the 4th and 5th Sustainable Development Goals to eliminate all forms of discrimination against women and girls;

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2. Encourages educational institutions to rigorously promote the use of gender-inclusive language thus imparting neutral language since early childhood to all levels;

3. Calls upon member states to mount awareness campaigns for people to move away from gendered terms and embrace gender-neutral language both in public speaking and in official documents;

4. Urges managers and leaders to use gender-inclusive language with their team members and advertise job posts unanimously to remove gender bias in order to set a level ground for a gender-friendly work environment;

5. Requests all medium and large-scale companies to follow laws that compel them to disclose their gender pay gap and eradicate it through gender equality;

6. Further recommends more actions from the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW);

7. Invites all governments to support women in non-traditional jobs which is crucial in not only making long-lasting change in their lives but also helping break social taboos;

8. Further requests member states to work in collaboration with Women's Global Empowerment Fund in order to implement women empowerment schemes and provide better facilities for women to achieve in all fields;

9. Stresses the use of appropriate pronouns in a manner that excludes any possible discrimination and prejudice when referring to the transgender community;

10. Further invites member states to take decisive action to eradicate gender bias by issuing a guidebook which urges members of the parliament to discard words containing 'man';

11. Emphasizes the need to promote feminist influence in public bureaucracy by implementing feminist language reforms across institutions.