

FORUM: Human Rights Council

QUESTION OF: Ensuring Gender Equality and Human Rights in the Midst of Political Instabilities in Afghanistan

MAIN-SUBMITTED BY: Japan

CO-SUBMITTED BY: Slovakia, Norway, France, Nepal, Romania, Bangladesh

THE HUMAN RIGHTS COUNCIL,

Bearing in mind that gender equality, besides being a fundamental human right, is essential to achieve peaceful societies, with full human potential and sustainable development,

Having heard that women in Afghanistan are restricted in the workforce, educational field, clothing choices, and freedom to roam independently of men,

Alarmed by the fact that disobedience to the Sharia Law could cause women to be publicly executed, whipped, or stoned,

Noting that a UNICEF report found that 60% of the 4.2 million Afghan children lacking education are girls,

Observing that 9,000 Afghans have resettled in the United States and 53,000 Afghans are temporarily residing in U.S. military bases,

Recalling the fact that the average income of a woman in Afghanistan is less than 16% of an average man according to 2021 data,

Keeping in mind that Afghanistan comes bottom of 156 countries when it comes to measuring economic opportunity open to women against the option on offer to men,

Recognizing that in 2015, researchers found that 46.1% of women aged 15~49 said they had been subjected to physical or sexual violence by a current or former intimate partner within the previous year,

1. Requests member states to work with pertinent UNOs and NGOs such as International Alliance of Women (IAW) and Gender at Work to introduce and implement the following measures to increase labor force participation of female workers in Afghanistan through methods such as but not limited to:
 - a. introducing fiscal and monetary policies to support female workers:
 - i. adopting cash transfer programs targeting low skilled and low-income women participating in the labor market,
 - ii. establishing gender budgeting and integrating a gender-oriented approach into the public financial management cycle,
 - b. creating stable employment environment for women with maternity leaves before and after bearing children as well as sufficient parental leave for fathers in ways such as but not limited to:

- i. extending the maximum length of maternity or parenting leave for both males and females to six months, or 24 weeks, from the original 90 days they are entitled to,
 - ii. requiring the adoption of a fair contract policy, validating that companies retain the occupations and previous financial incomes for female employees after parental leavings,
 - iii. promoting flexible worktime arrangements for part-time and full-time women after returning to work, such as allowing schedule changes,
 - c. providing financial support for pregnant women such as:
 - i. full salaries during maternity leaves,
 - ii. free prenatal, parturition, and postpartum care,
 - iii. additional financial support for child care goods, etc.,
 - d. seeking policy advice and technical assistance from international organizations such as the International Organization of Employment (IOE) and International Labor Organization (ILO);
- 2. Urges nations to increase educational efforts, such as mentorship, counseling, and seminars to boost the number of women in traditionally male occupations and political leadership positions under the Taliban rule in Afghanistan by:
 - a. implementing mandatory education for both sexes until middle school at minimum, building the skills of girls to further their economic empowerment as:
 - i. entrepreneurs,
 - ii. innovators,
 - iii. leaders,
 - b. focusing teacher training and professional development on gender-responsive pedagogies in order to:
 - i. help girls discover the opportunities education creates for them,
 - ii. allow both girls and boys to be successive learners,
 - iii. provide role models for female students,
 - iv. allow girls to feel accepted in the school community,
 - c. ensuring that budgets are gender-responsive and that national education plans and policies prioritize gender equality,
 - d. helping schools use assessment data to eliminate gender gaps in learning by making objective comparisons of the mean achievement of female and male students,
 - e. providing learning environments that suit girls' individual circumstances in ways such as but not limited to:
 - i. improving girls' transitioning and retention in secondary school by promoting social protection measures,
 - ii. providing adequate hygiene facilities and supplies for girls during menstruation;
- 3. Calls upon the Women's Environment and Development Organization (WEDO), Global Fund for Women, the United Nations, and member states to take measures to stop sexual harassment in Afghanistan, in ways such as but not limited to:

- a. increasing funding of rape-crisis centers and other services for girls and women who have been raped and/or sexually assaulted through funding programs such as the CDC's Rape Prevention and Education (RPE) program,
 - b. having an effective policy and procedures at work, as well as anti-harassment training for all staff on a regular basis for the purposes of:
 - i. supporting individuals who are being harassed to come forward and ensure that the problem is addressed quickly and effectively,
 - ii. providing protection and support for the employees who feel they are being harassed,
 - iii. preventing future harassment by punishing the harasser without impunity,
 - c. conducting anonymous surveys for victims of sexual harassment in school communities to alleviate psychological and physical distress, as well as gathering data as to combat the issue of sexual harassment,
 - d. enhancing stricter law enforcement policies to manage illegal sexual abuse in Afghanistan through:
 - i. educating policemen regarding illegal crimes regardless of religion,
 - ii. creating harsh punishments, specifically suspensions, directed at authorities irresponsive to blatant sexual misconduct,
 - e. establishes anti-discrimination organizations in their respective countries, including but not limited to:
 - i. anti-sexism (gender inequality) organizations,
 - ii. organizations that fight against human rights inequality;
4. Recommends the government of the member states to take political actions for transparency in order to get more women involved in social activities in Afghanistan through means such as but not limited to:
- a. working closely with advisors to plan how discriminatory gender-based employment policies in Afghanistan can be eradicated via expediate means,
 - b. enforcing analogous laws against sexual harassment such as the Equal Employment Opportunities Commission (EEOC) and Fair Employment Practice (FEP) laws that exist in the US,
 - c. accessing the information of companies' wage difference records and checking data without warning at least once every quarter to investigate unfair treatments,
 - d. reinforcing laws for employers to pay equal wages to men and women who perform jobs that require substantially equal skill, effort and responsibility, and that are performed under similar working conditions within the same establishment;
5. Highly encourages all member states to increase public awareness on the issue of addressing gender inequality in the Afghanistan crisis by working with pertinent UNOs and NGOs, such as UN Women, Association for Women's Rights in Development (AWID), and Plan International in such ways, but not limited to:
- a. utilizing the media to confront gender stereotyping such as early marriage using means such as but not limited to:
 - i. the internet,
 - ii. social media,

- iii. newspaper,
 - iv. television advertisements,
 - b. organizing meetings with parents through community centers and seminars in local regions in an attempt to:
 - i. educate parents on the importance of securing the rights of their daughters,
 - ii. encourage them not to assign duties at home based on gender,
 - iii. promote the role of the father in raising children,
 - c. arranging social programs to increase public consciousness of gender inequality in Afghanistan by:
 - i. starting campaigns targeting the current situation in local areas to increase support and advocates,
 - ii. starting fundraising events,
 - d. Sending educational teachers and staffs to Afghanistan to increase public awareness and aid the educational field through international organizations such as Teachers Without Borders,
 - e. Implementing necessary curriculums in member states to address the human rights violations in Afghanistan:
 - i. mandating the inclusion of learning about current events,
 - ii. addressing the historical and modern significance of alleviating physical, mental, and emotional violence in poverty-stricken countries;
- 6. Calls for member states and international organizations such as Doctors Without Borders and UNICEF to support the Afghan community in establishing safety and wellbeing measures to secure the mental and physical health of Afghan women, who are mainly restricted by the Sharia law, through means such as but not limited to:
 - a. allocating a budget designed to safeguard those in physical danger or persecution through ways such as but not limited to:
 - i. establishing protection centers and shelters to accommodate Afghan women subjected to violence and discrimination,
 - ii. inviting governments to cooperate with non-government organizations (NGOs) in supplying Afghanistan with necessary provisions by establishing nationwide fundraisers and provision drives to accumulate donations and second-hand goods directly exported to aid Afghans,
 - b. providing community centers that ensure the rehabilitation of people traumatized by men, the Taliban, and other armed groups that can be done by means including but not limited to:
 - i. providing psychological aid for women suffering the aftermath of sexual abuse such as PTSD through help of professional counselors and volunteers from NGOs such as BICE for children and the UNICEF,
 - ii. ensuring medical care for physically injured females from attacks by the Taliban and armed groups,
 - iii. promoting special hotlines and help lines against discrimination and human rights injustice have been set up, a special place for victims to talk and comfort;

7. Strongly urges member states with high refugee populations to implement programs and policies protecting the security of female Afghan refugees and ensuring a smooth transition into a new environment as well as refugee camps:
 - a. ensuring that refugees obtain the necessary provisions to survive through means such as but not limited to:
 - i. social security programs,
 - ii. food stamp programs,
 - iii. health insurance programs,
 - b. providing Afghan women with free voluntary therapy and other means of eradicating psychological distress through communication with professional counselors,
 - c. creating programs designated to support Afghan women with children, through means such as:
 - i. enrolling Afghan children in schools located in close proximity to housing,
 - ii. providing free healthcare to Afghan children.