



NEWMUN CHAPTER V

**UNITED NATIONS
COMMISSION ON THE
STATUS OF WOMEN**

BACKGROUND GUIDE

LETTER FROM THE CHAIRS

Greetings, Delegates!

We pleasantly welcome all of you to the United Nations Commission on the Status of Women (UNCSW) of NewMUN Chapter V! We're Daksha Pratheesh and Faiza Chunawala and We're delighted to serve all of you as the Chairs on the UN Commission on the Status of Women

The duty of a delegate in a MUN can appear difficult, especially given the amount of research required to produce position papers, research papers, and other documents. However, a delegate's role is more than that. It entails being diplomatic, debating topics, developing inventive resolutions with other delegates, taking on obstacles, and having a pleasant time overall.

This background guide is a starting point for your research. Your research is the most crucial because it helps you understand your country's policies as well as your stance in the committee, your allies, and many other things. I hope you all read through this guide because it will be your point of contact for your research, which will be very useful throughout the conference. Do not limit yourself to this subject, but rather challenge yourself to discover how far you can go and research properly and efficiently.

As your chairs, We will be your mentors and guides for this conference, assisting you in engaging in discussions that are both passionate and beneficial. We hope that we can assist you all in the best way possible and that you have the finest time possible at NewMUN Chapter V. Please do not hesitate to contact us if you have any queries or concerns.

We look forward to having a great conference with you all!

Sincere regards,

Daksha Pratheesh

Faiza Chunawala

UNCSW Chairs

INTRODUCTION TO THE COMMITTEE

The Commission on the Status of Women (CSW) originated in 1947 with the aim of establishing benchmarks and creating global agreements to eradicate discriminatory laws and promote a greater understanding of women's concerns worldwide. During the period of 1947 to 1962, the CSW devoted its efforts to the development of the Universal Declaration of Human Rights, advocating for the elimination of the term "men" as a substitute for all of humanity and advocating for the incorporation of more inclusive language in this seminal document. This proactive approach taken by the CSW in advocating for gender-neutral and inclusive language demonstrates its commitment to gender equality and its recognition of the importance of language in shaping perceptions and promoting equality.

The Commission took the initiative to develop initial international conventions concerning women's rights, including the Convention on the Political Rights of Women in 1953. It also played a crucial role in formulating the earliest international agreements addressing women's rights within the institution of marriage. Recognizing the need for further advancements, the United Nations General Assembly called upon the Commission in 1963 to prepare a comprehensive Declaration on the Elimination of Discrimination against Women, which was subsequently adopted in 1967. The Commission extensively concentrated on various facets, encompassing women's requirements in community and rural development, agricultural labor, family planning, and advancements in scientific and technological fields. By dedicating its efforts to these critical areas, the Commission aimed to clarify and eliminate any forms of discrimination against women, ultimately promoting gender equality and empowerment.

AGENDA I

DOMESTIC VIOLENCE AND ASSAULT AGAINST WOMEN

INTRODUCTION

Domestic violence, often referred to as intimate partner violence, is a prevalent issue in domestic settings, including marriages, cohabitations, and relationships between former spouses or partners. It can take various forms, including physical, verbal, emotional, economic, religious, reproductive, financial, or sexual abuse.

The World Health Organization estimates that 1 in 3 women are subject to domestic violence at some point in their life. Domestic violence is often seen as justified or legally permitted, particularly in cases of actual or suspected infidelity. Research shows a direct correlation between a country's level of gender inequality and rates of domestic violence, with countries with less gender equality experiencing higher rates.

Domestic violence often occurs when the abuser believes it is acceptable or justified, leading to an intergenerational cycle of violence in children and family members. Victims may experience physical disabilities, dysregulated aggression, chronic health problems, mental illness, limited finances, and a poor ability to create healthy relationships.

KEY WORDS

Domestic Violence- Domestic violence refers to violent behavior between current or former intimate partners – typically where one partner tries to exert power and control over the other, usually through fear. It can include physical, sexual, emotional, social, verbal, spiritual and economic abuse

VAWG - An abbreviation for 'Violence Against Women and Girls'.

Post-Traumatic Stress Disorder (PTSD) - A disorder characterized by failure to recover after experiencing or witnessing a terrifying event.

Sexual Abuse -Sexual abuse, also referred to as molestation, is abusive sexual behavior by one person upon another. It is often perpetrated using force or by taking advantage of another

Female Genital Mutilation -The practice, traditional in some cultures, of partially or totally removing the external genitalia of girls and young women for non-medical reasons. It is illegal in many countries.

Consent- Permission for something to happen or agreement to do something. Here, refer to sexual relationships and encounters.

MARITAL RAPE

In marital rape, the rape victim is married to the rapist. Nonconsensual sex with a married partner is considered rape in some countries, but not in others. In the UK, marital rape was reported in the case of R v. R (1991) was classified as a criminal offense. Just because marital rape is illegal does not mean the law is enforced. For example, marital rape was banned in Ireland in 1990, but as of 2006 only one person had been convicted.

FACTS AND STATISTICS

Approximately 10-14% of married women are raped by their husbands in the United States

23% reported rapes and sexual assaults as the only abuse in marriages

Marital rape is not always apart of battered women's syndrome but at least half of the battered women are a part of marital rape

A survey found out that 10 % of the sexual assault cases reported by women involved a husband or ex-husband

EFFECTS OF RAPE

Research shows that women are particularly traumatized by spousal rape. They are being hurt by someone in their life, their home, and possibly their children. In addition to physical violations, they also face betrayals of trust and intimacy.

Victims of marital rape are more likely to be victimized than victims of rape by strangers or acquaintances

Triple rape case. Victims of marital rape suffer long-term physical and psychological injuries that are just as severe, if not more severe, than victims of stranger rape.

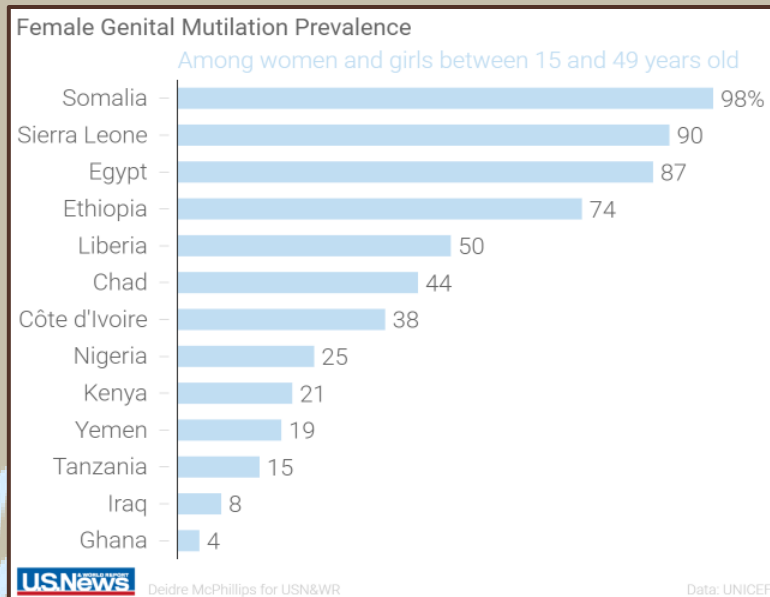
Effects include humiliation, fear, guilt, self-blame, and injuries such as black eyes and broken bones.

Victims of marital rape may remain in their marriages for a variety of reasons which contains fear of more violence, loss of financial security, low self-esteem, and false hope that your partner will change.

CURRENT STATE OF AFFAIRS

The COVID-19 pandemic has significantly increased domestic violence cases, making it crucial to prevent it. Women have been unable to seek help, making them more vulnerable. The lockdown has given abusers an opportunity to escape violence. The number of cases has surged globally, including developed countries like the US, Australia, UK, and South Korea, as well as countries like India and China.

Domestic violence remains a widespread human rights violation, with victims often hesitant to report abusers due to stigma and shame. In 2017, 58% of domestic violence was caused by family members or intimate partners. Only 40% of women seeking help seek it, and less than 10% seek help from formal institutions. These problems have been considered private matters, and are still treated this way by older generations and uneducated societies. Law Enforcements in these regions could also hold similar attitudes. However, globally it has been recognised as an important issue which has to be dealt with using law enforcement and social services. Over 140 countries have passed laws against domestic violence, however the problem persists. Despite this, the problem persists, highlighting the need for effective law enforcement and social services.



PREVIOUS ATTEMPTS TO RESOLVE THE ISSUE

The United Nations Work on Violence Against Women

- This topic was covered in World Conferences in Mexico, Copenhagen and Nairobi from 1975-1985.
- The General Assembly adopted the 'Declaration on the Elimination of Violence against Women' in 1993.
- It focused on punishing the perpetrators and introducing laws in all member states.
- The declaration failed to include any form of education for citizens which would help in removing stigma and shame surrounding the topic in some countries.
- It also did not include any therapy or medical help for abuse victims.

STRATEGIES FOR CONFRONTING DOMESTIC VIOLENCE: A RESOURCE MANUAL

- Strategies for Confronting Domestic Violence: A Resource Manual This Manual was written by the United Nation along with the Canadian Justice Department in 1993.
- This includes specification on the justice department and their role in the problem.

- It also includes details on how to deal with and help the victims, during and after the trial.
- However, this document acted as a suggestion for member states and did not include anything binding.
- No member states were compelled to follow the suggestion given in the guide.

UN GLOBAL ACTION DURING COVID-19 CRISIS

- In April 2020, the UN recognised the dangers a lockdown could have on people in abusive conditions.
- They decided to assign roles to their ground-level workers which would help in improving condition in the short-run.
- This was not a permanent or significant solution, it was an immediate one aimed to help people that were stuck in unfavorable conditions during this pandemic.

QUESTIONS TO CONSIDER

1. What is the fundamental cause for domestic violence in your country? For example, is it caused by poverty, religious ideals or other specific reasons?
2. What are the main factors that affect the attitude towards domestic violence? Look for factors like age, financial situation and education level.
3. What steps has your government taken to improve the situation? Have they worked?
4. How does the prevalence of domestic violence affect women's position in society and the country's development?

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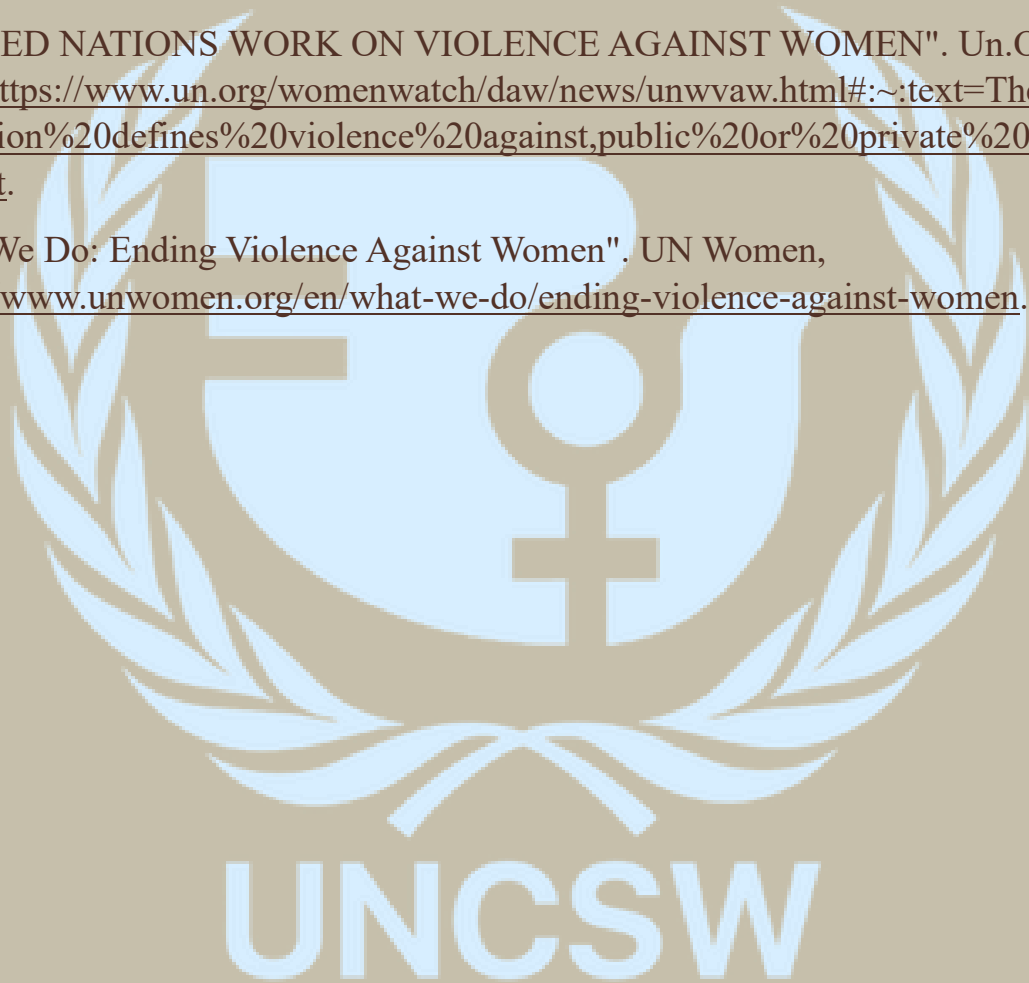
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AGENDA II

ECONOMIC PARTICIPATION OF WOMEN AND THE GENDER PAY GAP

INTRODUCTION

For every dollar that males are paid, women are compensated 80 cents. This is true despite the fact that millions more women have entered the profession over the past few decades and have made significant advancements in their educational attainment.

The fact that this frequently used number does not account for factors other than gender that can affect salaries, such as years of schooling, work experience, and geography, makes it unreliable as proof of economic discrimination against women, according to critics of the study. Many of these doubters think that men and women's voluntary decisions, particularly their choice of career, are what ultimately causes the gender wage disparity rather than discrimination.

Additionally, occupation matters because nearly half of all gender inequalities in employment are caused by occupation and industry.

WHAT IS THE GENDER WAGE GAP?

The gender wage gap is a measure of what women are paid relative to men. It is commonly calculated by dividing women's wages by men's wages, and this ratio is often expressed as a percent, or in dollar terms. This tells us how much a woman is paid for each dollar paid to a man. This gender pay ratio is often measured for year-round, full-time workers and compares the annual wages (of hourly wage and salaried workers) of the typical man with that of the typical woman; measured this

way, the current gender pay ratio is 0.796, or, expressed as a percent, it is 79.6 percent (U.S. Census Bureau 2016).

In other words, for every dollar a man makes, a woman makes about 80 cents.

We look at hourly median salaries and take into account all employees who reported a positive number of hours worked. This hourly measure represents a limited "adjustment" in research methodology because it takes into account the fact that more women work part time and that males work more hours annually on average.

This little adjustment enables us to compare women's and men's earnings without making the assumption that women, who still have a disproportionate share of domestic duties, would be able or willing to put in the same number of hours as men.

HOW MUCH DOES THE GENDER PAY GAP COST WOMEN OVER A LIFETIME?

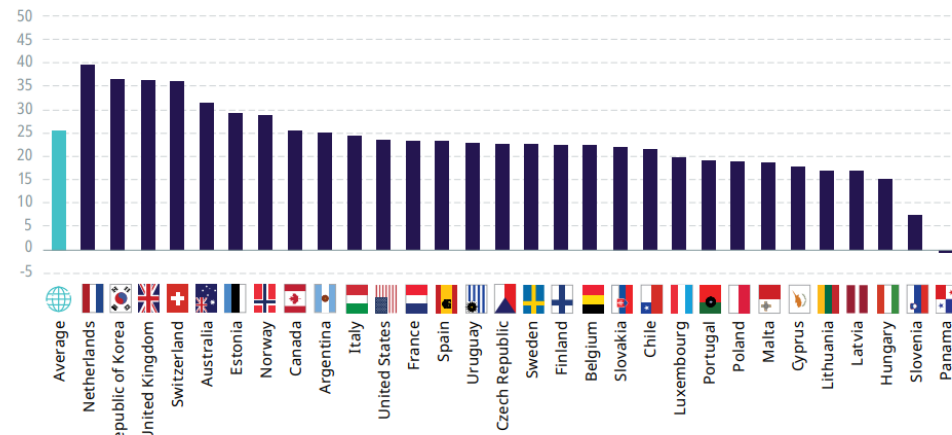
The average woman worker loses more than \$530,000 over the course of her lifetime because of the gender wage gap, and the average college-educated woman loses even more—nearly \$800,000 (IWPR 2016). It's worth noting that each woman's losses will vary significantly based on a variety of factors—including the health of the economy at various points in her life, her education, and duration of periods out of the labor force—but this estimate demonstrates the significance of the cumulative impact.

UNDERSTANDING THE GENDER PAY GAP

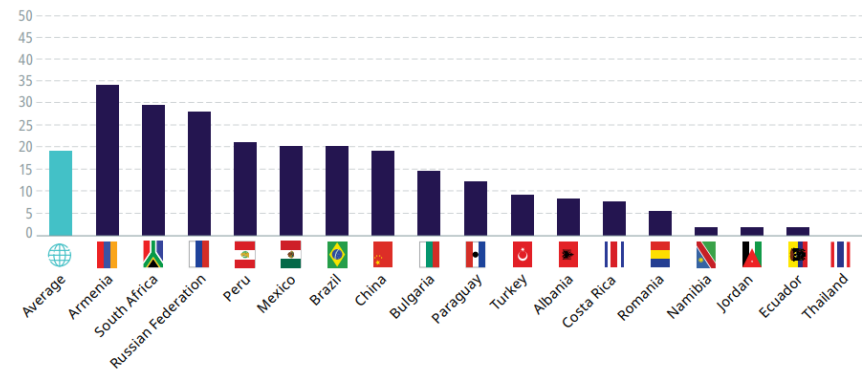
The gender pay gap has been reduced in some countries while in others there has been little change.

Figure 1. Mean gender pay gaps using monthly earnings, selected countries by income group

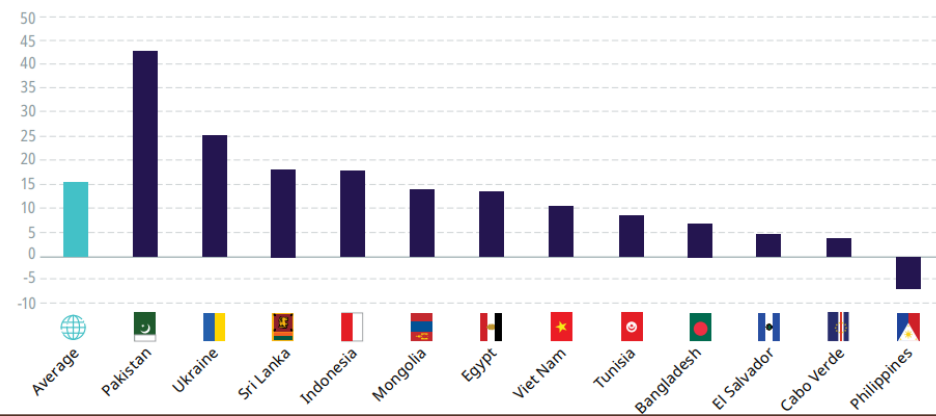
a) High-income

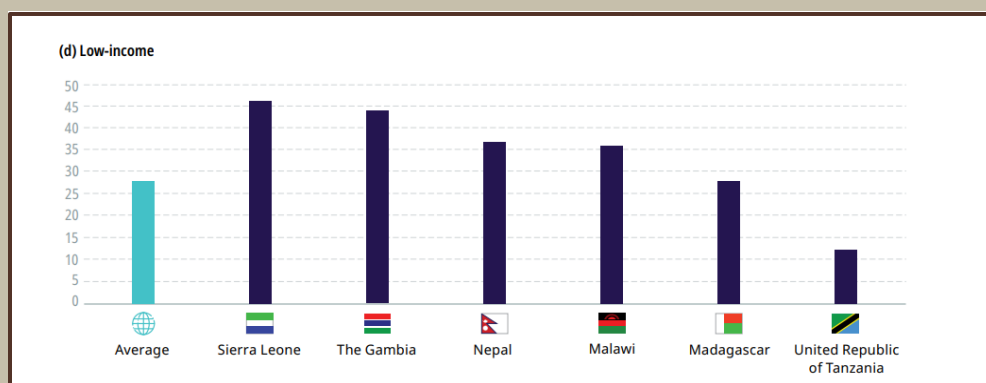


(b) Upper-middle income



(c) Lower-middle income





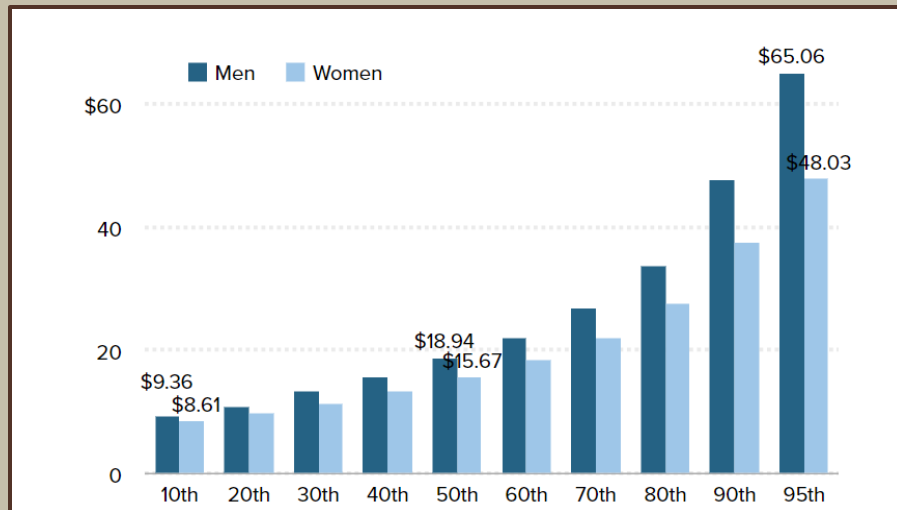
HOW DO WORK EXPERIENCE, SCHEDULES, AND MOTHERHOOD AFFECT THE GENDER WAGE GAP?

The gender wage gap is affected by women's work schedules and experience levels. Work experience, hours, and schedules partially reflect the social expectations that continue to disfavor women rather than establishing the existence of discrimination. All of these factors contribute to the "motherhood wage penalty."

On average, women have less work experience than men, and this contributes to the gender wage gap. Because the lack of experience itself is a function of social expectations and norms that disadvantage women in the workplace. Women are more likely to temporarily exit the labor force—most often to raise children, although increasingly to care for an older relative—which leaves them with less work experience.

WOMEN EARN LESS THAN MEN AT EVERY WAGE LEVEL

Hourly wages by gender and wage percentile, 2015



HOW DOES THE GENDER WAGE GAP CHANGE AFTER A WOMAN HAS CHILDREN?

Women with children are routinely paid less than women without children, as well as males with or without children, according to research. In conclusion, there does appear to be a motherhood wage penalty. Researchers discovered that moms earn about 4.6 percent less per hour than women who are not mothers, even after accounting for factors like education and experience.

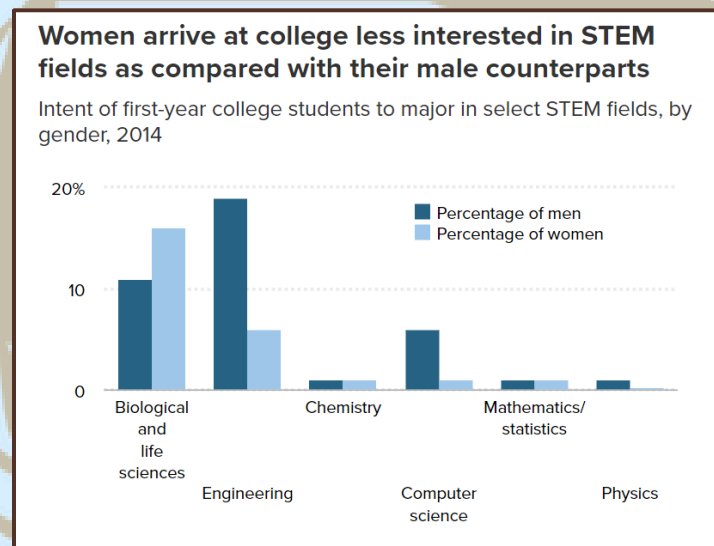
First-time moms today are older, have more education, and work experience than their counterparts did 40 years ago. They are also more likely to return to work immediately after giving birth and are less likely to leave the workforce altogether. The maternal pay penalty still exists despite women having more experience, education, and engagement to the labor force.

Women who have children under the age of 6 work 5.5 hours less per week (13.4 percent fewer weekly hours) than the typical working man, whereas women who do not have children work 4.1 hours less per week (10.1 percent fewer hours) than the typical man, according to research on the working hours of parents.

STEERING WOMEN TO CERTAIN EDUCATIONAL AND PROFESSIONAL CAREER PATHS—AS WELL AS OUTRIGHT DISCRIMINATION—CAN LEAD TO DIFFERENT OCCUPATIONAL OUTCOMES:

From an early age, girls might be encouraged to pursue careers that conform to gender norms. Parents frequently expect their men, rather than their girls, to work in science, technology, engineering, or mathematics (STEM) professions, even though their daughters perform at the same level in mathematics at a period when parental influence is crucial (OECD 2015).

Young women evaluate their employment options differently than young males by the time they graduate from high school and enroll in college. This figure displays the intended majors of college freshman by gender. Women are substantially less likely than men to enter college with an interest in engineering, computer science, or physics, despite the fact that more women are attending medical school and continue to dominate the nursing profession.



FEMALE-DOMINATED PROFESSIONS PAY LESS

Many women do go into low-paying female-dominated industries. Home health aides, for example, are much more likely to be women. If women in female-dominated occupations were to go into male-dominated occupations, they would often have similar or lower expected wages as compared with their female counterparts in female-dominated occupations. Thus, many women going into female-dominated occupations are actually situating themselves to earn higher wages. These choices thereby maximize their wages.

This holds true for all categories of women except for the most educated, who are more likely to earn more in a male profession than a female profession. There is

also evidence that if it becomes more lucrative for women to move into male-dominated professions, women will do exactly this. In short, occupational choice is heavily influenced by existing constraints based on gender and pay-setting across occupations.

Computer programming is an example of a field that has shifted from being a very mixed profession, often associated with secretarial work in the past, to being a lucrative, male-dominated profession. While computer programming has evolved into a more technically demanding occupation in recent decades, there is no skills-based reason why the field needed to become such a male-dominated profession. When men flooded the field, pay went up. In contrast, when women became park rangers, pay in that field went down.

The fact that many professions with excessively low compensation imposed by market forces yet enormously beneficial to society when done correctly are dominated by women makes the situation worse. Key examples include educators and child care providers who educate today's children, as well as home health care providers who look after seniors. It would be a tremendous success for the economy and society if eliminating gender pay disparities could increase pay and professionalism in these vital industries.

EMPLOYMENT

Improvements in gender equality would lead to an additional 10.5 million jobs in 2050, which would benefit both women and men.

About 70% of these jobs would be taken by women, however female and male employment rates meet in the long run, reaching an 80% employment rate by 2050.

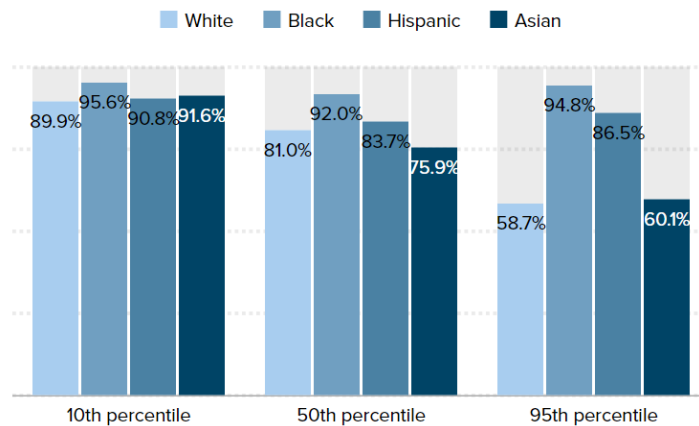
New jobs occupied by women are particularly important as they can help to reduce poverty, one of the key priorities of the EU 2020 strategy. Women are generally affected by poverty more often than men because of lower employment and salary prospects. Hence, being in employment lowers the risk for poverty of women.

How do women of different races and ethnicities experience the gender wage gap?

Belonging to a certain race or age group does not immunize women from experiencing the gender wage gap. It affects women across the board, though higher-earning women and middle-age women are at a greater disadvantage relative to their male counterparts. And relative to white male wages, black and Hispanic women are the most disadvantaged.

Women of every race and ethnicity make less than their male counterparts

Women's hourly wages as a percentage of men's hourly wages of the same race, by wages percentile, 2015



MODERATED CAUCUS TOPICS

1. Steering women to certain educational and professional career paths can lead to different occupational outcomes
2. Women of every race and ethnicity makes less that their male counterpart
3. What measures can be taken to encourage economic participation of women or reduce gender pay gap?
4. What effects do gender pay gaps have on women?

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