



AtidMUN2022



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CHAIR LETTERS

BARAK RASKIN

Hi, I'm Barak :)

But please, we are besties already - you may call me Mr. Raskin!

There is a famous claim that Sir Isaac Newton PRS (or in short - [N]) once stated that: "Truth is ever to be found in the simplicity". Take his advice (don't worry - he doesn't use it anyone) and don't overcomplicate your messages. Say it shortly! Say it clearly! Say it loudly! Tell Lishy he's hot!

For any further questions: www.google.com

And always remember: If you can't convince them - confuse them!

Yours (and the UNODC redhead chair's) truly,

Barak Raskin





ELLA WILLIAMS

AtidMUN2022



Hello delegates!

My name is Ella Williams. I'm in the 12th grade and I'm 17-years-old from Netanya.

I've been participating in MUN for the past three years, I've attended 7 MUN conferences and I enjoy it very much, I've made many friends, gained a a lot of knowledge and very important life skills. Apart from MUN I enjoy playing guitar, watching movies and listening to music.

Can't wait to meet all of you!

Sincerely,

Ella Williams







INTRODUCTION TO THE COMMITTEE

UN Women, or The Commission on the Status of Women (CSW), is the principal global inter-governmental body exclusively dedicated to the promotion of gender equality and the empowerment of women. UN Women was established as a functional commission of the Economic and Social Council (ECOSOC) by ECOSOC resolution 11 of 21 June 1946.

UN Women supports women's full and equal representation and participation in all levels of peace processes and security efforts. UN Women leads on implementing the women, peace, and security (WPS) agenda through research initiatives, data collection, learning exchanges, and documentation of good practices to inform policy and programming

The main areas of focus: are women's leadership and political participation; women's economic empowerment at work; economic empowerment; ending violence against women; humanitarian action; governance, and national planning; youth and gender equality; women and girls with disabilities.

The CSW is instrumental in promoting women's rights, documenting the reality of women's lives throughout the world, and shaping global standards on gender equality and the empowerment of women. Its latest flagman initiative -the United Nations Secretary-General's UNiTE, aims at ending violence against women by 2030 (UNiTE campaign). It calls on governments, civil society, women's organizations, young people, the private sector, the media, and the entire UN system to join forces in addressing violence against women and girls and builds on existing international legal and policy frameworks, synergizing the efforts of all UN offices and agencies working to end violence against women.





TOPIC A: REPRODUCTIVE RIGHTS FOR WOMEN WORKING IN THE LABOR FORCE

BACKGROUND TO THE TOPIC

INTRODUCTION

The discussion around reproductive rights in the workplace, and in general, has been swept under the rug by politicians for years, as it is not an easy topic to discuss. As a result, many women suffer limitations in their wages, their workplace benefits, and their parenthood (Sundaram, 2017).

What are reproductive rights? In short: Reproductive rights are the rights of individuals to make informed decisions about their parental lives, without being affected by a threat of discrimination against them. Women's sexual and reproductive rights are critical components of women's empowerment in the economy. Additionally, women's rights are interwoven with many other essential rights, such as the rights to life, health, privacy, and education (OHCHR, n.d.).

We will divide the issue presentation and discussion into two key components:

- **Reproductive Protections:** The protections that allow women to pursue motherhood without the fear of facing economic discrimination, such as being fired, as well as the medical services that will enable or restrict them from pursuing both motherhood and a career.
- **Reproductive Workplace Conditions:** The economic restrictions that women face from unbalanced household responsibilities, and workplace hazards that impact their pregnancy and their children.

Please note that these two components are highly connected. A proper resolution should address both of these issues in order to ensure the reproductive rights of women in the workplace.

REPRODUCTIVE PROTECTIONS

Pregnancy Protections

In 38 countries, you can be fired for being pregnant, and you can do nothing about it, for it is entirely legal. Such lack of legislative protection prohibits women from being active participants in the workforce and hurts them significantly. Even western countries are not entirely safe havens for women's reproductive rights: In early 2021, Lara Lugli, an Italian professional volleyball player, was



fired over her pregnancy. Her volleyball club rescinded her contract and even took her to court, claiming she conducted a breach of contract. Such acts of discrimination

happen regularly in other countries, too, such as China, Greece, the UK, and the US (Mykhalchenko & Recavarren, 2021).

Furthermore, pregnancy and wage loss among women is highly connected. In a study conducted by Elizabeth Ty Wilde, Lily Batchelder, and David Ellwood, it is estimated that having a child costs the average highly skilled woman \$230,000 in lost lifetime wages relative to similar women who never gave birth. These women experience a reduction of 8% in their salaries during the first five years after giving birth, a penalty that reaches 24% a decade after birth (Gorman, 2011). Because of this, women are being actively discouraged from having a family. They have to make the difficult choice between a family and a career.

Without protections pertaining to pregnancy and maternity leave, women are either discouraged from having a family or discouraged from actively participating in the workforce. Either way, women's empowerment in the workforce is being held back, and their reproductive rights are being hurt.

Medical Protections

Even women who don't want children face challenges when it comes to reproductive rights. Because of a lack of abortion laws, a lack of access to contraceptives, and a lack of awareness about sexual safety, women who don't want children often find themselves being pregnant.

In many countries, if women get pregnant, they have no choice but to have the baby and raise it. In 14 countries, it is outright banned to have an abortion. In 37, it is only allowed in order to save the mother's life (World Population Review, 2022). Adoption services are complicated and are often unavailable or underperforming in third-world countries.

Not only that, but access to contraceptives is lacking in the developing world. According to a study published on PubMed.gov, while populations in the developed world have easy access to contraceptives, family planning services are lacking in 80 of the 93 recently studied third-world countries. Only 27% of couples in developing countries apart from China use modern contraception (Blanco, n.d.).

Finally, sexual education in many countries outside of Europe is lacking. Italy, Germany, and Switzerland have less than 4 teenage pregnancies per 1,000 people, while the US has 30+ teenage



pregnancies per 1,000 people. This, in part, is because of the more progressive sex education that European countries provide in comparison to the US. While the US focuses on abstinence and the dangers of sex, European schools focus on practical lessons about contraceptives and safe sex (Simrin, 2015). In third-world countries, where education systems are severely lacking, the issue is magnified. Better sex education leads to fewer couples having children before they are able to care for them, meaning that women can plan when and if to have kids more effectively, giving them more freedom in their careers.

REPRODUCTIVE WORKPLACE CONDITIONS

Division of Household Responsibilities

Despite significant advancements in feminism and gender equality, women still spend significantly more time fulfilling household responsibilities than men. This causes them to have less time to spend on their careers and restricts their economic freedom.

In the US, 59% of women claim they do more household tasks than their spouses (Barroso, 2021). In the EU, about 91% of women with children spend at least 1 hour a day on housework, compared to 30% of men with children (EIGE, 2021). Additionally, according to data published by the World Bank, women can spend upwards of 28% of their day on household chores (The World Bank, n.d.), while men only reach 13% (The World Bank, n.d.), which is less than half.

What effects does the disproportionate distribution of household tasks have on women and their economic freedoms? First, they naturally have to work fewer hours and are less able to work on their careers. Such restrictions mean that they earn less money than their male counterparts, and are less capable of reaching higher positions within their work environments. Additionally, employers may have a bias against employing mothers because of this distribution: According to a survey conducted by Bright Horizons, 41% of employed Americans view mothers as being less committed to their jobs. This bias may hinder women from advancing their careers (Bright Horizons, 2018).

Workplace Reproductive Hazards

A significant lack of awareness exists pertaining to the many reproductive hazards that workers can subject themselves to while on their job.

Many things can pose threats to the pregnancies of women; for example, the carrying of certain chemicals on the skin, hair, and clothes of individuals that can harm people in the household and



themselves - many of which haven't been tested to see if they can cause reproductive damage. Additionally, blindly believing that laws around workplace health protect the reproductive health

of individuals too can encourage risky behavior, such as breastfeeding near hazards at work (CDC, 2019).

The damages to women include reduced fertility or infertility, menstrual cycle and ovulatory disorders, sex hormone imbalance, miscarriage, stillbirth, babies born too soon or too small, birth defects, and child developmental disorders (CDC, 2019).

CURRENT SITUATION

INTRODUCTION

CASE STUDY: ICELAND, FINLAND, AND NORWAY

Let's examine the reproductive rights of women in the workplace in developed countries first:

Iceland attempted to combat the bias against mothers by establishing a quota, requiring company boards to include at minimum 40% women or men, and as a result, women could climb higher up the ranks, leading to women occupying 42% of managerial roles (The Borgen Project, 2022). Additionally, Iceland has designated 17 weeks of maternity leave, with a guaranteed 78% of their income paid (World Population Review, 2020).

Much the same, Finland is one of the leading countries when it comes to women's reproductive rights. Finland supports actions that ensure equal access to non-discriminatory and quality sexual and reproductive health services, comprehensive sexuality education, access to contraception, maternal health, and the right to safe sex and, safe termination of pregnancy (Ministry of Foreign Affairs of Finland, n.d.). Finland also donated 33 million euros to the UNFPA in 2021, which works to bring sexual and reproductive health services to tens of millions of women and youth (Ministry for Foreign Affairs, 2021). Similar to Iceland, Finland provides mothers with 17 weeks of maternity leave, with a guaranteed 74.8% of their income paid (World Population Review, 2020).

Norway follows suit: Norway ranks 3rd globally in overall contributions to the UNFPA (UNFPA, 2021), it ranks 2nd in the gender parity index (The Borgen Project, 2022), and offers women 18 weeks of maternity leave with 96% of their wages paid! (World Population Review, 2020)



CASE STUDY: RUSSIA AND ERITREA

Russia, on the more positive side of things, has excellent parental leave systems – allowing mothers to receive 140 days of maternal leave with a guaranteed 100% of their wages (Faugeroux,

2022). Additionally, Russia will enable women to have an abortion up to the 12th week of pregnancy. However, it is still lacking in some critical areas: In Russia, it is standard that women provide contraception, however, the sexual education provided in Russian schools is not effective enough (Wikipedia, 2022) to get them to use them – leading to 20.7 teenage pregnancies per 1,000 teenagers. 8% of women in Russia have an unmet need for family planning – which is essential for their economic lives (WHO, 2021).

In Eritrea, the situation is much worse: There are 52.6 teenage pregnancies per 1,000 women aged 15-19 (WHO, 2021), abortion is allowed only to preserve the health of the woman (Women on Waves, n.d.), and 24.7% of women have unmet needs for family planning. There is no paid leave for women who gave birth, and paternal leave is not available either (World Bank, 2021). There is no paid leave for women who gave birth, and paternal leave is not available either (World Bank, 2021).

QUESTIONS TO CONSIDER

FAMILIARIZING QUESTIONS

- Is your country more conservative in nature, or more progressive?
- What has your country done in order to protect women's rights at a national and international level?
- Has your country done anything in order to ensure women are protected in the workforce and have reproductive rights?
- Do women have sufficient autonomy in your country?
- Do women have sufficient access to reproductive medical services in your country?
- Is your country willing to help/share its practices /with countries where women's reproductive rights are being violated in the workforce, and if so, how?
- Which UN Women initiatives has your country joined? If not, which ones could be of particular interest to your country's government and women's organizations?



CLASH-ORIENTED QUESTIONS

- What guidelines should the international community draft in order to protect the reproductive rights of women in the workplace?
- What sub-topic should the committee focus on? Should it focus on pregnancy protections, medical protections, or rather the redistribution of household responsibilities?
- How should international guidelines be drafted to protect women from being fired for being pregnant?
- How should the international community act to ensure the accessibility of reproductive medical services around the globe?
- Should the international community act to rebalance the distribution of household chores? How would your country go about doing that?
- How would your country protect pregnant women from workplace hazards?
- How can UN Women improve its cooperation with the regional and national bodies in the areas of its activities and expand its campaigns?

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TOPIC B: REDUCING VIOLENCE AGAINST WOMEN IN DEVELOPED COUNTRIES

DISCLAIMER

First and foremost, and most importantly, we would like to remind you that if you are experiencing any sort of violent behavior towards you (whether physical, verbal, financial, sexual, social, or other) or you are afraid that someone else is - Help is available! The Ministry of Welfare and Social Affairs in Israel has an Information center and assistance. They have a hotline that is available 24 hours a day, 7 days a week, 364 days a year (except for Yom Kippur). It supports five languages: Hebrew, Arabic, Russian, Amharic, and English. The hotline operates by calling 188 or by texting the number 055-7000128, free of charge. The hotline is intended for everyone, regardless of religion, race, age, or gender. You can also report on behalf of another person. YOU ARE NOT ALONE.

BACKGROUND TO THE ISSUE

KEY TERMS

Gender-Based Violence

Gender-Based Violence refers to acts of violence that are directed against a population or individuals that are all identified as part of a specific gender group because of that identity. Gender-Based Violence can be inflicted out of hate for a specific gender group or because a said group is disadvantaged in society, making its members vulnerable. Gender can be (for example): Woman, Man, Non-Binary, gender-fluid, or other. In this committee, we are going to focus on Gender-Based Violence that is directed against women and girls.

Consent

Consent is the contract between two or more people to agree on doing a specific action. For example, consent can be the state of agreement of two to engage in sexual activity. Engaging in such activities while there is a lack of consent (on either side) violates some of the most fundamental human rights and is a highly unethical and illegal action.

Developed World

Violence against women and girls is a worldwide crisis. In this committee, we will look deeper into that issue specifically in the developed world and developed countries. According to Cambridge University's dictionary: a developed country is a country with a lot of industrial



activity and where people generally have high incomes. The United Nations' article named "Country Classification" gives us a few examples of these countries: the United States of America, the Federal Republic of Germany, the Swiss Confederation, the Kingdom of Norway, and many more.

Women and Girls

The definition of the word "woman" depends on context, whether social or physiological. In short, it's a type of gender. Although most dictionaries define a woman as a female adult human being and a girl as a young female human being, the definition for it can also be any human being that identifies themselves as such.

TYPES OF VIOLENCE

Domestic Violence

Domestic Violence is a set of behaviors that are abusive and used to gain or maintain power or control over someone in a relationship or a family.

Domestic Violence can come in various shapes and ways presented below.

Economic Violence

Economic violence involves making or attempting to make a person financially dependent by maintaining total control over financial resources, withholding access to money, and/or forbidding attendance at school or employment.

Emotional Violence

Emotional violence includes undermining a person's sense of self-worth through constant criticism; belittling one's abilities; name-calling or other verbal abuse; damaging a partner's relationship with the children, or not letting a partner see friends and family.

Physical Violence

Physical violence involves hurting or trying to hurt a partner by hitting, kicking, burning, grabbing, pinching, shoving, slapping, hair-pulling, biting, denying medical care or forcing alcohol and/or drug use, or using other physical force. It may include property damage.



Psychological Violence

Psychological violence involves causing fear by intimidation; threatening physical harm to self, partner, or children; destruction of pets and property; “mind games”; or forcing isolation from friends, family, school, and/or work.

Sexual Violence

Sexual violence involves forcing a partner to participate in a sex act when the partner does not consent (usually during a long-term relationship).

Sexual Violence

Sexual violence is any sexual act committed against the will of another person, either when this person does not give consent or when consent cannot be given because the person is a child, has a mental disability, or is severely intoxicated or unconscious as a result of alcohol or drugs. Sexual violence can include the following:

Sexual Harassment

Sexual harassment encompasses non-consensual physical contact, like grabbing, pinching, slapping, or sexually rubbing against another person. It also includes non-physical forms, such as catcalls, sexual comments about a person’s body or appearance, demands for sexual favors, sexually suggestive staring, stalking, and exposing one’s sex organs.

Rape

Rape is any non-consensual vaginal, anal or oral penetration of another person with any body part or object. This can be by any person known or unknown to the survivor, within marriage and relationships, and during armed conflict.

Corrective Rape

Corrective rape is a form of rape perpetrated against someone on the basis of their sexual orientation or gender identity. It is intended to force the victim to conform to heterosexuality or normative gender identity.

Non-Consensual Sexting

Non-consensual sexting involves sending explicit messages or photos without the recipient’s consent.



Rape Culture

Rape culture is the social environment that allows sexual violence to be normalized and justified. It is rooted in patriarchy and fueled by persistent gender inequalities and biases about gender and sexuality.

CURRENT SITUATION

GLOBAL VIOLENCE AMONG WOMEN

Globally, an estimated 736 million women—almost one in three—have been subjected to physical and/or sexual intimate partner violence, non-partner sexual violence, or both at least once in their life (30% of women aged 15 and older). This figure does not include sexual harassment.

Most violence against women is perpetrated by current or former husbands or intimate partners. More than 640 million women aged 15 and older have been subjected to intimate partner violence (26% of women aged 15 and older).

Of those who have been in a relationship, almost one in four adolescent girls aged 15–19 (24%) have experienced physical and/or sexual violence from an intimate partner or husband. Sixteen percent of young women aged 15 to 24 have experienced this violence in the past 12 months.

In 2018, an estimated one in seven women had experienced physical and/or sexual violence from an intimate partner or husband (13% of women aged 15–49). These numbers do not reflect the impact of the COVID-19 pandemic, which has increased risk factors for violence against women.

Globally, violence against women disproportionately affects low- and lower-middle-income countries and regions. Thirty-seven percent of women aged 15 to 49 living in countries classified by the Sustainable Development Goals as “least developed” have been subject to physical and/or sexual intimate partner violence in their life. Twenty-two percent of women living in “least developed countries” have been subjected to intimate partner violence in the past 12 months—substantially higher than the world average of 13%.

Globally 81,000 women and girls were killed in 2020. Around 47,000 of them (58%) died at the hands of an intimate partner or a family member, which equals a woman or girl being killed every 11 minutes in their home. In 58% of all killings perpetrated by intimate partners or other family members, the victim was a woman or girl.



REPORTING OF VIOLENCE AGAINST WOMEN

Less than 40% of the women who experience violence seek the help of any sort. In the majority of countries with available data on this issue, among women who do seek help, most look to family and friends and very few look to formal institutions, such as police and health services. Less than 10% of those seeking help appealed to the police. This happens mainly due to the fact that even these days, a lot of times, those formal institutions give the reports a hard time when the case is being investigated. This includes for example asking very intimate (and even irrelevant) questions like what did the victim wear during the assault. Another reason for this may be the fact that very few cases of violence against women or sexual assault, in general, have the necessary evidence in order to get solved.

IMPACT AND IMPLICATIONS

Health consequences

Intimate partner violence (physical, sexual and psychological) causes serious short- and long-term physical, mental, sexual, and reproductive health problems for women. They also affect their children's health and well-being. This violence leads to high social and economic costs for women, their families and societies. Such violence can:

Have fatal outcomes like homicide or suicide. And lead to injuries, with 42% of women who experience intimate partner violence reporting an injury as a consequence of this violence.

Lead to unintended pregnancies, induced abortions, gynecological problems, and sexually transmitted infections, including HIV. WHO's 2013 study on the health burden associated with violence against women found that women who had been physically or sexually abused were 1.5 times more likely to have a sexually transmitted infection and, in some regions, HIV, compared to women who had not experienced partner violence. They are also twice as likely to have an abortion.

These forms of violence can lead to depression, post-traumatic stress and other anxiety disorders, sleep difficulties, eating disorders, and suicide attempts. The 2013 analysis found that women who experience intimate partner violence are almost twice as likely to experience depression and drinking problems.



Impact on Children

Children who grow up in families where there is violence may suffer a range of behavioral and emotional disturbances. These can also be associated with perpetrating or experiencing violence later in life.

Intimate partner violence has also been associated with higher rates of infant and child mortality and morbidity (such as diarrheal disease or malnutrition and lower immunization rates).

Social and Economic Costs

The social and economic costs of intimate partner and sexual violence are enormous and have ripple effects throughout society. Women may suffer isolation, inability to work, loss of wages, lack of participation in regular activities, and limited ability to care for themselves and their children.

QUESTIONS TO CONSIDER

- What were your country's past actions to reduce violence against women?
- What is your country's current policy regarding women's rights?
- What are the problems that your country is facing these days in the matter of violence?
- Which solutions to the issue of violence against women are the most sustainable to implement in your country?
- Which problem should we tackle first - domestic violence or sexual assault?
- Has your country participated in any international regional and global initiatives on curbing violence against women?
- How can your country contribute to launching/supporting UN Women regional and international campaigns that address the issue violence against women?

SUGGESTED READINGS

- [What we do: Ending violence against women - UN Women](#)
- [Ending Violence Against Women - Population Reports](#)
- [Violence against Women - Rackman Center](#)



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