NMUN • DC

COMMISSION ON THE STATUS OF WOMEN
BACKGROUND GUIDE 2015

Written By: Tristan M. Rightnar, Director;
Kelly Morrison, Assistant Director

NATIONAL MODEL UNITED NATIONS

NATIONAL COLLEGIATE CONFERENCE association™

THE 2015 NATIONAL MODEL UNITED NATIONS

SPONSORED BY THE NATIONAL COLLEGIATE CONFERENCE ASSOCIATION

30 October - 1 November • www.nmun.org

Patrick Parsons
Secretary-General

Katrena Porter & Lauren Shaw
Under-Secretaries-General

Angela Shively
Director of Conference Services

Leah Madeleine Schmidt, Director
Jeffrey A. Thorpe II, Assistant Dir.
General Assembly First Committee

Christopher McKenna, Director
Analeigh Willétt, Assistant Director
General Assembly Second
Committee

Aiskell Román, Director
Daniel Sweeney, Assistant Director
UN Environment Programme

Camille Ellison, Director
Chase W. Mitchell, Assistant Dir.
United Nations Educational,
Scientific and Cultural Organization

Dieyun Song, Director
Eileen Austin, Assistant Director
UN Human Settlements Programme

Jessie-Lynn Anik Mace, Director
Joshua Cummins, Assistant Director
United Nations High
Commissioner for Refugees

Tristan M. Rightnar, Director
Kelly Morrison, Assistant Director
Commission on the
Status of Women

Ashley Boyer, Director
Emma Ogg, Assistant Director
Security Council

Courtney Indart & Joseph Trimmer
Substantive Assistants

NMUN•DC ADVISORY GROUP

Michael Aguilar
Prof. Francine D'Amico
Prof. Crissy Estep
Kristina M. Getty
Prof. Martin W. Quirk
Cara Wagner

NCCA BOARD of DIRECTORS

Prof. Eric Cox
President

Prof. Kevin Grisham
Vice-President

Prof. Chaldeans Mensah
Treasurer

Prof. Pamela Chasek
Secretary

Jennifer Contreras

Raymond J. Freda

Rachel Holmes

Prof. Donna Schlagheck

Prof. Markéta Žídková

Members Ex-Officio

Michael Eaton
Executive Director

Prof. Richard Murgo
President Emeritus

Prof. Richard Reitano
President Emeritus

Dear Delegates,

We are pleased to welcome you to the 2015 National Model United Nations Washington, D.C. Conference (NMUN•DC)! This year's Commission on the Status of Women (CSW) staff is: Director Tristan Rightnar and Assistant Directors Kelly Morrison. Tristan is a Kindergarten Teacher in Rancho Mirage, California and received his B.A. in European History and Elementary Teaching Credential from the University of California Riverside. This is his seventh year participating in NMUN and his second year on staff at NMUN•DC. Kelly is a senior at Lee University where she studies political science and works as a research assistant. She has participated in NMUN for the last three years, and this will be her first year on staff.

The topics under discussion for CSW are:
I.   Eliminating Preventable Maternal Mortality
II. Increasing Women's Role in Conflict Resolution and Peacebuilding
III. Growing Women's Economic Empowerment

The Commission on the Status of Women is the core body for addressing matters related to the progress of women's empowerment and gender equality in the international system. As such, we hope the spirit of the Committee is clearly represented in your position papers and continues into your working papers and any adopted resolutions at the Conference.

We hope you will find this Background Guide useful as it serves to introduce you to the topics for this committee; however, it is not meant to replace further research. We highly encourage you to explore your Member State's policies in full detail and use the Annotated Bibliography and Bibliography as part of your research to expand your knowledge on these topics and prepare to discuss solutions with fellow delegates. Prior to the conference, each delegation will submit a position paper based on their preparation (due 1 October). Please take note of the NMUN policies on the website and in the Delegate Preparation Guide regarding plagiarism, codes of conduct/dress code/sexual harassment, awards philosophy/evaluation method, etc. Adherence to these guidelines is mandatory.

The NMUN Rules of Procedure are available for download from the NMUN website. This document includes the long and short form of the rules, as well as an explanatory narrative and example script of the flow of procedure. It is thus an essential instrument in preparing for the conference and a reference during committee.

If you have any questions concerning your preparation for this committee or the Conference itself, you are welcome to contact Under-Secretaries-General Lauren Shaw (usglauren.dc@nmun.org) and Katrena Porter (usgkat.dc@nmun.org).

We wish you all the best during your preparation and look forward to seeing you at the Conference!

Sincerely,

Tristan M. Rightnar, *Director*
Kelly Morrison, *Assistant Director*

Committee Overview

"We are the generation with a real possibility to fundamentally change the power relations between men and women. [We] can be ambitious, because if not now, when? If not us, who? This task is upon our shoulders." [1]

Introduction

The international community has made great strides towards achieving gender equality since the United Nations (UN) was founded in 1945.[2] Globally, women are more equal—both politically and economically—than at any other point in history.[3] Though recent progress is laudable, women today still face many forms of persistent inequality. For instance, the UN reports that in 2013 there were nearly 300,000 preventable maternal deaths.[4] Women also face economic disadvantages.[5] In 2012 women were significantly more likely to be underemployed than men.[6] In 2014, more than 544 million women and girls were illiterate, and young girls were particularly at risk to drop out of school.[7] Clearly there is still work to be done to ensure full gender equality globally.

The Commission on the Status of Women (CSW) is uniquely positioned within the UN system to make progress towards realizing gender equality. More specifically, CSW's ability to gather high-level representatives from all UN Member States to discuss women's rights each year provides an invaluable forum for progress, and the body's recommendations to the Economic and Social Council (ECOSOC) provide a framework for action on both state and international levels.[8]

History

In 1945, the UN Charter affirmed the "equal rights of men and women" and set out to "achieve international cooperation in…encouraging respect for human rights and for fundamental freedoms for all without distinction as to race, sex, language, or religion."[9] In order to work towards these goals, ECOSOC established CSW on 21 June 1946 as the primary body focused on gender issues and women's rights.[10]

As one of its first and most lasting contributions to the UN, CSW helped to add gender-neutral language to the *Universal Declaration of Human Rights* in 1948.[11] CSW has assisted the UN General Assembly in adopting numerous resolutions and treaties such as the 1952 *Convention on the Political Rights of Women* and the *Convention on the Nationality of Married Women* in 1957.[12] CSW also helped to establish the *Convention on the Elimination of All Forms of Discrimination against Women* (CEDAW) in 1979, which is known as the international women's bill of rights.[13] Finally, CSW worked to produce the *Beijing Declaration and Platform for Action* in 1994, which set the agenda for work towards accomplishing gender equality in the 21st century.[14]

In recent years, the body has addressed such pressing issues as women's economic rights, women's reproductive rights, violence against women, and female genital mutilation, among other issues.[15] CSW has also worked closely

---

[1] UN-Women, *Statement by Phumzile Mlambo-Ngcuka*, 2015.
[2] Jain, *Women, Development, and the UN: A Sixty-Year Quest for Equality and Justice*, 2005.
[3] Dorius & Firebaugh, *Trends in Global Gender Inequality*, 2010.
[4] WHO, *Trends in Maternal Mortality: 1990-2013*, 2013.
[5] United Nations, *The Millennium Development Goals Reports, 2014*, 2014.
[6] *Ibid*.
[7] *Ibid*.
[8] UN-Women, *Short History of the Commission on the Status of Women*, 2011.
[9] United Nations, *Charter of the United Nations*, 1945.
[10] ECOSOC, *Resolution 11 (II),* 1946.
[11] UN-Women, *Short History of the Commission on the Status of Women*, 2011.
[12] *Ibid*.
[13] UN-Women, *Convention on the Elimination of All Forms of Violence Against Women*, 2000.
[14] Fourth World Conference on Women, *Beijing Declaration and Platform for Action*, 1995.
[15] ECOSOC, *Political Declaration on the Occasion of the 20th Anniversary of the Fourth World Conference on Women*, 2015.

with the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) and a variety of non-governmental organizations (NGOs).[16]

Mandate

According to ECOSOC resolution 11 (II), CSW is mandated to "prepare recommendations and reports to the Economic and Social Council on promoting women's rights in political, economic, social, and educational fields."[17] Additionally, ECOSOC calls on CSW to make recommendations for issues that require immediate attention from ECOSOC.[18] In 1996, ECOSOC expanded the Commission's mandate to include implementation of the *Beijing Declaration and Platform for Action* (1994) and gender mainstreaming within the UN.[19]

Though CSW and UN-Women are both tasked with facilitating women's rights, the two bodies are distinct.[20] CSW's main function is to report to ECOSOC and formulate policy for the UN as a whole.[21] In order to complete this mandate, CSW relies on UN-Women to gather reliable information and statistics to support the recommendations of CSW.[22] CSW also relies upon UN-Women to monitor Member States in their implementation of these standards.[23] Thus, UN-Women acts as the CSW Secretariat by executing and monitoring the policies CSW recommends.[24] Also, CSW annual meetings serve as a forum for officials to draft policy and present their ideas to ECOSOC, while UN-Women's main role in these meetings is to help CSW make this policy as effectual as possible.[25]

Governance, Structure, and Membership

At the time of its founding, CSW only had nine members.[26] Since then, CSW has grown to include 45 Member States representing the five regional groups of Africa, Asia, Latin America and the Caribbean, Western Europe and other States, and Eastern Europe.[27] Members are elected from ECOSOC to serve a term of four years.[28] CSW is governed by a five-member Bureau consisting of a four vice chairs and a chair, each representing one of the five regional groups.[29] Regional groups each recommend a representative to the Bureau and the chair position rotates between the groups.[30]

Functions and Powers

In order to fulfill its broad mandate, CSW works mainly during its annual sessions at UN Headquarters.[31] At these ten-day meetings, the body assesses the work it has done and sets multi-year agendas for the future.[32] CSW also hosts high-level roundtables and panel discussions to encourage dialogue and the sharing of best practices.[33] As a subsidiary body to ECOSOC, CSW prepares a report of its progress to present during ECOSOC's own annual meetings each year.[34] Another role of CSW is to facilitate drafts of conventions and programs of actions that the General Assembly adopts concerning women's rights.[35]

---

[16] UN-Women, *About UN-Women.*
[17] ECOSOC, *Resolution 11 (II)*, 1946.
[18] *Ibid.*
[19] UN-Women, *Commission on the Status of Women*, 2015.
[20] *Ibid.*
[21] *Ibid.*
[22] UN-Women, *About UN-Women*, 2015.
[23] *Ibid.*
[24] *Ibid.*
[25] UN-Women, *About UN-Women*, 2015; UN-Women, *Commission on the Status of Women*, 2015.
[26] Farrior, *United Nations Commission on the Status of Women*, 2008.
[27] UN-Women, *Member States.*
[28] *Ibid.*
[29] *Ibid.*
[30] *Ibid.*
[31] UN-Women, *Short History of the Commission on the Status of Women*, 2011.
[32] *Ibid.*
[33] *Ibid.*
[34] ECOSOC, *Economic and Social Council Coordination and Management Meetings*, 2015.
[35] UN-Women, *Short History of the Commission on the Status of Women*, 2011.

Since CSW is able to set a specific theme for each year's meeting, the body helps establish the normative focus of the work of the UN.[36] The outcome documents from the body's meetings are also important for setting the agenda on women's rights.[37] Additionally, CSW works to gather reliable statistics and data for use in its annual reports, which support the efforts of other women's rights organizations.[38]

Current Priorities

After its most recent session, CSW 59, CSW released a political statement prioritizing **"**greater support for institutional mechanisms striving for gender equality, transformation of discriminatory norms and gender stereotypes" and "strengthened accountability for the implementation commitments."[39] This agenda demonstrates renewed focus on the *Beijing Declaration and Platform for Action* (1995).[40] In the immediate future, the Commission will continue to focus on the Millennium Development Goals (MDGs) and turn its attention to the forthcoming post-2015 development agenda.[41] Since the MDGs are scheduled for completion in 2015, the proposed Sustainable Development Goals SDGs will likely provide a new development strategy for 2015-2030.[42] The proposed SDGs include themes already present in the MDGs concerning the rights of women and girls.[43] For instance, though the goals are still nascent, draft SDG 5 seeks to "achieve gender equality and empower all women and girls."[44]

Recent Sessions

In 2013, CSW met at the 57th session to discuss ways to eliminate all forms of violence against women and girls and also adopted a document of agreed-upon conclusions.[45] The next year, discussion at CSW 58 centered on the implementation of the MDGs related to women and girls.[46] Here the body adopted conclusions that highlighted ways to work towards the MDGs in the coming decade.[47] At CSW 59 in March 2015, titled Beijing+20, the Commission devoted an entire session to review the *Beijing Declaration and Platform for Action.*[48] The body collaborated to produce a *Political Declaration on the Occasion of the Twentieth Anniversary of the Fourth World Conference on Women*, which discusses practical ways to implement the Beijing agenda.[49] For example, the declaration prioritizes combating climate change and fostering sustainable development by calling on stakeholders to make full use of data and technology. The body also adopted a draft resolution entitled *Future Organization and Methods of Work of the Commission on the Status of Women,* which it will soon submit to ECOSOC for consideration.[50]

Conclusion

Over the past 60 years, CSW has worked tirelessly to promote women's rights in the international system. Progress across political, economic, and social indicators demonstrates that these efforts have a real impact for women around the world.[51] Yet the work of CSW is still relevant today, as reflected by the recent surge in participation in CSW's meetings.[52] UN Secretary-General Ban Ki-moon recently estimated that participation in the Commission increased by 11,000 participants between CSW 58 and CSW 59.[53] One could only surmise that this continued interest results

[36] UN-Women, *Commission on the Status of Women*, 2015.
[37] UN-Women, *Commission on the Status of Women*, 2015.
[38] *Ibid.*
[39] Butler, *CSW Wraps Up as Delegates Look Towards 2016*, 2015.
[40] UN-Women, *Commission on the Status of Women*, 2015.
[41] *Ibid.*
[42] United Nations, *The Millennium Development Goals Reports 2014*, 2014.
[43] United Nations, *Zero Draft Document for the UN Summit to Adopt the Post-2015 Development Agenda*, 2015.
[44] *Ibid.*
[45] UN-Women, *CSW 57*, 2013.
[46] UN-Women, *CSW 58*, 2014.
[47] UN-Women, *Challenges and Achievements in the Implementation of the Millennium Development Goals for Women and Girls: 2014 Commission on the Status of Women Agreed Conclusions*, 2014.
[48] ECOSOC, *Political Declaration on the Occasion of the 20th Anniversary of the Fourth World Conference on Women,* 2015.
[49] *Ibid.*
[50] ECOSOC, *Future Organization and Methods of Work of the Commission on the Status of Women*, 2015.
[51] Dorius & Firebaugh, *Trends in Global Gender Inequality*, 2010.
[52] Butler, *CSW Wraps Up as Delegates Look Towards 2016*, 2015.
[53] *Ibid.*

from the perpetuated inequality women face in the world today. Building on this interest, CSW and its partner organizations will continue to work toward full implementation of the MDGs and the *Beijing Declaration and Platform for Action*.

Annotated Bibliography

Commission on the Status of Women, 59th session. (2015). *Political Declaration on the Occasion of the 20th Anniversary of the Fourth World Conference on Women (E/CN.6/2015/L.1)* [Draft Resolution]. Retrieved 5 May 2015 from: http://www.un.org/ga/search/view_doc.asp?symbol=E/CN.6/2015/L.1
> *This draft resolution from the most recent session of CSW provides a framework for action for the coming decades. The document focuses on ways to fully implement the Beijing Declaration and Platform for Action by 2030. Some suggested strategies include recognizing the importance of partnering with men and boys for the realization of women's rights, increased partnership with civil society organizations, and continued work with UN-Women. Delegates should consult this document to understand the most recent work of CSW.*

Fourth World Conference on Women. (1995). *Beijing Declaration and Platform for Action* [Declaration]. Retrieved 5 May 2015 from: http://www.un.org/womenwatch/daw/beijing/pdf/BDPfA%20E.pdf
> *This declaration is the primary framework undergirding the UN's work towards women's rights and serves as the agenda on women's rights at the UN. The Beijing Declaration affirms women's rights as human rights, and it emphasizes that all levels of society should promote these rights. The declaration highlights the key areas where progress can be made such as women's rights to their own health, eradication of structural poverty for women, and equal political rights for women.*

United Nations Entity on for Gender Equality and the Empowerment of Women. (2015). *Progress of the World's Women, 2015-2016: Transforming Economies, Realizing Rights* [Report]. Retrieved 20 May 2015 from: http://progress.unwomen.org/en/2015/pdf/UNW_progressreport.pdf
> *UN-Women published this report shortly following the most recent session of CSW. The document outlines the most recent goals of the entire UN system with regard to women's rights. The report notes progress made for women—especially in terms of political rights—but also highlights areas for improvement. For example, legislatures around the world are unbalanced in terms of female representation, and women continue to be paid less than their male counterparts across many sectors of the economy. As a forerunning document to the next meeting of CSW (CSW 60), this will help the delegates with their research for our simulation.*

Bibliography

Commission on the Status of Women, 59th session. (2015). *Political Declaration on the Occasion of the 20th Anniversary of the Fourth World Conference on Women (E/CN.6/2015/L.1)* [Draft Resolution]. Retrieved 5 May 2015 from: http://www.un.org/ga/search/view_doc.asp?symbol=E/CN.6/2015/L.1

Butler, J. (2015). *CSW Wraps Up as Delegates Look Towards 2016* [Website]. Retrieved 5 May 2015 from: http://www.ipsnews.net/2015/03/csw-59-wraps-up-as-delegates-look-toward-2016/

Dorius, S. R. and G. Firebaugh. (2010). *Trends in Global Gender Inequality* [Website]. Retrieved 20 May 2015 from: http://www.ncbi.nlm.nih.gov/pmc/articles/PMC3107548/

Farrior, S. (2008). *United Nations Commission on the Status of Women* [Website]. Retrieved 15 May 2015 from: http://papers.ssrn.com/sol3/papers.cfm?abstract_id=2215704

Fourth World Conference on Women. (1995). *Beijing Declaration and Platform for Action* [Declaration]. Retrieved 5 May 2015 from: http://www.un.org/womenwatch/daw/beijing/pdf/BDPfA%20E.pdf

Jain, D. (2005). *Women, Development, and the UN: A Sixty-Year Quest for Equality and Justice.* Bloomington: Indiana University Press

Office of the Special Adviser on Gender Issues and Advancement of Women. (2001). *Supporting Gender Mainstreaming* [Website]. Retrieved 18 May 2015 from: http://www.un.org/womenwatch/osagi/pdf/report.pdf

United Nations. (1945). *Charter of the United Nations*. Retrieved 20 May 2015 from: http://zumun.ch/wp-content/uploads/2014/11/UN_Charter_official

United Nations. (2014). *The Millennium Development Goals Report, 2014* [Report]. Retrieved 20 May 2015 from: http://mdgs.un.org/unsd/mdg/Resources/Static/Products/Progress2014/English2014.pdf

United Nations. (2015). *Zero Draft Document for the UN Summit to Adopt the Post-2015 Development Agenda* [Website]. Retrieved 10 June 2015 from: https://sustainabledevelopment.un.org/content/documents/7261Post-2015%20Summit%20-%202%20June%202015.pdf

United Nations, Economic and Social Council, Second session. (1946). *Resolution 11 (II)* [Resolution]. Retrieved 5 May 2015 from: http://www.un.org/womenwatch/daw/csw/pdf/CSW_founding_resolution_1946.pdf

United Nations, Economic and Social Council, Substantive session of 2013. (2013). *Future Organization and Methods of Work of the Commission on the Status of Women (E/RES/2013/18)* [Resolution]. Retrieved 15 May 2015 from: http://www.un.org/ga/search/view_doc.asp?symbol=E/RES/2013/18

United Nations, Economic and Social Council. (2015). *Economic and Social Council Coordination and Management Meetings* [Website]. Retrieved 15 May 2015 from: http://www.un.org/en/ecosoc/newfunct/cmm.shtml

United Nations Entity for Gender Equality and the Empowerment of Women. (n.d.). *About UN-Women* [Website]. Retrieved 18 May 2015 from: http://www.unwomen.org/en/about-us/about-un-women

United Nations Entity for Gender Equality and the Empowerment of Women. (n.d.). *Major Partners* [Website]. Retrieved 9 June 2015 from: http://www.unwomen.org/en/partnerships/businesses-and-foundations/major-partners

United Nations Entity for Gender Equality and the Empowerment of Women. (n.d.). *Member States* [Website]. Retrieved 18 May 2015 from: http://www.unwomen.org/en/csw/member-states

United Nations Entity for Gender Equality and the Empowerment of Women. (n.d.). *Short History of the Commission on the Status of Women* [Website]. Retrieved 8 June 2015 from: http://www.unwomen.org/en/csw/brief-history

United Nations Entity for Gender Equality and the Empowerment of Women. (2000). *Convention on the Elimination of All Forms of Violence against Women* [Website]. Retrieved 20 May 2015 from: http://www.un.org/womenwatch/daw/cedaw/history.htm

United Nations Entity for Gender Equality and the Empowerment of Women. (2011). *Short History of the Commission on the Status of Women* [Website]. Retrieved 5 May 2015 from: http://www.un.org/womenwatch/daw/CSW60YRS/CSWbriefhistory.pdf

United Nations Entity for Gender Equality and the Empowerment of Women. (2013) *The Commission on the Status of Women 57th Session* [Website]. Retrieved 5 May 2015 from: http://www.unwomen.org/~/media/headquarters/attachments/sections/news/in%20focus/csw57/csw-bochure-en-web-single.pdf

United Nations Entity for Gender Equality and the Empowerment of Women. (2014). *Challenges and Achievement in the Implementation of the Millennium Development Goals for Women and Girls: 2014 Commission on the Status*

of Women Agreed Conclusions [Outcome Document]. Retrieved 18 May 2015 from:
http://www.unwomen.org/~/media/headquarters/attachments/sections/csw/58/csw58_agreed_conclusions.pdf

United Nations Entity for Gender Equality and the Empowerment of Women. (2014). *CSW 58* [Website].
http://www.unwomen.org/en/csw/csw58-2014

United Nations Entity for Gender Equality and the Empowerment of Women. (2015). *Commission on the Status of Women* [Website]. Retrieved 5 May 2015 from: http://www.unwomen.org/en/csw

United Nations Entity for Gender Equality and the Empowerment of Women. (2015). *Progress of the World's Women, 2015-2016: Transforming Economies, Realizing Rights* [Report]. Retrieved 20 May 2015 from:
http://progress.unwomen.org/en/2015/pdf/UNW_progressreport.pdf

United Nations Entity for Gender Equality and the Empowerment of Women. (2015). *Statement by Phumzile Mlambo-Ngcuka* [Statement]. Retrieved 20 May 2015 from:
http://www.unwomen.org/en/news/stories/2015/3/gender-equality-demands-a-concerted-push-executive-director

United Nations Peacekeeping. (2014). *Gender and Peacekeeping* [Website]. Retrieved 5 May 2015 from:
http://www.un.org/en/peacekeeping/issues/women/

World Health Organization. (2013). *Trends in Maternal Mortality: 1990-2013* [Report]. Retrieved 20 May 2015 from: http://apps.who.int/iris/bitstream/10665/112697/1/WHO_RHR_14.13_eng.pdf

I. Eliminating Preventable Maternal Mortality

"Gender equality must remain a top priority in order to close the health equity gap worldwide."[54]

- How can better medical services be provided to pregnant women in rural communities?
- How can the Commission increase access to emergency care for women?
- How can the Commission utilize its resources to empower women to achieve a higher status in society while simultaneously working to improve their access to effective healthcare?

Introduction

Major debates regarding women's health are occurring at the national level all over the globe.[55] Because of these individual debates it has been difficult to implement a global framework to address issues related to maternal mortality.[56] While specific actions, such as improving legal protections and expanding medical networks, have seen substantial success where implemented, there are many shortcomings in the elimination of preventable maternal mortality, especially in providing the same quality of healthcare to impoverished urban women and rural women in the developing world.[57] In 2013, 287,000 women died due to pregnancy and childbirth related causes, with 72% of these deaths occurring in 73 developing states.[58] The majority of these deaths were a result of hemorrhaging and hypertension.[59] Maternal mortality can be reduced substantially in a variety of ways through improved access to healthcare.[60] The most successful methods, which have the most potential for further implementation, include the use of midwives, improved emergency care, and improved pre- and post-natal care for mothers.[61] Additionally, increasing women's social and economic empowerment has helped, and can continue to help, reduce maternal mortality.[62]

---

[54] Puri, *Statement at the 68th Session of the World Health Assembly,* 2015.
[55] Hunt & Mesquita, *Reducing Maternal Mortality: The Contributions of the right to the highest attainable standard of health*.
[56] *Ibid*.
[57] *Ibid*.
[58] *Ibid*.
[59] *Ibid*.
[60] *Ibid*.
[61] *Ibid*.
[62] *Ibid*.

International and Regional Framework

The *Beijing Declaration and Platform for Action* (1995) established the objective of reducing maternal mortality by 75% of the 1990 rate (400 deaths per 100,000 live births).[63] The Platform forms the basis of CSW's actions and further outlines its methodology moving forward.[64] In addition to the Beijing Declaration, the UN established MDG 5 to improve maternal health with a focus on the maternal mortality rate.[65] With the 2015 deadline approaching, the global community has not met that goal, reaffirming the need for CSW to focus on this issue.[66] At the 2015 meeting of CSW, the Commission determined that the maternal mortality rate is still unacceptably high and that it is one of the major causes of reduced quality of life for women in the developed world.[67] Additionally, the Commission highlighted the need for increased and more accurate monitoring of maternal mortality.[68] Additionally, the proposed SDGs highlight international commitment to the issue by addressing maternal health in both SDG 3 and 5.[69]

At the local and regional levels, Member States have begun to establish midwife councils and regulations to supervise midwives, the largest provider of women's health in the developing world.[70] This has helped promote the issue of maternal health in developing states and ensure the effectiveness of implemented policies.[71] Regional bodies have also begun to create legislation and policy to reduce maternal mortality including the African Union's Campaign on Accelerated Reduction of Maternal, New Born, and Child Mortality (CARMMA).[72] CARMMA focuses on four areas: building on best practices, data on maternal and newborn death, promoting and mobilizing political and community support, and accelerating action.[73]

Role of the International System

The UN has been the leading force in reducing maternal mortality and works through a large number of subsidiary bodies to establish international policy, promote maternal health, collect data, and provide maternal health support.[74] The World Health Organization (WHO) has provided technical support such as technology and training for maternal healthcare providers.[75] The United Nations Population Fund (UNFPA) provides funding and support for national programs.[76] UN-Women creates and supports programs and, with CSW, establishes policy on the issue.[77] Bodies like WHO, UNFPA, and UN-Women look to CSW to create a cohesive policy for the entire UN system to implement.[78]

Socio-Cultural Factors

When discussing maternal health it is necessary to take into account the diversity of views on women and women's health and work within these constraints to ensure successful implementation of any plans put forth by the international community.[79] Child marriage is still a reality and a norm in a variety of places around the globe despite efforts by the UN to eliminate it.[80] This poses a major health risk to these girls and their children, as bearing children

---

[63] Fourth World Conference on Women, *Beijing Declaration and Platform for Action,* 1995.

[64] Fourth World Conference on Women, *Beijing Declaration and Platform for Action,* 1995.

[65] United Nations, *Millennium Development Goals and Beyond 2015: Goal 5.*

[66] *Ibid*.

[67] CSW, *Review and appraisal of the implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly (E/CN.6/2015/3)*, 2015.

[68] *Ibid*.

[69] United Nations, *Sustainable Development Goals,* 2015.

[70] UNFPA, *The State of the World's Midwifery 2014: A Universal Pathway. A Woman's Right To Health*, 2014.

[71] *Ibid*.

[72] African Union, *What is CARMMA.*

[73] *Ibid*.

[74] CSW, *Review and appraisal of the implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly (E/CN.6/2015/3)*, 2015.

[75] *Ibid*.

[76] *Ibid*.

[77] *Ibid*.

[78] *Ibid*.

[79] UN-Women, *Millennium Development Goals: Gender Chart,* 2014.

[80] *Ibid*.

at a young age can be harmful.[81] Complications from childbirth are the leading cause of death for girls between the ages 15 and 19 in the developing world.[82] CSW need to look towards providing training to medical professionals to better provide preventive care and emergency care for these girls.[83]

Additionally, HIV/AIDS can cause maternal health complications. The direct connection between HIV/AIDS and maternal mortality is difficult to understand due to the frequent presence of other co-infections.[84] Furthermore, the HIV/AIDS status of many women in developing states is unknown, making the number of maternal deaths related to HIV/AIDS difficult to estimate precisely.[85] Research has shown that women living with HIV/AIDS are more likely to have problems during delivery and, due to their compromised immune system, can contract illnesses that can result in late term miscarriages raising the risk of hemorrhaging.[86] Additionally, the social stigma of HIV/AIDS has caused many women to avoid being tested to prevent being ostracized, which means that women may not receive necessary care.[87] Currently, CSW is looking towards promoting education and improving the quality of care that these women receive to counter these effects.

Access to Healthcare

Midwifery
Between 2006 and 2013, 70% of women globally had a skilled attendant at their delivery; however, only 51% of women in low-income states had the same level of care.[88] In low-income states many women do not have access to hospitals or medical clinics, especially in rural regions.[89] Currently, several NGOs operate in these states and regions to provide a variety of medical services. However these NGOs are not a permanent or sustainable solution to the medical needs of these regions.[90] Establishing permanent and localized medical care has proven difficult, largely due to limited accessibility and under-developed rural infrastructure.[91]

Utilizing midwifery has seen some success in states that have implemented it.[92] Midwives are an increasingly popular solution, as midwives require less training than doctors and nurses, can conduct their work in their community and at a smaller scale, and, as a traditionally female industry, it provides women with an opportunity to work.[93] There are four areas key to successful implementation of midwifery: availability, accessibility, acceptability, and quality.[94] The lack of availability of a midwife and other medical services provides a major challenge in a variety of developing states.[95] While there are over 7 million health workers in developing states that provide maternal services, most do not provide full time service, thus reducing the number to the equivalent of 2 million full time health providers in 73 states.[96] The geography of rural communities and lack of infrastructure in developing states additionally limits the accessibility to midwives.[97] In some states and communities midwives are viewed negatively, either due to the history of the profession in the locality or due to traditional views towards women.[98] Finally, many states lack an established set of regulations and training requirements for midwives, creating wide

---

[81] *Ibid.*
[82] UNFPA, *Child Marriage,* 2015.
[83] *Ibid.*
[84] Graham & Hussein, *Measuring and Estimation Maternal Mortality in the Era of HIV/AIDS*, 2003.
[85] *Ibid.*
[86] Horton, *Maternal Mortality: Who, When, Where, Why*, 2006.
[87] Bukusi et al, *HIV/AIDS Stigma and Refusal of Testing Among Pregnant Women*, 2011, p. 1117.
[88] WHO, *Global Health Observatory (GHO) Data,* 2014.
[89] UN-Women, *Millennium Development Goals: Gender Chart,* 2014.
[90] *Ibid.*
[91] *Ibid.*
[92] UNFPA, *The State of the World's Midwifery 2014: A Universal Pathway. A Woman's Right To Health*, 2014.
[93] *Ibid.*
[94] *Ibid.*
[95] *Ibid.*
[96] *Ibid.*
[97] *Ibid.*
[98] *Ibid.*

variety in the quality in services.[99] Currently, the UNFPA is financing select programs to expand the use of midwives.[100]

Pre- and Post-Natal Care
Complications during pregnancy including malaria, HIV/AIDS, obesity, and diabetes, account for almost 28% of maternal deaths.[101] Additionally, 41% of pregnancies are affected by anemia, a deficiency of red blood cells frequently caused by poor nutrition and lack of iron.[102] These deaths could easily be prevented with improved medical care.[103] One of the most prominent maternal health issues that women in the developing world face is the occurrence of holes in the vaginal wall, known as fistulas.[104] Fistulas can cause severe birthing difficulties and affect over 2 million women in Africa and Asia.[105] While this issue is prominent, few women are provided the preventative care necessary to prevent complications from fistulas.[106]

Case Study: Cambodia

Cambodia has undertaken substantial efforts to improve its maternal mortality rate.[107] Cambodia has seen a decline in infant mortality from 95 to 45 per 1,000 live births, and maternal mortality has dropped to 206 deaths per 100,000 pregnancies, which, although still high, shows consistent reduction over the last five years.[108] The success in Cambodia has been tied to the success of its domestic midwife program.[109] Since the establishment of the Cambodian Midwife Council by royal decree in 2006, midwife training has become standardized across Cambodia.[110] Trust of the medical system is essential to its success due to the need for open communication between healthcare workers and patients, and the work of the Council has helped increase the number of people who view midwives favorably to 93% of Cambodians.[111]

Conclusion

The successes of the international effort cannot be over looked; maternal mortality is at approximately half of the 1990 level.[112] Additionally, the rural-urban gaps in coverage have also been reduced.[113] However, the targets set by the MDGs have not been reached. There must be substantial improvements in the quality of care that those in least developed states receive. Additionally, methodologies that have shown success need to be adopted and implemented appropriately in those countries that need to see the most improvement. It is the responsibility of the CSW to identify what policies and programs can and have worked to eliminate maternal mortality and further their adoption throughout the international community.

Annotated Bibliography

[99] *Ibid.*
[100] *Ibid.*
[101] CSW, *Review and appraisal of the implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly (E/CN.6/2015/3)*, 2015.
[102] *Ibid.*
[103] *Ibid.*
[104] *Ibid.*
[105] *Ibid.*
[106] *Ibid.*
[107] *Ibid.*
[108] UNICEF Cambodia, *Maternal, Newborn and Child Heath and Nutrition.*
[109] Cambodian Midwives Council, *The history of midwifery education in Cambodia,* 2013.
[110] *Ibid.*
[111] UNFPA, *The State of the World's Midwifery 2014: A Universal Pathway. A Woman's Right To Health*, 2014.
[112] United Nations, *Millennium Development Goals and Beyond 2015: Goal 5.*
[113] *Ibid.*

African Union. (n.d.). *What is CARMMA* [Website]. Retrieved 24 May 2015 from:
http://pages.au.int/pages/carmma/whatis
> *Adopted in 2009 by the African Union, the Campaign on the Accelerated Reduction of Maternal Mortality in Africa program forms a model regional policy that other international and regional organizations could emulate in the future. This site summarizes the primary goals of the program, as well as the process of implementation in participating states. Delegates should review this site to better understand the policies of a regional organization on this issue.*

Hunt, P. & J. Mesquita. (n.d.). *Reducing Maternal Mortality: The Contributions of the right to the highest attainable standard of health* [Report]. Retrieved 4 May 2015 from: http://www.unfpa.org/publications/reducing-maternal-mortality
> *This document from United Nations Population Fund details how the international system plans to move forward with access to healthcare for pregnant women, and identifies major strategies to prevent maternal mortality. The report details steps than can be taken to eliminate maternal mortality and improve maternal health. Delegates should look to this document to understand the effectiveness of existing programs and what policies the international community is looking toward in the future.*

United Nations. (2015). *Sustainable Development Goals* [Website]. Retrieved 24 May 2015 from:
http://www.un.org/sustainabledevelopment/sustainable-development-goals/
> *The Sustainable Development Goals are the proposed guiding principles for the post-2015 development agenda. While this is currently a tentative list, they will be finalized and approved in September of 2015 and delegates should be knowledgeable on them moving forward. The Sustainable Development Goals list 17 goals with many sub-goals within each goal. The goals put forth here are the successor to the Millennium Development Goals and thus they should form the basis of future research, especially in terms of objectives and strategies.*

United Nations Entity for Gender Equality and the Empowerment of Women. (2014). *Millennium Development Goals: Gender Chart* [Report]. Retrieved 24 May 2015 from:
http://www.unwomen.org/~/media/headquarters/attachments/sections/library/publications/2014/gender%20gap%20 2014%20for%20web%20pdf.ashx
> *This document from UN-Women details the statistical information on the achievement of Millennium Development Goal 5. This also describes areas and problems that has prevented achieving this goal. Delegates should review this document to be aware of the statistics concerning what are the largest causes of maternal death by region. This document additionally goes into great detail on several of the sub-issues in addressing maternal mortality, as well as other issues that are in other topics, which provides delegates with the most current information on implemented policies and their shortcomings.*

United Nations Population Fund. (2014). *The State of the World's Midwifery: A Universal Pathway. A Woman's Right to Health* [Report]. Retrieved 04 May 2015 from: http://www.unfpa.org/sites/default/files/pub-pdf/EN_SoWMy2014_complete.pdf
> *This report from United Nations Population Fund describes in detail the global state of women's health globally, specifically in terms of the international push towards using midwives. This provides details on the effectiveness of midwifery in improving women's health and identifies areas that inhibit or promote its success. This should be reviewed by delegates to understand aspects of the policy that are most as well as ones that need to be reviewed and improved. This document additionally provides statistics on several countries around the world on issues of maternal health, which provides delegates with some background on how their country is implementing maternal health.*

Bibliography

African Union. (n.d.). *What is CARMMA* [Website]. Retrieved 24 May 2015 from:
http://pages.au.int/pages/carmma/whatis

Bukusi, E., et al. (2011). *HIV/AIDS Stigma and Testing Refusal Among Pregnant Women*. Reproductive Sciences and Center for AIDS Prevention Studies, University of California San Francisco, 15 (6): 1111-1120.

Cambodian Midwives Council. (2014). *The history of midwifery education in Cambodia* [Website]. Retrieved 24 May 2015 from: http://www.cmidwivesc.org/?lg=en&pg=article&req=aboutcmc_instruction

Commission on the Status of Women. (2015). *Discussion guide for the ministerial round tables to be held under the overall theme "Priorities for future action to realize gender equality, the empowerment of women and the human rights of women and girls"* [Report]. Retrieved 11 June 2015 from: http://www.unwomen.org/en/csw/csw59-2015/official-documents

Commission on the Status of Women. (2015). *Review and appraisal of the implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly* [Report]. Retrieved 11 June 2015 from: http://www.unwomen.org/en/csw/csw59-2015/official-documents

Fourth World Conference on Women. (1995). *Beijing Declaration and Platform for Action* [Treaty]. Retrieved 24 May 2015 from: http://www.unwomen.org/~/media/headquarters/attachments/sections/csw/pfa_e_final_web.pdf

Graham, W. and J. Hussein. (2003). *Measuring and Estimating Maternal Mortality in the Era of HIV/AIDS* [Article]. Journal of HIV/AIDS in Developing Countries, 2 (8): 8-13.

Horton, R. (2006). *Maternal Mortality: Who, When, Where, Why* [Article]. The Lancet, 368 (9542): 1189-1200.

Hunt, P. & J. Mesquita. (n.d.). *Reducing Maternal Mortality: The Contributions of the right to the highest attainable standard of health* [Report]. Retrieved 4 May 2015 from: http://www.unfpa.org/publications/reducing-maternal-mortality

Puri, L. (2015). *Statement at the 68th Session of the World Health Assembly* [Statement]. Retrieved 24 May 2015 from: http://www.unwomen.org/en/news/stories/2015/5/lakshmi-puri-geneva-who-statement

United Nations. (n.d.). *Millennium Development Goals and Beyond 2015: Goal 5* [Website]. Retrieved 24 May 2015 from: http://www.un.org/millenniumgoals/maternal.shtml

United Nations. (2015). *Sustainable Development Goals* [Website]. Retrieved 24 May 2015 from: http://www.un.org/sustainabledevelopment/sustainable-development-goals/

United Nations Children's Fund Cambodia. (n.d.). *Maternal, Newborn and Child Health and Nutrition* [Report]. Retrieved 24 May 2015 from: http://www.unicef.org/cambodia/6.Maternal.pdf

United Nations Entity for Gender Equality and the Empowerment of Women. (2014). *Millennium Development Goals: Gender Chart* [Report]. Retrieved 24 May 2015 from: http://www.unwomen.org/~/media/headquarters/attachments/sections/library/publications/2014/gender%20gap%202014%20for%20web%20pdf.ashx

United Nations Entity for Gender Equality and the Empowerment of Women. (2015). *Review and appraisal of the implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly* [Report]. Retrieved 24 May 2015 from: http://www.unwomen.org/en/digital-library/publications/2015/02/beijing-synthesis-report

United Nations Population Fund. (2015). *Child Marriage* [Website]. Retrieved 24 May 2015 from: http://www.unfpa.org/child-marriage

United Nations Population Fund. (2014). *The State of the World's Midwifery: A Universal Pathway. A Woman's Right to Health* [Report]. Retrieved 04 May 2015 from: http://www.unfpa.org/sites/default/files/pub-pdf/EN_SoWMy2014_complete.pdf

World Health Organization. (2014). *Global Health Observatory (GHO) Data* [Website]. Retrieved 24 May 2015 from: http://www.who.int/gho/maternal_health/skilled_care/skilled_birth_attendance/en/

II. Increasing Women's Role in Conflict Resolution & Peacebuilding

"Local, national, regional, and global peace is attainable and is inextricably linked with the advancement of women, who are a fundamental force for leadership, conflict resolution and the promotion of lasting peace at all levels."[114]

- How does armed conflict disproportionately affect women?
- What unique characteristics can women bring to peacebuilding operations?
- How has the United Nations integrated women into current peacebuilding efforts and what has been learned from those efforts to better guide future operations and planning?

Introduction

When the Cold War ended in the early 1990s, many analysts predicted that a termination of proxy fighting would lead to increased peace and security in the international system.[115] However, recent trends have countered such optimistic forecasts.[116] Though interstate conflict has significantly declined since the end of World War II, civil conflict has increased during the 21st century.[117] In 2010, the Uppsala Conflict Data Program (UCDP) recorded 30 ongoing internal armed conflicts with death tolls ranging from 25 to 6,000 individuals per conflict per year.[118] These conflicts vary with regard to grievance, organization of forces, and tactics used by involved parties.[119] What unites all modern conflicts, however, is the significant impact they have on the social, political, and economic status of women.[120]

Compared to their male counterparts, women continue to hold a disadvantaged status in both the developed and developing world.[121] Unfortunately, this marginalization often means that women are affected disproportionately by the turmoil of conflict.[122] Furthermore, women are often overlooked with regard to post-conflict political representation and reparations for war crimes.[123] In recent years, this inconsistency has come to the attention of the UN, and many bodies like CSW now work to remedy wrongs done to women in conflict and post-conflict states.[124]

International and Regional Frameworks

The starting point for action on women's rights in the 21st century is the *Beijing Declaration and Platform for Action* (1995).[125] This document provides the most basic international framework for action to integrate women in peacebuilding.[126] In Annex I, Section 18 the document specifically recognizes the importance of women for leading

---

[114] Fourth World Conference on Women, *Beijing Declaration and Platform for Action*, 1995.

[115] Themnér & Wallensteen, *Armed Conflict, 1946-2010*, 2011.

[116] Kalyvas & Balcells*, International System and Technologies of Rebellion: How the End of the Cold War Shaped Internal Conflic*t, 2010.

[117] *Ibid*.

[118] Themnér & Wallensteen, *Armed Conflict, 1946-2010*, 2011.

[119] *Ibid*.

[120] Kuehnsast, *Gender and Peacebuilding: Why Women's Involvement in Peacebuilding Matters*, 2014.

[121] Dorius & Firebaugh, *Trends in Global Gender Inequality*, 2010.

[122] Kuehnsast, *Gender and Peacebuilding: Why Women's Involvement in Peacebuilding Matters*, 2014.

[123] Klot, *Women and Peacebuilding*, 2007.

[124] *Ibid*.

[125] Fourth World Conference on Women, *Beijing Declaration and Platform for Action*, 1995.

[126] *Ibid*.

peacebuilding efforts and conflict resolution at all levels of society.[127] Furthermore, the Declaration provides the basis for women's integration in disarmament and non-proliferation efforts.[128]

Building on this declaration, the Security Council adopted resolution 1325 (2000) to document the impact of conflict on women and call upon the international community to take action.[129] The UN Secretary-General also released a report on women's participation in peacebuilding in 2010 with a 7-point plan of action.[130] In response to these broader frameworks the UN Department of Peacekeeping Operations and Field Support released a *Gender Forward Looking Strategy* to guide the work of the UN for 2014-2018.[131] This document sets a more specific international framework for action and prioritizes political participation; human rights protection; and disarmament, demobilization and reintegration in conflict and post-conflict states.[132]

In spite of this high-level international attention, women have been generally under-recognized in peacebuilding efforts at the regional level.[133] In an exception to the trend, the European Commission has explicitly prioritized the integration of women in conflict resolution.[134] The European Commission also emphasizes gender mainstreaming, defined by ECOSOC as "assessing the implications for women and men of any planned action, including legislation, policies or programs" in its own programs and funds.[135] Specific Member States, including Burundi and Sierra Leone, have implemented country-specific plans of action to address the issue.[136]

Role of the International System

Following the adoption of these declarations, many UN bodies have taken up work on this issue.[137] UN-Women in particular notes three specific areas where it focuses its work: post-conflict planning, economic recovery, and restoration of governance.[138] Recently, for example, UN-Women supported programs in Colombia, Liberia, and Mali to ensure justice for female victims of conflict, empower women to play a role in conflict mediation, and train soldiers to protect civilians from sexual violence.[139] Much of this work is responsive to the agenda set by CSW, which addressed the issue of violence against women during its 57th session.[140] The UN Department of Peacekeeping has also worked on this issue by promoting gender mainstreaming in its peacekeeping operations.[141]

Multinational civil society organizations also have a role to play at the international level. For example, organizations such as Peace Direct, Gender Action for Peace and Security, the Global Network of Women Peacebuilders, and the Institute for Inclusive Security all work to raise awareness and empower women to participate in peacebuilding.[142] Thus, grassroots efforts at the state level are crucial to progress on this issue.[143]

Women as Victims of Conflict

Violence against women may be used as a specific strategy for a warring group to gain the upper hand in an ongoing conflict.[144] Sexual and gender-based violence has been used for the purpose of "terrorizing civilians, curtailing

---

[127] *Ibid*.
[128] *Ibid*.
[129] UNSC, *Resolution 1325 (2000)*, 2000.
[130] UN Secretary-General, W*omen's Participation in Peacebuilding*, 2010.
[131] UN DPKO, *Gender Forward Looking Strategy, 2014-2018*, 2014.
[132] *Ibid*.
[133] Klot, *Women and Peacebuilding*, 2007.
[134] EU Delegation to the UN, *Speech by European Commissioner Ferrero-Waldner on "Women and Peacebuilding, 2006; International Labour Organization, Gender Equality Tool*, 2006.
[135] *Ibid*.
[136] Klot, *Women and Peacebuilding*, 2007.
[137] *Ibid*.
[138] UN-Women, *Recovery and Peacebuilding*, 2015.
[139] UN-Women, *In Brief: Peace and Security*, 2015.
[140] UN-Women, *57th Session of the Commission on the Status of Women*, 2013.
[141] UN DPKO, *Gender Forward Looking Strategy, 2014-2018*, 2014.
[142] Insight on Conflict, *Peacebuilding and Gender/Women: Resources Guide*, 2013.
[143] *Ibid*.
[144] Bartels et al., *Militarized Sexual Violence in South Kivu, Democratic Republic of the Congo*, 2012.

movement and economic activity, stigmatizing women, undermining community and family cohesion, and in some cases, deliberately polluting the bloodlines of victimized populations."[145] In the Democratic Republic of the Congo, for instance, an estimated 1.69 to 1.8 million women and girls were raped in 2011 during a civil conflict.[146] Furthermore, in 2015 the Security Council identified 19 states where sexual violence was used as a tactic of war, reporting that thousands of women identified government forces as their assailants.[147]

More subtle forms of abuse are also perpetuated during conflict. Women often do not have property or labor rights, so conflict can leave women isolated and without economic prospects.[148] Women may also be displaced following conflict, after which they may be further subjected to economic marginalization, disease, malnutrition, or trafficking.[149] In Colombia, for example, 80% of refugees from civil conflict are women.[150] This displacement also comes with further risk: some 1,000 female refugees in Guinea, Liberia, and Sierra Leone reported sexual violence from humanitarian workers in refugee camps in 2002.[151]

CSW specifically focused on violence against women during conflict in the outcome document from its 57th session. The Commission strongly condemned "violence against women and girls committed in armed conflict and post-conflict situations."[152] To remedy this issue, CSW called for more "effective measures of accountability and redress."[153] Similarly, in its 2015 recommendation to ECOSOC, CSW recognized the connection between violence against women and armed conflict as a new issue to be considered.[154]

Women as Combatants

Women may also participate in conflict as combatants, either due to mandatory enlistment or voluntary service. In some circumstances, such as with the FARC rebels in Colombia, conflict may give women a stronger voice in political affairs as they fight alongside men.[155] More often, however, the strict hierarchy of military organizations means that women are overlooked and pushed aside even in the armed forces.[156] Even in the UN's own work, women are severely underrepresented in peacekeeping personnel. In 2013 women made up only 3% of UN military forces and 9.7% of UN police forces.[157] This underrepresentation has detrimental effects on the societies where troops are operating.[158] For example, in some conservative societies men cannot help victims of sexual violence in the way that women can.[159] Beyond underrepresentation, women may also face other tragedies as combatants, such as during the Rwandan conflict when they were forced to participate in massacres of civilians.[160]

CSW also touched on this issue in its outcome document from the 57th session, calling on Member States to "adopt and fund policy reforms and programmes…in order to sensitize, train, and strengthen the capacity of…the military to prevent and respond to such violence in a gender-sensitive manner."[161] This example of gender mainstreaming ties in with CSW's continued work to end discrimination in all forums, including the military.[162] However, as

---

[145] *Ibid.*
[146] *Ibid.*
[147] UNSC, *Conflict Related Sexual Violence*, 2015.
[148] Rehn & Sirleaf, *Women, War, and Peace*, 2002.
[149] *Ibid.*
[150] *Ibid.*
[151] *Ibid.*
[152] UN-Women, *Elimination and Prevention of All Forms of Violence Against Women and Girls*, 2013.
[153] *Ibid.*
[154] ECOSOC*, Political Declaration on the Occasion of the Twentieth Anniversary of the Fourth World Conference on Women*, 2015.
[155] International Alert, *Mainstreaming Gender in Peacebuilding: A Framework for Action*, 2000.
[156] *Ibid.*
[157] Dharmapuri, *Not Just a Numbers Game: Increasing Women's Participation in UN Peacekeeping,* 2013.
[158] Crossette, *Why UN Peacekeeping Falls Short of Female Soldiers*, 2013.
[159] *Ibid.*
[160] International Alert, *Mainstreaming Gender in Peacebuilding: A Framework for Action*, 2000.
[161] UN-Women, *Elimination and Prevention of All Forms of Violence Against Women and Girls*, 2013.
[162] *Ibid.*

evidenced by the underrepresentation of women in UN forces, there is still work to be done to ensure full gender mainstreaming in UN peacekeeping operations.[163]

Women as Peacebuilders

Partly because of this abuse during conflict, women have an important role to play in conflict resolution. Women have an intimate understanding of the deepest offenses during conflict and can therefore mobilize diverse groups to address common concerns.[164] As community leaders and family caretakers, women can also speak to the unique needs of children and the elderly in post-conflict society.[165]Aside from their important instrumental role in peace negotiations, women must also be included for the sake of promoting equality in post-conflict society.[166]

CSW's work on the topic of women as peacebuilders falls under its support of the *Beijing Declaration and Platform for Action*, which notes that peace at all levels is "inextricably linked with the advancement of women, who are a fundamental force for leadership [and] conflict resolution."[167] Thus CSW's most recent recommendation to ECOSOC, which expressed concern that progress towards full implementation of the declaration has been "slow and uneven," could be seen as a call to action on this topic.[168] CSW also highlighted this issue at its 57th session, in a side event titled "Powerful Voices - Women in the Mena Region Talking Militarism, Security and Peace."[169]

Case Study: Liberia

The Liberian case provides evidence for the important role that women can play in conflict resolution. The Second Liberian Civil War began in 1999 with widespread sexual and physical violence against women.[170] In response to the violence, future Nobel Laureate Leymah Gbowee united a coalition of Christian and Muslim women to stop the fighting.[171] The organization she formed, called the Women of Liberia Mass Action for Peace, organized pray-ins and nonviolent protests across the country to mobilize thousands of Liberian women in peacebuilding efforts.[172] This grassroots movement eventually led to peace in the country.[173] This case also evidences the positive effects that female involvement can have after the resolution of a conflict.[174] Liberia even elected Ellen Johnson Sirleaf as Africa's first female head of state in 2005 at the end of the war.[175] The Liberian efforts also guide the work of the UN in six key areas: disarmament, demobilization, rehabilitation and reintegration; the police; advocacy and policymaking; sexual and gender-based violence; female peacekeepers; and the electoral process.[176] In a time when so many women are abused and marginalized as a result of conflict, the Liberian case demonstrates the important role of women in peacebuilding.

Conclusion

Conflict situations have an obvious effect on state capacity and stability, but they also entail increased gender-based violence and marginalization of women.[177] Women may face sexual abuse from military forces, or they may be unable to find work as widows in a war-torn economy.[178] All too often, women's voices are overlooked in mediation and peacebuilding efforts, meaning that cycles of inequality are perpetuated in post-conflict society.[179] To help with

---

[163] Dharmapuri, *Not Just a Numbers Game: Increasing Women's Participation in UN Peacekeeping,* 2013.
[164] Institute for Inclusive Security, *Why Women*, 2014.
[165] Institute for Inclusive Security, *Why Women*, 2014.
[166] Kuehnsast, *Gender and Peacebuilding*, 2014.
[167] Fourth World Conference on Women, *Beijing Declaration and Platform for Action*, 1995.
[168] ECOSOC, *Political Declaration on the Occasion of the Twentieth Anniversary of the Fourth World Conference on Women*, 2015.
[169] UN-Women, *CSW57 Side Events*, 2013.
[170] Nobel Women's Initiative, *Leymah Gbowee - Liberia 2011.*
[171] *Ibid.*
[172] *Ibid.*
[173] *Ibid.*
[174] Bergner, *An Uncompromising Woman*, 2010.
[175] *Ibid.*
[176] UN Mission in Liberia, *Gender Mainstreaming in Peacekeeping Operations Liberia 2003, 2009: Best Practices Report*, 2010.
[177] Kuehnsast, *Gender and Peacebuilding*, 2014.
[178] *Ibid.*
[179] *Ibid.*

these realities, CSW and the UN have established a framework in the *Beijing Declaration and Platform for Action* that prioritizes gender mainstreaming and the empowerment of women in conflict and post-conflict situations.[180] With specific policy goals, and effective regional and international partnerships, hopefully peace and gender equality will take root for all Member States.

Annotated Bibliography

Insight on Conflict. (2013). *Peacebuilding and Gender/Women: Resources Guide* [Website]. Retrieved 5 May 2015 from: http://www.insightonconflict.org/themes/gender-womens/resources/
> *This page is maintained by Peace Direct, a nongovernmental organization focused on supporting local action against conflict. The resources guide has a list of primary documents, academic material, partner organizations, and videos on the topic of gender-responsive peacebuilding. The site as a whole is a helpful resource, as it features country-specific guides to ongoing conflicts and a frequently-updated blog from experts in the field. This source should help delegates understand the broader context of peacebuilding outside of women's role in the issue.*

International Alert. (2000). *Mainstreaming Gender in Peacebuilding: A Framework for Action* [Report]. Retrieved 5 May 2015 from: http://cities-localgovernments.org/uclg/upload/docs/mainstreaminggenderinpeacebuilding-aframeworkforaction.pdf
> *This framework outlines the dearth of action towards incorporating women in peacebuilding before the 21st century. Thought the document was published in 2000, it provides a helpful discussion of the ways women have been historically ignored in peacebuilding efforts and sets an agenda for the integration of women in peacebuilding in the coming century. Since this document provided a framework for action, delegates should note the ways that recent efforts hinge off of this agenda.*

Klot, J. F. (2007). *Women and Peacebuilding* [Report]. Retrieved 5 May 2015 from: http://www.un.org/en/peacebuilding/pdf/doc_wgll/wgll_backgroundpaper_29_01_08.pdf
> *This report gives a thorough summary of women's role in peacebuilding and the disproportionate effect of conflict on women. As an independent expert, Klot provides an unbiased perspective on the issue in its historical and modern context. Most importantly, Klot outlines the difference between so-called 'positive' and 'negative' peace and undercuts common stereotypes relating gender to conflict. The author also provides policy recommendations that delegates should consider when drafting their own position papers and resolutions.*

United Nations, Department of Peacekeeping Operations and Department of Field Support. (2014). *Gender Forward Looking Strategy, 2014-2018* [Report]. Retrieved 5 May 2015 from: http://www.un.org/en/peacekeeping/documents/DPKO-DFS-Gender-Strategy.pdf
> *This document sets the agenda for the integration of women into peacebuilding efforts over the next three years. The report serves as the framework for current UN efforts towards gender and peacekeeping. Delegates will find the strategy helpful in its clarification of the issue in a modern context and for its specific priority areas of focus. The report also features a timeline of specific objectives, which the delegates should keep in mind when drafting their own recommendations to the committee.*

United Nations, General Assembly, Sixty-ninth session. (2014). *Women, Disarmament, Non-Proliferation and Arms Control (A/RES/69/61)* [Resolution]. Retrieved 5 May 2015 from: http://www.un.org/en/ga/search/view_doc.asp?symbol=A/RES/69/61
> *In the most recent resolution from the General Assembly on the topic of women and peacebuilding, the body calls on regional organizations to pay particular attention to the voices of women in peacemaking, non-proliferation, and disarmament. Equally important, the General*

---

[180] *Ibid*.

Assembly calls on all UN bodies to focus on gathering information and specialty research to more thoroughly understand the impact of armed violence on women. As evidence of the increasing importance of this issue at the UN, the resolution mandates that the General Assembly specifically address the topic of "Women, disarmament, non-proliferation and arms control" under the resolution "General and complete disarmament" during the 71st General Assembly session in 2015.

Bibliography

Bartels, S. et al. (2013). *Militarized Sexual Violence in South Kivu, Democratic Republic of Congo* [Article]. Retrieved 20 May 2015 from: http://jiv.sagepub.com/content/28/2/340.full.pdf

Bergner, D. (2010). *An Uncompromising Woman* [Website]. Retrieved 20 May 2015 from: http://www.nytimes.com/2010/10/24/magazine/24sirleaf-t.html?_r=0

Crossette, B. (2013). *Why UN Peacekeeping Falls Short of Female Soldiers* [Website]. Retrieved 25 June 2015 from: http://passblue.com/2013/08/12/why-un-peacekeeping-falls-far-short-of-female-soldiers/

Dharmapuri, S. (2013). *Not Just a Numbers Game: Increasing Women's Participation in UN Peacekeeping* [Report]. Retrieved 25 June 2015 from: http://www.operationspaix.net/DATA/DOCUMENT/8074~v~Not_Just_A_Numbers_Game__Increasing_Womens_Participation_in_UN_Peacekeeping.pdf

Dorius, S. R. & G. Firebaugh. (2010). *Trends in Global Gender Inequality* [Article]. Retrieved 20 May 2015 from: http://www.ncbi.nlm.nih.gov/pmc/articles/PMC3107548/

European Union Delegation to the United Nations. (2006). *Speech by European Commissioner Ferrero-Waldner on "Women and Peacebuilding* [Statement]. Retrieved 22 May 2015 from: http://eu-un.europa.eu/articles/en/article_6009_en.htm

Fourth World Conference on Women. (1995). *Beijing Declaration and Platform for Action* [Declaration]. Retrieved 5 May 2015 from: http://www.un.org/womenwatch/daw/beijing/pdf/BDPfA%20E.pdf

Insight on Conflict. (2013). *Peacebuilding and Gender/Women: Resources Guide* [Website]. Retrieved 5 May 2015 from: http://www.insightonconflict.org/themes/gender-womens/resources/

Institute for Inclusive Security. (2014). *Why Women* [Website]. Retrieved 5 May 2015 from: http://www.inclusivesecurity.org/why-women/#.VUleRc4-BE4

International Alert. (2000). *Mainstreaming Gender in Peacebuilding: A Framework for Action* [Report]. Retrieved 5 May 2015 from: http://cities-localgovernments.org/uclg/upload/docs/mainstreaminggenderinpeacebuilding-aframeworkforaction.pdf

International Labour Organization. (2006). *Gender Equality Tool* [Website]. Retrieved 10 June 2015 from: http://www.ilo.org/public/english/bureau/gender/newsite2002/about/defin.htm

Kalyvas, S. & L. Balcells. (2010). *International System and Technologies of Rebellion: How the End of the Cold War Shaped Internal Conflict* [Article]. Retrieved 20 May 2015 from: http://stathis.research.yale.edu/documents/Kalyvas_Balcells_APSR.pdf

Klot, J. F. (2007). *Women and Peacebuilding* [Report]. Retrieved 5 May 2015 from: http://www.un.org/en/peacebuilding/pdf/doc_wgll/wgll_backgroundpaper_29_01_08.pdf

Kuehnsast, K. (2014). *Gender and Peacebuilding: Why Women's Involvement in Peacebuilding Matters* [Website]. Retrieved 5 May 2015 from: http://www.buildingpeace.org/think-global-conflict/issues/gender-and-peacebuilding

Nobel Women's Initiative. (ND). *Leymah Gbowee - Liberia 2011* [Website]. Retrieved 22 May 2015 from: http://nobelwomensinitiative.org/meet-the-laureates/leymah-gbowee/

Organization for Security and Co-operation in Europe. (2015). *OSCE Co-Organized Roundtable on Gender-Responsive National Reconciliation in Afghanistan* [Website]. Retrieved 20 May 2015 from: http://www.osce.org/secretariat/159181

Rehn, E. & E. J. Sirleaf. (2002). *Women, War and Peace: The Independent Experts' Assessment on the Impact of Armed Conflict on Women and Women's Role in Peace-building* [Report]. Retrieved 5 May 2015 from: http://www.unwomen.org/en/digital-library/publications/2002/1/women-war-peace-the-independent-experts-assessment-on-the-impact-of-armed-conflict-on-women-and-women-s-role-in-peace-building-progress-of-the-world-s-women-2002-vol-1

Themnér, L & P. Wallensteen. (2011). *Armed Conflict, 1946-2010* [Article]. Retrieved 20 May 2015 from: http://development.praguesummerschools.org/files/development/bocco_1.pdf

United Nations, Department of Peacekeeping Operations and Department of Field Support. (2014). *Gender Forward Looking Strategy, 2014-2018* [Report]. Retrieved 5 May 2015 from: http://www.un.org/en/peacekeeping/documents/DPKO-DFS-Gender-Strategy.pdf

United Nations, Economic and Social Council, 59th session. (2015). *Political Declaration on the Occasion of the 20th Anniversary of the Fourth World Conference on Women (E/CN.6/2015/L.1)* [Resolution]. Retrieved 5 May 2015 from: http://www.un.org/ga/search/view_doc.asp?symbol=E/CN.6/2015/L.1

United Nations, General Assembly. (2015). *Follow-up to the Fourth World Conference on Women and Full Implementation of the Beijing Declaration and Platform for Action and the Outcome of the Twenty-Third Special Session of the General Assembly* [Resolution]. Retrieved 5 May 2015 from: http://www.un.org/en/ga/search/view_doc.asp?symbol=A/RES/69/151

United Nations, General Assembly, Sixty-ninth session. (2014). *Women, Disarmament, Non-Proliferation and Arms Control (A/RES/69/61)* [Resolution]. Retrieved 5 May 2015 from: http://www.un.org/en/ga/search/view_doc.asp?symbol=A/RES/69/61

United Nations, Mission in Liberia. (2010). *Gender Mainstreaming in Peacekeeping Operations Liberia 2003, 2009: Best Practices Report* [Report]. Retrieved 22 May 2015 from: http://www.resdal.org/facebook/UNMIL_Gender_Mainstreaming_in_PKO_in_Liberia-Best.pdf

United Nations, Security Council, 4213th meeting. (2000). *Resolution 1325 (S/RES/1325)* [Resolution]. Retrieved 5 May 2015 from: http://www.un.org/en/ga/search/view_doc.asp?symbol=S/RES/1325(2000)

United Nations, Security Council, 7044th meeting. (2013). *Resolution 2122 (S/RES/2122)* [Resolution]. Retrieved 5 May 2015 from: http://www.un.org/en/ga/search/view_doc.asp?symbol=S/RES/2122(2013)

United Nations, Security Council. (2015). *Conflict Related Sexual Violence* [Report]. Retrieved 23 May 2015 from: http://www.securitycouncilreport.org/atf/cf/%7B65BFCF9B-6D27-4E9C-8CD3-CF6E4FF96FF9%7D/s_2015_203.pdf

United Nations, Secretary-General. (2010). *Women's Participation in Peacebuilding* [Report]. Retrieved 22 May 2015 from: http://www.un.org/ga/search/view_doc.asp?symbol=S/2010/466

United Nations Entity for Gender Equality and the Empowerment of Women. (2015). *In Brief: Peace and Security* [Report]. Retrieved 10 June 2015 from: http://www.unwomen.org/~/media/headquarters/attachments/sections/library/publications/2013/12/un%20women%20briefthematicpsuswebrev3%20pdf.ashx

United Nations Entity on Gender Equality and the Empowerment of Women. (2013). *CSW57 Side Events* [Website]. Retrieved 10 June 2015 from: http://www.un.org/womenwatch/daw/csw/csw57/side-events.htm

United Nations Entity for Gender Equality and the Empowerment of Women. (2013). *Elimination and Prevention of all Forms of Violence Against Women and Girls* [Outcome Document]. Retrieved 10 June 2015 from: http://www.un.org/womenwatch/daw/csw/csw57/CSW57_Agreed_Conclusions_%28CSW_report_excerpt%29.pdf

United Nations Entity on Gender Equality and the Empowerment of Women. (2015). *Recovery and Peacebuilding* [Website]. Retrieved 22 May 2015 from: http://www.unwomen.org/en/what-we-do/peace-and-security/recovery-and-peacebuilding

United Nations Entity on Gender Equality and the Empowerment of Women. (2013) *The Commission on the Status of Women 57th Session* [Website]. Retrieved 5 May 2015 from: http://www.unwomen.org/~/media/headquarters/attachments/sections/news/in%20focus/csw57/csw-bochure-en-web-single.pdf

United Nations Peacekeeping. (2014). *Gender and Peacekeeping* [Website]. Retrieved 5 May 2015 from: http://www.un.org/en/peacekeeping/issues/women/

III. Growing Women's Economic Empowerment

"If the economy worked for women…"[181]

- How can the international system work to increase women's economic participation in states that disapprove of their participation?
- What role does education play in increasing women's economic opportunities?
- What shortcomings of the Millennium Development Goals can be corrected moving forward with the post-2015 development agenda?

Introduction

Women are, across all regions, under-represented in the economy; every region has a significant gap in areas of employment, education, and other economic markers.[182] The disparity in women's economic roles has been a central issue in the fight for women's equality.[183] While education remains essential for improving women's economic power, additional issues include lower wages and rates of employment for even educated women.[184] Traditional and agrarian societies also face many difficulties in the economic empowerment of women.[185] Women's economic empowerment can be driven in several key areas including education, addressing the wage gap, and promoting the profile of traditionally women's employment and unpaid work.[186]

International and Regional Framework

The work towards achieving women's economic empowerment is guided chiefly by the *Beijing Declaration and Platform for Action* (1995) and CEDAW.[187] The Beijing Declaration establishes a variety of economic objectives to improve the station of women and girls that range from education to supporting women in business.[188] The Beijing Declaration is an essential aspect of economic empowerment as it established the issue as a key focus of the international system.[189] CEDAW additionally highlights the importance of eliminating discrimination in a variety of economic areas including education and employment practices.[190] CEDAW also draws attention to the connection

---

[181] Mlambo-Ngcuka, *Statement at a panel discussion for the launch of UN-Women's Flagship Report*, 2015.
[182] UN-Women, *Millennium Development Goals: Gender Chart,* 2014.
[183] *Ibid*.
[184] *Ibid*.
[185] *Ibid*.
[186] *Ibid*.
[187] *Ibid*.
[188] Fourth World Conference on Women, *Beijing Declaration and Platform for Action,* 1995.
[189] *Ibid*.
[190] United Nations, *Convention on the Elimination of All Forms of Discrimination Against Women*, 1979.

between discrimination and economic empowerment.[191] The Beijing Declaration and CEDAW form the basis of future policy put forth by the CSW.

These documents additionally work with the MDGs and the successor post-2015 development agenda with its proposed SDGs.[192] Both MDG 1, eradicating extreme poverty and hunger, and MDG 3, promoting gender equality and empowering women, establish objectives to improve the economic station of women.[193] With the drafting of the SDGs, which will be finalized in September of 2015, women's economic empowerment has taken an even greater role in global development, being discussed in three of the proposed SDGs.[194]

While the majority of the work for women's economic empowerment has been conducted at the national level and in the international system, regional organizations have seen less mobility on the issue. Some regional organizations and policies have been developed, such as the Framework for Action on Economic Empowerment of Women, developed by African and Asian states to promote education, training, and socialization of women.[195] However, regional efforts remain an area that must be built upon moving forward.

Role of the International System

Recently, women's economic empowerment has been a major focus of the international system.[196] The UN works with many Member States to help direct national policy and implement programs to support women's economic involvement.[197] A variety of organizations and subsidiary bodies also conduct business on the matter.[198] ECOSOC, for example, looks to the policy set forth by the CSW to direct other subsidiary bodies and funds.[199] The United Nations Development Programme (UNDP) and UN-Women both conduct the majority of the field work based on the Commission's recommendations, including providing microfinance loans to women, providing education resources, and lobbying governments to improve legal protections for women.[200] While the current work of the international system has shown success further work must be conducted in quality of employment for women.[201] The Commission is currently looking towards increasing employment opportunities for women, especially in post-conflict zones.[202] Additionally, the Commission has worked on literacy and vocational training programs that have helped promote the economic role of women, especially women reentering the workforce after maternity leave and women in rural communities.[203]

Socio-Cultural Factors

One major concern when addressing women's economic empowerment is traditional views towards women's role in society.[204] Religious views make up the largest and most severe examples of this, such as in Saudi Arabia where women are not permitted to drive.[205] Without transportation, it is very difficult and often impossible for these women to obtain jobs or participate in the economy in any regard.[206] Women in traditional communities can also be limited in their legal rights including the right to own property independent of their husband.[207] In these situations it

---

[191] United Nations, *Convention on the Elimination of All Forms of Discrimination Against Women*, 1979.
[192] United Nations, *Millennium Development Goals and Beyond 2015: Goal 3.*
[193] *Ibid.*
[194] United Nations, *Sustainable Development Goals,* 2015.
[195] Asia-Africa Forum on the Economic Empowerment of Women, *Framework for Action on Economic Empowerment of Women*, 1997.
[196] UN-Women, *Progress of the World's Women 2015-2016,* 2015.
[197] *Ibid.*
[198] *Ibid.*
[199] *Ibid.*
[200] *Ibid.*
[201] UN-Women, *Strategic Plan 2014-2017,* 2014.
[202] CSW, *Review and appraisal of the implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly,* 2015.
[203] *Ibid.*
[204] UN-Women, *Progress of the World's Women 2015-2016,* 2015.
[205] *Ibid.*
[206] *Ibid.*
[207] *Ibid.*

is much more difficult for women to begin businesses or accumulate wealth.[208] These legal and social factors cannot be changed immediately and the international system must find ways to work within the existing culture if they are to make inroads on women's economic empowerment.[209]

In addition to these limiting factors, women also conduct a variety of other work that is not recognized as occupations or valued by society.[210] Women traditionally are the caregivers in many societies, and thus the average woman devotes one to three hours per day providing care to children, elderly and the sick.[211] While this work is vital to the success of society, this kind of work almost universally goes unpaid and unrecognized, while simultaneously limiting women's ability to conduct other forms of business that would increase their economic footprint.[212]

Access to Education

Currently education is one of the most effective methods to increase a person's economic participation.[213] Education accounts for approximately 50% of economic growth, in terms of GDP, in states that are part of the Organization for Economic Co-operation and Development.[214] Education has been a major source of women's economic growth, contributing to a 6% decline in the percent of employed women in vulnerable working situations.[215] Gender parity in enrollment in primary education has been reached, however secondary education parity still has not been reached.[216] This is important because secondary education provides the most opportunity for growth.[217]

Access to secondary and tertiary education for women is often limited by a variety of factors, including child marriage, location, and cost.[218] Poverty also continues to be a limiting factor in women's education.[219] Poor families are often unable to send their children to school due to lack of money for tuition, especially in Sub-Saharan Africa.[220] Currently, in the poorest quintile globally, 31% of girls lack access to education, and in the richest quintile only 9% of girls lack access.[221] Additionally, girls in many rural communities lack access to educational facilities due to inadequate public funding, preventing schools from being constructed and staffed within reasonable distances.[222] While this does affect all children, when families are presented with limited access to education, males are typically favored and provided with more educational opportunities.[223] Child marriage also prevents adolescent girls from continuing their education past primary schooling due to a majority of their time being devoted to household tasks.[224] Currently CSW advocates for addressing legal and financial barriers to girls' education, which has seen major successes, but the high cost of education in developing states still limits the effectiveness of the changes in national policy.[225]

Improving Employment Opportunities

While increasing women's economic role in all industries is ideal, often the most successful initial steps towards economic empowerment is promoting the social value of duties traditionally held by women.[226] These careers,

---

[208] UN-Women, *Progress of the World's Women 2015-2016,* 2015.

[209] *Ibid.*

[210] *Ibid.*

[211] *Ibid.*

[212] *Ibid.*

[213] *Ibid.*

[214] *Ibid.*

[215] UN-Women, *Millennium Development Goals: Gender Chart,* 2014.

[216] *Ibid.*

[217] *Ibid.*

[218] UN-Women, *Progress of the World's Women 2015-2016*, 2015

[219] *Ibid.*

[220] CSW, *Review and appraisal of the implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly,* 2015.

[221] *Ibid.*

[222] *Ibid.*

[223] UN-Women, *Progress of the World's Women 2015-2016*, 2015.

[224] UNFPA, *Child Marriage,* 2015.

[225] CSW, *Review and appraisal of the implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly,* 2015.

[226] UNFPA, *Child Marriage,* 2015.

including domestic work, elder and child care, education, and health care are often paid less than the careers traditionally held by men.[227] Additionally, women are often expected to do this work without pay.[228] Currently, organizations such as the UNDP are working towards increasing recognition of this type of work in developing countries.[229] These traditional forms of employment provide an opportunity to increase the size and visibility of the female workforce, especially in countries and regions that disapprove of working women.[230] The Commission highlighted in their most recent session the role of midwives in both reducing maternal mortality and their role in providing women an occupation that has great potential for financial security and has been traditionally viewed as a women's profession.[231]

Employment and Wage Gaps

The employment and wage gaps are two of the most visible and damaging aspects of gender-based economic inequality.[232] Currently women are underrepresented in high-paying, decision-making jobs and over-represented in vulnerable and low-paying jobs.[233] In most regions in the world, excluding developed states and Latin America and the Caribbean, women are employed at a much higher rate than men in vulnerable, low paying jobs, such as domestic work and small scale industry.[234] Addressing employment differences is good for companies too, as companies with a higher number of female executives showed up to 34% higher profits than their counterparts.[235] There are also disparities in wages earned by men and women. Globally, women make approximately 60-75% of what men make.[236] This disparity is due to a variety of factors, including more informal and caregiver positions held by women, and the lower number of women in organized labor.[237] The Commission has determined that if there is no change in policy it will take more than 75 years before equal pay will be achieved globally.[238]

Case Study: Gender Equality in the United Nations System

Significant work has been done to make the UN system a model of gender equality and of women's economic empowerment.[239] While the UN may not face some of the difficulties that developing states experience in implementing gender equality, it serves as an example for governments and businesses.[240] Between 2003 and 2013 the UN increased the percentage of women who work for the organization by 7.7%, currently at 41.6% of the UN employees.[241] While an impressive growth it has yet to meet its internal goal of parity in the number of male and female employees.[242] Additionally, the UN has seen an inverse relationship of women and pay grade, with only 27-30% of the positions of the lowest pay grades held by women, while the highest two pay grades actually see more women than men.[243] The UN plans to work towards increasing women's employment in all aspects of the UN and expects to reach overall gender parity by 2029, and parity in its lower pay grade positions no more than 14 years after that achieving gender parity at all levels of the UN.[244] The UN plans to continue work towards gender parity serving as an example to Member States for how to increase gender employment parity rapidly.

---

[227] UNDP, *Women's Economic Empowerment*, 2015.
[228] UN-Women, *Millennium Development Goals: Gender Chart,* 2014.
[229] UNDP, *Women's Economic Empowerment*, 2015.
[230] *Ibid.*
[231] CSW, *Review and appraisal of the implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly,* 2015.
[232] UN-Women, *Millennium Development Goals: Gender Chart,* 2014.
[233] *Ibid.*
[234] *Ibid.*
[235] UN-Women, *Facts and Figures: Economic Empowerment*, 2015.
[236] *Ibid.*
[237] *Ibid.*
[238] CSW, *Review and appraisal of the implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly,* 2015.
[239] UN-Women, *The Representation of Women and the United Nations system*, 2013.
[240] *Ibid.*
[241] *Ibid.*
[242] *Ibid.*
[243] *Ibid.*
[244] *Ibid.*

Conclusion

Over the last several decades, women have seen substantial growth in their economic empowerment.[245] Through education and employment programs women are being placed on a much more equal footing with men.[246] Women are going to school more, working more, and receiving higher pay for their work.[247] That being said, substantial work still needs to be done to provide the same economic standing to women.[248] Both the employment and wage gaps pose major difficulties for women's economic empowerment.[249] Additionally, work women currently perform is still undervalued and they do not have the same secondary education opportunities.[250] Moving forward the CSW must solve these shortcomings if we are to create an equal world for women and girls.[251]

Annotated Bibliography

Organization for Economic Co-operation and Development. (2012). *Gender Equality in Education, Employment and Entrepreneurship: Final Report to the MCM* [Report]. Retrieved 04 May 2015from: http://www.oecd.org/employment/50423364.pdf.

> *This report discusses the economic impact of women's participation in the economy in states that are part of the Organization for Economic Cooperation and Development. This report highlights the current state of economic equality between genders and potential areas for improvement. This is useful for delegates to understand the relationship between education and economic empowerment. Additionally, the Organization for Economic Cooperation and Development provides details and statistics on their member states within the report.*

United Nations. (1979). *Convention on the Elimination of All Forms of Discrimination Against Women* [Treaty]. Retrieved 24 May 2015 from: http://www.ohchr.org/EN/ProfessionalInterest/Pages/CEDAW.aspx

> *This convention describes the UN's policy towards discriminatory practices against women in all facets. This will assist delegates through research on economic discrimination against women. The Convention on the Elimination of All Forms of Discrimination Against Women has served as the basis of all gender equality work of the UN since it was written. Delegates should to review the document and understand the influence discrimination has on economic empowerment.*

United Nations Entity for Gender Equality and the Empowerment of Women. (n.d.). *UN-Women's Work on Education* [Website]. Retrieved 24 May 2015 from: http://www.unwomen.org/~/media/headquarters/attachments/sections/library/publications/2015/un%20women%20brief_education_us-web.pdf

> *This document explains UN-Women's work on education and the economic impact it has on women. This helps delegates' research by discussing how UN-Women interacts with other organizations to bring about effective change. Education of women is a key aspect of economic empowerment that delegates may wish to address, and understanding its influences and knowing the data currently held by the UN will be useful.*

United Nations Entity for Gender Equality and the Empowerment of Women. (2015). *Progress of the World's Women 2015-2016* [Report]. Retrieved 04 May 2015 from: http://www.unwomen.org/en/what-we-do/economic-empowerment/facts-and-figures#sthash.HjQYCXa7.dpuf

> *This major report of UN-Women describes all of its work and programs, as well as growth that has occurred in the recent years. This also sets the programming goals of the coming year. This report can be the starting point of all additional research by delegates; not only does it establish the current strategy for women's economic empowerment, but it highlights effective programs and identifies weaknesses that can be addressed.*

---

[245] CSW, *Review and appraisal of the implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly,* 2015.

[246] *Ibid*.

[247] *Ibid*.

[248] *Ibid*.

[249] *Ibid*.

[250] *Ibid*.

[251] *Ibid*.

United Nations Entity for Gender Equality and the Empowerment of Women. (2015). *Review and appraisal of the implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly* [Resolution]. Retrieved 24 May 2015 from: http://www.unwomen.org/en/digital-library/publications/2015/02/beijing-synthesis-report

> *This review document of the Beijing Declaration provides delegates with the most current details on the work of the Commission on the Status of Women. It discusses in detail several points related to the economic empowerment of women. The review of the Beijing Declaration is essential for delegates to understand as it contains the most current information concerning economic participation of women. The review details and draws attention to specific issues that have yet to be addressed effectively.*

Bibliography

Asia-Africa Forum on the Economic Empowerment of Women. (1997). *Framework for Action on Economic Empowerment of Women* [Website]. Retrieved 24 May 2015 from: http://www.un.org/esa/africa/womforum.html

Commission on the Status of Women. (2015). *Discussion guide for the ministerial round tables to be held under the overall theme "Priorities for future action to realize gender equality, the empowerment of women and the human rights of women and girls"* [Report]. Retrieved 11 June 2015 from: http://www.unwomen.org/en/csw/csw59-2015/official-documents

Fourth World Conference on Women. (1995). *Beijing Declaration and Platform for Action* [Resolution]. Retrieved 24 May 2015 from: http://www.unwomen.org/~/media/headquarters/attachments/sections/csw/pfa_e_final_web.pdf

United Nations. (n.d.). *Millennium Development Goals and Beyond 2015: Goal 3* [Website]. Retrieved 24 May 2015 from: http://www.un.org/millenniumgoals/gender.shtml

United Nations. (1979). *Convention on the Elimination of All Forms of Discrimination Against Women* [Treaty]. Retrieved 24 May 2015 from: http://www.ohchr.org/EN/ProfessionalInterest/Pages/CEDAW.aspx

United Nations. (2015). *Sustainable Development Goals* [Website]. Retrieved 24 May 2015 from: http://www.un.org/sustainabledevelopment/sustainable-development-goals/

United Nations Development Programme. (2015). *Women's Economic Empowerment* [Website]. Retrieved 24 May 2015 from: http://www.undp.org/content/undp/en/home/ourwork/povertyreduction/focus_areas/focus_gender_and_poverty/women_s_economicempowerment.html

United Nations Entity for Gender Equality and the Empowerment of Women. (n.d.). *UN-Women's Work on Education* [Report]. Retrieved 24 May 2015 from: http://www.unwomen.org/~/media/headquarters/attachments/sections/library/publications/2015/un%20women%20brief_education_us-web.pdf

United Nations Entity for Gender Equality and the Empowerment of Women. (2014). *Millennium Development Goals: Gender Chart* [Website]. Retrieved 24 May 2015 from: http://www.unwomen.org/~/media/headquarters/attachments/sections/library/publications/2014/gender%20gap%202014%20for%20web%20pdf.ashx

United Nations Entity for Gender Equality and the Empowerment of Women. (2014). *Strategic Plan 2014-2016* [Report]. Retrieved 11 June 2015 from: http://www.unwomen.org/en/digital-library/publications/2014/6/strategic-plan-2014-2017-brochure

United Nations Entity for Gender Equality and the Empowerment of Women. (2015). *Facts and Figures: Economic Empowerment* [Website]. Retrieved 24 May 2015 from: http://www.unwomen.org/en/what-we-do/economic-empowerment/facts-and-figures

United Nations Entity for Gender Equality and the Empowerment of Women (2015), *Progress of the World's Women 2015-2016* [Website]. Retrieved 04 May 2015 from: http://www.unwomen.org/en/what-we-do/economic-empowerment/facts-and-figures#sthash.HjQYCXa7.dpuf

United Nations Entity for Gender Equality and the Empowerment of Women. (2015). *Review and appraisal of the implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly* [Report]. Retrieved 24 May 2015 from: http://www.unwomen.org/en/digital-library/publications/2015/02/beijing-synthesis-report

United Nations Population Fund. (2015). *Child Marriage* [Website]. Retrieved 24 May 2015 from: http://www.unfpa.org/child-marriage