COMMISSION ON
THE STATUS OF WOMEN
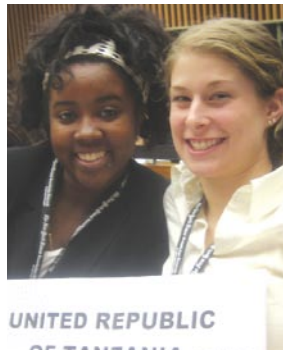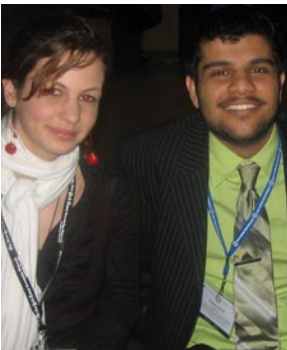
CSW

NMUN•08

NATIONAL MODEL
UNITED NATIONS

2008 COMMITTEE BACKGROUND GUIDE

www.nmun.org

WRITTEN BY:
Leonardo Covis
Brianna Johnston
Nicholas E. Warino
June Findlay

UNITED REPUBLIC
OF TANZANIA

18-22 March
Sheraton New York

22-26 April
New York Marriott Marquis

NATIONAL
COLLEGIATE CONFERENCE
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Please consult the FAQ section of www.nmun.org for answers to your questions. If you do not find a satisfactory answer you may also contact the individuals below for personal assistance. They may answer your question(s) or refer you to the best source for an answer.

NMUN Secretary-General
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718.810.5044 phone

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Michael Eaton | eaton@nmun.org
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NMUN Director-General (Sheraton)
Linda Poppe | dirgen@nmun.org

NMUN Director-General (Marriott)
Galen Stocking | dirgen@nmun.org

NMUN•08 IMPORTANT DATES

IMPORTANT NOTICE: To make hotel reservations, you must use the forms at www.nmun.org and include a $1,000 deposit. Discount rates are available until the room block is full or one month before the conference – whichever comes first. **PLEASE BOOK EARLY!**

SHERATON	MARRIOTT	
31 January 2008	31 January 2008	• Confirm Attendance & Delegate Count. (Count may be changed up to 1 March) • Make Transportation Arrangements - DON'T FORGET! (We recommend confirming hotel accommodations prior to booking flights.)
15 February 2008	15 February 2008	• Committee Updates Posted to www.nmun.org.
23 February 2008	21 March 2008	• Hotel Registration with FULL PRE-PAYMENT Due to Hotel - Register Early! Registration is first-come, first-served.
1 March 2008	1 March 2008	• Any Changes to Delegate Numbers Must be Confirmed to eaton@nmun.org
1 March 2008	1 April 2008	• Two Copies of Each Position Paper Due via E-mail (See Delegate Preparation Guide for instructions).
3 March 2008	1 April 2008	• All Conference Fees Due to NMUN for confirmed delegates. ($100 per delegate if paid by 1 March; $125 per delegate if received after 1 March. Fee is not refundable after this deadline.
NATIONAL MODEL UNITED NATIONS	The 2008 National Model UN Conference	• 18 - 22 March — Sheraton New York • 22 - 26 April — New York Marriott Marquis

COMMITTEE E-MAIL ADDRESSES

Two copies of each position paper should be sent via e-mail by 1 MARCH 2008 (Sheraton Venue) or 1 APRIL 2008 (Marriott Venue)

1. TO COMMITTEE STAFF

A file of the position paper (.doc or .pdf) for each assigned committee should be sent to the committee e-mail address listed below. Mail papers by 1 March (Sheraton Venue) or 1 April (Marriott Venue) to the e-mail address listed for your particular venue. These e-mail addresses will be active after 15 November. Delegates should carbon copy (cc:) themselves as confirmation of receipt. Please put committee and assignment n the subject line (Example: GAPLEN_Greece).

2. TO DIRECTOR-GENERAL

• Each delegation should send one set of all position papers for each assignment to the e-mail designated for their venue: positionpapers.sheraton@nmun.org or positionpapers.marriott@nmun.org. This set (held by each Director-General) will serve as a back-up copy in case individual committee directors cannot open attachments. Note: This e-mail should only be used as a repository for position papers.

• The head delegate or faculty member sending this message should cc: him/herself as confirmation of receipt. (Free programs like Adobe Acrobat or WinZip may need to be used to compress files if they are not plain text.)

• Because of the potential volume of e-mail, only one e-mail from the Head Delegate or Faculty Advisor containing all attached position papers will be accepted. Please put committee, assignment and delegation name in the subject line (Example: Cuba_U_of_ABC). If you have any questions, please contact the Director-General at dirgen@nmun.org.

COMMITTEE	E-MAIL	SHERATON	COMMITTEE	E-MAIL	MARRIOTT
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OTHER USEFUL CONTACTS:

Entire Set of Delegation Position Papers (send only to e-mail for your assigned venue)	positionpapers.sheraton@nmun.org positionpapers.marriott@nmun.org
Executive Director	eaton@nmun.org
Secretary-General	secgen@nmun.org
Director(s)-General	dirgen@nmun.org

www.nmun.org for more information

THE 2008 NATIONAL MODEL UNITED NATIONS

SPONSORED BY THE NATIONAL COLLEGIATE CONFERENCE ASSOCIATION

New York City, 18-22 March (Sheraton) & 22-26 April (Marriott) • www.nmun.org

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Dear Delegates,

Welcome to the 2008 National Model United Nations (NMUN) Conference! We, along with our Assistant Directors, are thrilled to be serving on your dais in the Commission on the Status of Women (CSW).

First, introductions. Brianna Johnston, the CSW Director at Marriott, is in her last year at the University of Washington, where she majors in Political Science with minors in International Studies and Near Eastern Studies. This will be her fifth year at NMUN and her second year as a Director. She will be aided by June Findlay, who is in her first year as a staff member. Brianna's counterpart at Sheraton, Leonardo Covis, recently graduated from California State Polytechnic University, Pomona with a bachelor's degree in history with an emphasis on 19th century Central European intellectualism and politics. This will be his first year on staff after serving for two years as a delegate. He will be aided by Nick Warino, who is also serving on staff for the first time.

On a more important note, we are pleased to welcome you not only to NMUN, but also to CSW. As a subsidiary of the Economic and Social Council, CSW is a report writing committee with a tremendous ability to impact the lives of women worldwide. The years since the Beijing Conference in 1995 have been especially exciting for this committee.

This year, at the 2008 NMUN Conference, the topics before the Commission on the Status of Women are:

1. Access to employment
2. The elimination of all forms of violence and discrimination towards the girl child
3. Enhancing gender equality through financial strategies

We would both like to take this opportunity to remind delegates that the CSW is a report writing committee. Please pay special attention to the report-writing section of the Delegate Preparation Guide. If you have any questions regarding report writing, please feel free to e-mail us.

Each delegation is required to submit a position paper. Similar to protocol in recent years, NMUN is accepting position papers via e-mail. Position papers for delegates attending the Sheraton venue must be submitted by March 1. Delegates attending the Marriott venue must submit their position papers by April 1. For further information regarding position papers, please refer to the message from your Directors-General.

We look forward to working with you over the course of your preparations for this conference. You may find the NMUN website, www.nmun.org, to be useful if you have any concerns, but please do not hesitate to contact us as well. We are here to help you and to facilitate an educational experience for all NMUN attendees, as is the rest of NMUN staff. Finally, we wish you the best of luck in your research and other conference preparations!

Brianna N. Johnston	Leonardo D. Covis
Director, Commission on the Status of Women	Director, Commission on the Status of Women
June Findlay	Nick Warino
Assistant Director	Assistant Director
Marriott Marquis New York Venue	Sheraton New York Towers Venue
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Message from the Directors-General Regarding Position Papers for the
2008 NMUN Conference

At the NMUN Conference, each delegation submits one position paper for each committee it is assigned to. Delegates should be aware that their role in a respective committee has some impact on the way a position paper should be written. While most delegates will serve as Member States, some may be observers, NGOs or judicial or technical experts. To understand these fine differences, please refer to Delegate Preparation Guide.

Position papers should provide a concise review of each delegation's policy regarding the topic areas under discussion and establish precise policies and recommendations in regard to the topics before the committee. International and regional conventions, treaties, declarations, resolutions, and programs of action of relevance to the policy of your State should be identified and addressed. Position papers also serve as a blueprint for individual delegates to remember their country's position throughout the course of the Conference.
NGO position papers should be constructed in the same fashion as traditional position papers. Each topic should be addressed briefly in a succinct policy statement representing the relevant views of your assigned NGO. You should also include recommendations for action to be taken by your committee. It will be judged using the same criteria as all country position papers, and is held to the same standard of timeliness.

Please be forewarned, delegates must turn in material that is entirely original. *The NMUN Conference will not tolerate the occurrence of plagiarism*. In this regard, the NMUN Secretariat would like to take this opportunity to remind delegates that although United Nations documentation is considered within the public domain, the Conference does not allow the verbatim recreation of these documents. This plagiarism policy also extends to the written work of the Secretariat contained within the Committee Background Guides. Violation of this policy will be immediately reported to faculty advisors and may result in dismissal from Conference participation. Delegates should report any incident of plagiarism to the Secretariat as soon as possible.

Delegation's position papers can be awarded as recognition of outstanding pre-Conference preparation. In order to be considered for a Position Paper Award, however, delegations must have met the formal requirements listed below. Please refer to the sample paper on the following page for a visual example of what your work should look like at its completion. The following format specifications are **required** for all papers:

- All papers must be typed and formatted according to the example in the Background Guides
- Length must **not** exceed one double-sided page (two single-sided pages is **not** acceptable)
- Font **must** be Times New Roman sized between 10 pt. and 12 pt.
- Country/NGO name, School name and committee name clearly labeled on the first page
- Agenda topics clearly labeled in separate sections

To be considered timely for awards, please read and follow these directions:

1**. A file of the position paper** (.doc or .pdf) **for each assigned committee** should be sent to the committee email address listed in the Background Guide. These e-mail addresses will be active after December 1, 2007. Delegates should carbon copy (cc:) themselves as confirmation of receipt.

2. Each delegation should also send **one set of all position papers** to the e-mail designated for their venue: positionpapers.sheraton@nmun.org or positionpapers.marriott@nmun.org. This set will serve as a back-up copy in case individual committee directors cannot open attachments. These copies will also be made available in Home Government during the week of the NMUN Conference

Each of the above listed tasks needs to be completed no later than **March 1, 2008 for Delegations attending the NMUN at the Sheraton venue and April 1, 2008 for Delegations attending the NMUN on the Marriott venue**.

PLEASE TITLE EACH E-MAIL/DOCUMENT WITH THE NAME OF THE COMMITTEE, ASSIGNMENT AND DELEGATION NAME (Example: AU_Namibia_University of Caprivi)

A matrix of received papers will be posted online for delegations to check prior to the Conference. If you need to make other arrangements for submission, please contact Linda Poppe, Director-General, Sheraton venue, or Galen Stocking, Director-General, Marriott venue at dirgen@nmun.org. There is an option for delegations to submit physical copies via regular mail if needed.

Once the formal requirements outlined above are met, Conference staff uses the following criteria to evaluate Position Papers:

- Overall quality of writing, proper style, grammar, etc.
- Citation of relevant resolutions/documents
- General consistency with bloc/geopolitical constraints
- Consistency with the constraints of the United Nations
- Analysis of issues, rather than reiteration of the Committee Background Guide
- Outline of (official) policy aims within the committee's mandate

Each delegation should submit a copy of their position paper to the permanent mission of the country being represented, along with an explanation of the Conference. Those delegations representing NGOs do not have to send their position paper to their NGO headquarters, although it is encouraged. This will assist them in preparation for the mission briefing in New York.

Finally, please consider that over 2,000 papers will be handled and read by the Secretariat for the Conference. Your patience and cooperation in strictly adhering to the above guidelines will make this process more efficient and is greatly appreciated. Should you have any questions please feel free to contact the Conference staff, though as we do not operate out of a central office or location your consideration for time zone differences is appreciated.

Sincerely yours,

Sheraton Venue	*Marriott Venue*
Linda Poppe	Galen Stocking
Director-General	Director-General
linda@nmun.org	galen@nmun.org

Sample Position Paper

The following position paper is designed to be a sample of the standard format that an NMUN position paper should follow. While delegates are encouraged to use the front and back of a single page in order to fully address all topics before the committee, please remember that only a maximum of one double-sided page (or two pages total in an electronic file) will be accepted. Only the first double-sided page of any submissions (or two pages of an electronic file) will be considered for awards.

Delegation from (*Insert Member State/NGO Name*)   **Represented by (*Insert Delegation Name Here*)**

Position Paper for the General Assembly Plenary

The issues before the General Assembly Plenary are: The Situation in Sub-Saharan Africa; Racism and Racial Discrimination, and A Comprehensive Review of United Nations Peacekeeping Operations. The State of Tranquility a proud member of the Regional Alliance of Peaceful Countries and a fully supports other regional groups in their efforts to coordinated a regional plan for sustained and sustainable development. In that regard, the State of Tranquility recognizes the necessity of ensuring the full realization of the Right to Development as declared in the Declaration on the Right to Development and the Final Report of the Working Group on the Right to Development. Tranquility fully supports the implementation of national development plans with the cooperation of regional organizations, the United Nations, and the international community. Tranquility is firmly committed to addressing the underlying factors.

I. The Situation in Sub-Saharan Africa

The State of Tranquility believes that the principles of sovereignty, territorial integrity and economic security lend themselves to the pacific settlement of disputes in Sub-Saharan Africa, the most ethnically diverse region in the world. The lack of development in the region constitutes the root cause of political instability and conflict. The report of the Secretary-General, *An Agenda for Peace: Recommendations,* if implemented, could enhance the work of the Organization in its efforts to bring about sustainable development in Africa. Tranquility also believes that the use of preventive development in Africa could ensure that conflicts such as those in Liberia, Rwanda, Angola, Somalia and the Democratic Republic of the Congo can be avoided before they erupt. While obstacles to be overcome are many, international support for effective national programs to ensure the relief to rehabilitation to development continuum through post-conflict peace-building, can enable Sub-Saharan Africa and the entire developing world to achieve the sustainable development which alone will guarantee regional peace and stability. The State of Tranquility fully supports the increased cooperation between the United Nations and regional organizations in all aspects of dispute settlement and peace-keeping. Increased support for such regional efforts, when combined with measures to eliminate the root causes of regional conflict, serves to further enhance the prospects for lasting peace, security and development in Sub-Saharan Africa and throughout the entire international community.

II. Racism and Racial Discrimination

The State of Tranquility believes that the World Conference against Racism, Racial Discrimination, Xenophobia, and Related Intolerance offers the global community an opportunity to establish an updated plan of action to completely eradicate racism and racial discrimination throughout the world. The necessity for all Member States to sign, accede to and ratify the International Convention on the Elimination of All Forms of Racial Discrimination is an integral part of this plan, as policies and practices based on racism and racial discrimination remain devastating to regional social, economic and infrastructure development. Tranquility encourages all States, international organizations and non-governmental organizations to increase their efforts to combat racism, racial discrimination and xenophobia and to provide assistance to those affected by such practices. The lack of financial resources that prevented the international community from realizing its objectives in the three previous United Nations Decades to Combat Racism and Racial Discrimination must not continue to hinder the international community in guaranteeing the fundamental human rights of all peoples.

III. A Comprehensive Review of United Nations Peacekeeping Operations

The State of Tranquility remains firmly committed in support of the continued role of the United Nations Security Council as the primary agent for the maintenance of international peace and security, as mandated under Chapters IV and V of the *UN Charter*. We strongly recommend the authorization, determination, composition and financing of peacekeeping operations should be determined by the Council, as authorized by Articles 24, 25 and 26 of the *Charter* and in conjunction with the recommendations of the Special Committee on Peacekeeping Operations. Additionally, the State of Tranquility endorses the current role of the Secretary-General as administrator of the Operations established by the Council. The State of Tranquility remains a central contributor for both financial and logistical support of the United Nations Peacekeeping forces and will continue to contribute to the United Nations Peacekeeping Budget throughout the duration of the current year. The State of Tranquility is firmly committed to addressing all threats to international peace and security through regional arrangements and multilateral forums. The international community must address the underlying causes of these conflicts and the destabilizing effects of such conflicts on entire regions. Tranquility is convinced that increased utilization of regional and sub-regional peacekeeping mechanisms can enhance the ability of peacekeeping missions to take into account historical, social, and cultural values and traditions within areas of conflict. As operation costs continue to escalate, however, our nation strongly urges all Member States and the Secretary-General to devote greater attention to the monetary and management aspects of peacekeeping operations and provide serious consideration for the establishment of operation termination dates. The State of Tranquility further supports the proposal endorsed within A/Res/44/49, calling for Member States to develop and maintain an inventory of supplies and equipment to be made available for Operations on short-notice. In addition, the State of Tranquility calls upon Member States to recognize the need to maintain voluntary contributions for United Nations Peacekeeping Operations to reduce the continuing problems incurred by funding deficits.

History of the Commission on the Status of Women (CSW)

Introduction

The international struggle for equal human rights for women has been remarkably successful over the past 150 years. Nearly every Member State grants full female suffrage; over 80% of all Member States have some level of reproductive rights; and over 60% offer some level of maternity leave.[1] Despite this progress during the last century, there are still numerous obstacles for women's rights. There are for instance significant cultural challenges that make continued progress difficult. For instance, there is a gap among States with a Muslim majority compared with much of the globe.[2] Among Muslim Member States, women have statistically significant literacy gap, are less likely to be in public office, have lower Gender Empowerment Measure (GEM) scores, and have a lower sex ratio.[3] Additionally, China and India make up over a third of the world's total population but have GEM scores in the lower third and have some of the most imbalanced sex ratios in the world.[4]

The Commission of the Status of Women (CSW) attempts to overcome these issues by taking a universal approach to women's rights.[5] The CSW attempts "to raise the status of women, irrespective of nationality, race, language or religion, to equality with men in all fields of human enterprise, and to eliminate all discrimination against women in the provisions of statutory law, in legal maxims or rules, or in interpretation of customary law."[6] Their 1987 mandate charges them to "[promote] the objectives of equality, development and peace, [monitor] the implementation of measures for the advancement of women, and [review] and [appraise] progress made at the national, subregional, regional and global levels."[7]

The CSW dates back to the earliest years of the United Nations (UN) itself. Initially a sub-committee under the Commission of Human Rights, CSW achieved full commission status in 1946 and prepared reports to the Economic and Social Council.[8] In 1980, the UN further strengthened the CSW to be the foremost body to deal with international women's rights.[9] The CSW's primary function is to produce "agreed conclusions" on annual themes which "contain an analysis of the priority theme of concern and a set of concrete recommendations for Governments, intergovernmental bodies and other institutions, civil society actors and other relevant stakeholders, to be implemented at the international, national, regional and local level."[10] The final reports are submitted to ECOSOC for review.[11]

Promoting Women's Rights

While goals, mandates and mission statements are important, achievements are the real measure for a body committed to the progression of human rights. In this regard, the CSW has made several significant contributions to the advancements of human rights. In its infancy, the CSW helped ensure that the *Universal Declaration of Human Rights* would include gender-sensitive language, an important step in expanding the *Declaration* to cover women.[12] In 1957, the CSW turned its attention to the issue of marriage and drafted the *Convention on the Nationality of Married Women* and in 1962, the *Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriage*, the first international documents dealing with the issue of marriage.[13]

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[1] Central Intelligence Agency, *Field Listing – Suffrage*, 2007; Johnston, *Worldwide Abortion Legislation, Summary*, 2005; International Labor Organization, *More than 120 Nations Provide Paid Maternity Leave*, 2007.
[2] Fish, *Islam and Authoritarianism,* 2002, p.4-37.
[3] *Ibid*, p.4-37.
[4] *Ibid*, p.4-37; United Nations Development Fund, *Human Development Reports*, 2006.
[5] Commission on the Status of Women, *Brief History of the Commission of the Status of Women,* n.d.
[6] *Ibid.*
[7] Commission on the Status of Women, *Overview*, n.d.
[8] Commission on the Status of Women, *Brief History of the Commission of the Status of Women,* n.d.
[9] *Ibid.*
[10] *Ibid.*
[11] *Ibid.*
[12] *Ibid.*
[13] *Ibid.*

One of the more well known documents produced by the CSW was the *Convention for the Elimination of All Forms of Discrimination against Women* (*CEDAW*), which was adopted by the General Assembly (GA) in 1979 and has been ratified by 185 Member States.[14] *CEDAW* was the first international document to clearly define discrimination against women: "any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field."[15]

Before the late 1980's, violence against women was largely considered to be a private—not public—matter.[16] However, in the early 1990s, the CSW, along with the *CEDAW* committee and the Commission on Human Rights, began drafting the *Declaration for the Elimination of Violence against Women*, which the GA adopted in 1993, making it the first international document that brought the issue of violence against women to the public.[17]

In 1995, the CSW held its *Fourth World Conference on Women* and produced the *Beijing Declaration and the Platform for Action*.[18] The conference was a significant advancement for international women's rights and "built on political agreements reached at the three previous global conferences on women and consolidated five decades of legal advances aimed at securing the equality of women with men in law and in practice."[19] Just as important, the *Beijing Declaration and the Platform for Action* was successful in accounting for cultural sensitivities on the issue of women's rights, as evidenced by the fact that all 189 States present at the conference adopted it unanimously.[20] The CSW continued to monitor the implementation of the *Beijing Declaration and the Platform for Action* and in 2000, recommended to the General Assembly a conference that would discuss the status of the implementation of the *Platform,* called Women 2000: Gender Equality, Development, and Peace for the Twenty-first Century. [21]

Membership in the CSW has expanded from 15 to 45 Member States.[22] Membership is a four-year term and is currently based on "equitable geographic distribution:" thirteen representatives from Africa, eleven from Asia, nine from Latin America and the Caribbean, eight from Western Europe and other States, and four from Eastern Europe.[23] The current membership of the CSW is as follows:[24]

Armenia	Hungary	Paraguay
Azerbaijan	Iceland	Peru
Belgium	Indonesia	Qatar
Belize	Iran (Islamic Republic of)	Republic of Korea
Brazil	Japan	Spain
Cambodia	Kazakhstan	Suriname
Cameroon	Lesotho	Togo
China	Malaysia	Turkey
Croatia	Mali	United Arab Emirates
Djibouti	Mauritius	United Kingdom of Great
Dominican Republic	Mexico	Britain and
Ecuador	Morocco	Northern Ireland
El Salvador	Namibia	United Republic of Tanzania
Germany	Netherlands	United States of America
Gabon	Niger	Zambia
Ghana	Pakistan	

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[14] *Ibid.*
[15] *Ibid.*
[16] *Ibid.*
[17] *Ibid.*
[18] Commission on the Status of Women, *Fourth World Conference on Women,* n.d.
[19] Commission on the Status of Women, *Brief History of the Commission of the Status of Women,* n.d.
[20] U.S. Department of State, *Beijing Declaration and Platform for Action (Summary),*2003.
[21] Commission on the Status of Women, *Brief History of the Commission of the Status of Women,* n.d.
[22] Commission on the Status of Women, *Overview*, n.d.
[23] *Ibid.*
[24] Commission on the Status of Women, *Membership of the Commission of the Status of Women,* n.d.

I. Access to Employment

"...we recognize that the status of women has advanced in some important respects, but that progress has been uneven… we are also convinced that women's full participation on the basis of equality... including participation in the decision-making process and access to power, are fundamental for the achievement of equality, development and peace."[25]

Even with the movements and accomplishments achieved through globalization, the situation of women's access, obtainment, and retention of employment lags that of men. Despite the entry of more women into the workforce around the world, women are still entering the workforce in a small range of jobs.[26] Women in least-developed countries (LDCs) and developing countries continue to struggle to emerge from poverty to obtain meaningful employment.[27] At the same time, women in industrialized countries struggle with gender discrimination and segregation from their male counterparts at their jobs.[28] The nature of women's participation in the waged (and unwaged) labor force is shaped by many factors, including marriage, reproductive rights, and the widely prevailing expectation that women have primary responsibility for family care.[29] From any angle, women around the world face the same challenge every day of their lives: to be the primary emotional support while also becoming an important breadwinner for their respective homes.[30] The United Nations acknowledges the situation of women in the workforce, stating that "special problems" (that is, problems that pertain specifically to women) arise in connection with the issue, and that "special provisions" are needed if women's skill and capacity are to be used in the future.[31]

Poverty as a Primary Barrier to Employment

Poverty is in itself a devastating phenomenon. The majority of the world's population is poor, with a staggering 1.2 billion people living on less than a dollar a day.[32] Of this number, more than 70% are women.[33] Women are the majority of the world's poor, even in industrialized countries.[34] More so than men, women lack the resources either to stave off poverty in the first place or to climb out of poverty—they have limited ownership of income, property and credit.[35] They not only bear the brunt of poverty, but also of "managing" poverty; since they are charged with the task of provision and caretaking for the family, it is the combination of women's labor and their personal self-denial that contribute to diminished resources of the household.[36]

There are several determining factors that contribute to women's entrenchment in poverty.[37] Among these are the unequal access to productive resources, including land ownership, which creates a vicious cycle that prevents women from acquiring wealth and economic power.[38] In addition, the unequal opportunity for taking part in decision making is a significant factor in female poverty; this is shown thorough the lack of female presence in public office and in agencies responsible for various aspects of their lives and in the exclusion of gender-specific issues of interest to women from the political, economic and interest-group ideas.[39] Poverty itself is usually seen as a gender-neutral subject; this leads to any anti-poverty policy being drafted with further gender inequalities.[40] Before thoroughly investigating the aspects of the "feminization of poverty," it is imperative that one must not confuse the causes of structural poverty in general and the reason for women's disadvantaged socio-economic

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[25] United Nations, *Report of the Fourth World Conference on Women*, 1995.
[26] Seager, *The Penguin atlas of women in the world,* 2003, p.64.
[27] *Ibid.*
[28] *Ibid.*
[29] Seager, *The Penguin atlas of women in the world*, 2003, p.66.
[30] *Ibid.*
[31] *Ibid.*
[32] *Ibid.*
[33] Women and Work Policy Working Group, Women's Equality information webpage, 2007.
[34] *Ibid.*
[35] Seager, *The Penguin atlas of women in the world,* 2003, p.86.
[36] *Ibid.*
[37] Valenzuela, *The Incorporation of Gender in Employment and Anti-Poverty Policies: Challenges for the Future,* 2003*,* p.2.
[38] *Ibid.*
[39] *Ibid.*
[40] *Ibid*, p.3.

position relative to men.[41] Poverty in itself is not the cause of women's subordination in society, since not all subordinated women are poor; but poverty has the potential to (and does) exacerbate already present gender inequality.[42]

In the Arab world, traditional laws in society generally prevent women from taking any type of ownership, and in some cases from being able to exit the home without the accompaniment of a male member of the household.[43] In particular, the perception of female roles in society is a significant contribution to poverty in the household, and is reflected in women's exclusion from the cash economy, especially in countries that are part of the economic collective of the Gulf Cooperation Council.[44] The effects of traditional, gender-based roles in society are also somewhat of a barrier; gender roles and expectations within the family are unfavorable for women, especially when considering that the link between women's status, their poverty and that of their households is exacerbated by high fertility levels, which are further raised by cultural preference for sons.[45] This cycle is perpetuated and further entrenched from generation to generation.[46] Within the family structure, there is a defined link between women's poverty and the gender-specific inter-generational transmission of poverty, with the effect of girl children becoming vulnerable to the adverse effects of poverty and early marriage further limiting their ability to take advantage of (economic) opportunities; this is apparent especially in Oman and all non-GCC countries in the Arab world.[47] An integrated approach to poverty, as it is seen and experienced by women and defined by women's issues, requires an acknowledgement of unequal access to political, social, economic and territorial resources.[48] This way, governments, Non-governmental organizations (NGOs) and other stakeholders can begin to discuss and find solutions to this problem.[49]

Fortunately, there are significant community movements occurring in disadvantaged areas of the developing world. Turkey's national government, as part of its Southeastern Anatolia Development Project, created a series of "multipurpose community centers" that cater to the needs of women, among other important community issues.[50] These centers are located in impoverished urban neighborhoods, and are targeted to girls who may face considerable economic, social, or cultural hurdles in terms of access to educational and social opportunities.[51] Offering various courses (diploma equivalency and embroidery among them), the centers provide a supportive, comfortable and encouraging space where young girls can learn from their female elders.[52] Among the results of the work of the centers include sentiments of empowerment, whether shown in the girls' homes or expressed interest as active, productive citizens of their country.[53]

Access to Information Technology (IT) Education and Training

The process of globalization and the overall integration of societies around the world has been further accelerated by the presence of the computer.[54] In the past decade, there has been renewed interest in the power of communications and information exchange as an engine for development, coinciding with the growth of the personal computer, telecommunications and the 'virtual world' as a result.[55] In particular, the evolution of the Internet is being used, among other things, to help developing and LDCs improve their communities through education.[56] The promise of new opportunities for wealth and equality (with Western countries) through information and communication

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[41] *Ibid*.
[42] El-Solh, *Gender, poverty and employment in the Arab region*, 2003, p.7.
[43] *Ibid.*
[44] *Ibid*.
[45] *Ibid*, p.8.
[46] *Ibid.*
[47] *Ibid,* p.9.
[48] *Ibid*.
[49] *Ibid.*
[50] Harris and Atalan, *Developing women's spaces: Evaluation of the importance of sex-segregated spaces for gender and development goals in Southeastern Turkey (Southeastern Anatolia development project teaching literacy and business skills to women), 2002,* p.2.
[51] *Ibid*, p.4.
[52] *Ibid,* p.7.
[53] *Ibid*, p.20.
[54] Sweetman, *Gender and technology,* 1999, p.3.
[55] *Ibid.*
[56] *Ibid.*

technologies (ICTs) are also matched by warnings of non-participation; that is, the potential to fall even further behind the progress of Western countries.[57] That being said, the growing presence of computer usage in the developing world is of particular interest to women living in said communities, as they come in contact with a new form of communication and life as they have never seen before.[58]

At the same time, there exists a "gender divide" in the world of ICTs, with lesser numbers of women being able to access the internet and other ICTs than their male counterparts.[59] While women need ICTs for the same reasons as men (i.e. access to information), they are at a significant disadvantage in accessing said ICTs, especially if they are poor, and experience effects of certain factors in the area in which they live, such as the lack of technological infrastructure, inability to afford connection costs, and computer illiteracy.[60] In addition, socially constructed gender roles and relationships play a key role in determining the capacity of women to participate in the information society.[61] Trends for differentiation in use start early in most societies.[62] For example, boys in the United States are five times more likely to use home computers than girls; in addition, parents spend twice as much on ICT products on boys as they do for girls.[63]

Gender/Occupational Segregation

The United Nations' *Convention on the Elimination of All Forms of Discrimination Against Women* stresses in particular the elimination of discrimination against women in the workplace as comprised of the right to the same employment opportunities, the right to free choice of profession and employment, the right to promotion and job security and the right to equal remuneration.[64] While these and other UN documents have good intentions in terms of shrinking the various types of gaps (pay, benefits, etc.) between men and women, one can say after a short observation that these intentions are still from being realized. Scott and Marshal, in *A Dictionary of Sociology*, define occupational segregation as the division of labor, in the context of paid employment, as a result of which men and women are channeled into different types of occupational roles and tasks.[65] This can lead to the systematic stereotyping of "women's work," such as clerical duties performed as an administrative assistant.[66] Occupational segregation by gender exists and is widespread in many industrialized countries, and in a growing number of developing countries, where the female labor force is still considered to be underdeveloped.[67]

Equally important to consider when thinking about the gender division of labor is the effect that it has on women who are attempting to improve their working lives, that is, improving their rate of pay and the conditions in which they work.[68] Many women are stuck between what is called the "sticky floor" and the "glass ceiling"--the state of perpetual dissatisfaction with one's employment life because they are "stuck" in a low-paying job in poor working conditions, and at the same time find themselves unable to break through to management-level positions, mainly because their male counterparts are favored for the same job.[69] Despite some modest gains in the last ten years, the glass ceiling remains firmly in place, and women (particularly in industrialized countries) remain dramatically under-represented in the highest paid, highest prestige sectors of the workforce.[70]

In Japanese society, where women's roles are defined as those dedicated to the family, most companies (such as Sumitomo Metals, which has and continues to face legal action against them by former employees) employ a system in which two "tracks" (career paths) are used: the *sogoshoku* stream, which focuses on managerial tasks, and the

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[57] *Ibid.*
[58] *Ibid.*
[59] United Nations, *Gender equality and empowerment of women through ICT*, 2005, p.3.
[60] *Ibid*, p.6.
[61] *Ibid*, p.7.
[62] *Ibid.*
[63] *Ibid.*
[64] United Nations, *Convention on the elimination of all forms of discrimination against women,* 1979.
[65] Scott & Marshall, "occupational segregation", in *A Dictionary of Sociology*, 2005.
[66] *Ibid*.
[67] *Ibid*.
[68] Burn, *Women across cultures: A global perspective,* 2005, p.59.
[69] *Ibid*.
[70] Seager, *The Penguin atlas of women in the world,* 2003, p.66.

general/clerical stream, known as *ippanshoku*.[71] Sogoshoku usually involves what many people working for companies in western civilization can expect to come in contact with: complex judgment and decision-making, (involuntary) rotation and transfers, and unlimited access to promotion.[72] Ippanshoku workers, on the other hand, work a limited amount of hours, and are exempted from transfers, and tend to perform shift work.[73] According to Gelb, in 1991, men were automatically placed in the managerial track, and only 3.7 % of women were placed in the same track; women were placed overall in the clerical track, representing 99% of that force.[74] Women are discouraged to take jobs in the managerial track; should they possess a job in that sector; they are given different tasks to do than their male counterparts.[75] The Women's Rights Committee of the Japan Federation of Bar Associations, noting the disadvantage that it gave women in the workforce, called for the abolition of the system, stating that it is a form of "indirect discrimination."[76]

Two Steps Forward: Initiatives taken to Improve Women's Access to Employment

Despite the negative situation and practices that are occurring in the global community, there are positive and proactive steps being taken by various stakeholders to counter said situations. Realizing their potential as members of society and using tools such as the internet, women are organizing themselves and others in order to overcome their disadvantaged status in their respective societies.[77] For example, many women in Japan have begun to take legal action against their employers in the wake of their awareness of being treated unfairly.[78] Since 1985, the pace of litigation has continued consistently, with the majority of cases being brought related to firing, salaries and job assignments.[79] Gelb also reports that some have argued that the pace of litigation picked up significantly after some 6000 Japanese women attended the Fourth United Nations Conference on Women in Beijing, China in 1995.[80] Japanese women have also begun to approach the courts directly. Courts continue to be actively involved in cases of discrimination in the workplace, particularly sexual harassment.[81] In 2000, there were nineteen cases that dealt with aspects of workplace discrimination against working women pending in Japan, and at least twice as many dealing with sexual harassment.[82] It appears that litigation has done more to advance the cause of women workers in Japan than the Equal Employment Opportunity Law (EEOL), a law drafted in 1985 whose purpose was to provide fair opportunity for employment for men and women in the workplace.[83]

Activism has also been an effective tool in advancing the cause of working women in Japan. Women's lobbying groups have been growing in response to both evidence of the EEOL's inadequacy and increasing incidents of work-related problems.[84] Two main issues seem to bridge the many groups formed: to change the EEOL and to promote education and support among women.[85] These groups bring together working women, scholars, and energetic female labor lawyers in an effort to alter the system.[86] Within different companies, women-organized unions and study groups to attempt to alter their condition; in turn these groups began to establish themselves into grass-roots networks in many towns and cities.[87]

Conclusion

While there have been significant initiatives to improve the situation of women in employment by women in their own communities, various organizations and the United Nations (including the Commission on the Status of

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[71] Gelb, *The equal employment opportunity law: A decade of change for Japanese women*?, 2000, p.390.
[72] *Ibid*, p 391.
[73] *Ibid.*
[74] *Ibid.*
[75] *Ibid.*
[76] *Ibid.*
[77] *Ibid.*
[78] *Ibid.*
[79] *Ibid*, p.396.
[80] *Ibid.*
[81] *Ibid.*
[82] *Ibid.*
[83] *Ibid*, p.398.
[84] *Ibid.*
[85] *Ibid.*
[86] *Ibid.*
[87] *Ibid.*

Women), there are steps that remain to be taken towards the increased participation of women in the home, their communities and their workplaces. The Millennium Development Goals, among other indicators, have shown that there have been noted efforts made by the international community in order to provide access to employment in general (i.e., MDGs 2 and 3). As you prepare, consider the following questions: What further contributions can women make in their communities, similar to those in Turkey? Are these grassroots efforts more effective than larger organizational efforts? What suggestions and action can be taken by the international community to ensure that the perspective and needs of women are included in the rapid development of information and communication technologies? How could the CSW address the deeply-rooted discrimination of women in their places of employment, and what can be done to improve said discrimination?

II. The Elimination of all Forms of Discrimination and Violence Against the Girl Child

"For girls and women, growing up and being equal is no longer a dream but is within reach. The world has the framework for global action....The missing ingredient is political commitment on a global scale—and resources and actions to match."[88]

Girls are among the most vulnerable members of any population, and as such the world community has increasingly paid special attention to the issue of eliminating discrimination and violence against the girl child.[89] Both the 1990 *World Declaration on the Survival, Protection and Development of Children*, resulting from the 1990 World Summit for Children, and the Fourth World Conference on Women, resulting in the 1995 *Beijing Platform for Action* called attention to the situation of the girl child.[90] The Commission on the Status of Women (CSW) dedicated 2007 to the theme of the elimination of all forms of discrimination and violence toward the girl child, and as such, 2008 is an ideal time to review the success of last year's theme.[91]

Improving the lives of girls continues to be a matter of concern for states worldwide as the issue garners the attention of CSW, UNICEF, and the United Nations. The *Beijing Platform for Action*, *Convention on the Elimination of all forms of discrimination against Women* (CEDAW), *Convention on the Rights of the Child*, *Millennium Development Goals* (MDG), and the 2005 *World Summit Outcome* all address the needs of girls.[92] Yet, as Carol Bellamy, former director of the United Nations Children's Fund (UNICEF) asserts, there are still vast areas where improvement could still be made.[93] According to CSW, the largest problem girls face world-wide are the "domestication" and implementation of current international frameworks that exist to better the lives of girls, combined with the enforcement and strengthening of existing domestic laws that aim to protect the rights of girls.[94] Concerning the protection and enhancement of specific rights, some key areas have been identified: early and/or forced marriage, genital mutilation, protection of basic rights in conflict and post-conflict situations, and the impact of HIV/AIDS on girls.[95]

This topic is best understood through analyzing two case studies that may serve as examples. Few states have found complete success in implementing and enforcing laws and programs to protect the rights of girls.[96] Thus, while two states are discussed at length, they are not the only or even the most extreme cases of the type of discrimination or violence discussed in that particular situation.

Somalia

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[88] Bellamy, *Statement by Carol Bellamy Executive Director UNICEF*, 2000.
[89] United Nations. Commission on the Status of Women, *Report on the 51st Session (E/CN.6/2007/9)*, 2006.
[90] *World Declaration on the Survival, Protection and Development of Children; Economic and Social Council Department for the Advancement of Women, (Beijing Platform for Action)*, 1995.
[91] United Nations. Commission on the Status of Women, *Follow-up to Beijing and Beijing + 5.*
[92] *Beijing Platform for Action*, 1995; *Convention for the Elimination of all forms of Discrimination Towards Women*, 1979; *Convention on the Rights of the Child*, 1989; United Nations. General Assembly, *Millennium Declaration, 55th Session, (A/Res/55/2)*, 2000.
[93] Bellamy, *Statement by Carol Bellamy Executive Director UNICEF*, 2000.
[94] United Nations. Commission on the Status of Women, *Report on the 51st Session, (E/CN.6/2007/9)*, 2006.
[95] *Ibid.*
[96] *Ibid.*

In Somalia, a Member State with no laws explicitly prohibiting female genital mutilation, (FGM), also known as female circumcision, between 95% and 98% of girls experience a form of genital mutilation.[97] The near universal practice in Somalia shows no predominance among girls of a particular background or class.[98]

Female genital mutilation is the practice whereby part or all of a female's external genitalia is removed, sometimes symbolically, and usually ceremonially, as part of a coming of age practice for females.[99] The extent to which the genitalia are removed and at what age this occurs varies across regions and indigenous groups.[100] The World Health Organization describes four types of FGM.[101] In Somalia, the predominant practice includes the removal of the clitoris, labia minora, parts of the labia majora, and infibrilation, or sewing together the edges of the vulva leaving only small holes to allow urine and menstrual fluid to pass., usually when the girl is between the ages of six and ten.[102]

The procedure often results in several traumatic, long-term effects. The initial effect of FGM is the psychological and physical trauma that is experienced during the procedure.[103] Girls may be misled about what the procedure entails, and may be told it is a happy occasion where they will become more womanly, leaving them completely unprepared for the pain and suffering they will endure.[104] While not viewed as a singular case, one source describes the death of a girl after undergoing the procedure.[105] Often such complications are due to the unsanitary conditions in rural areas.[106] The village midwife might make use of a razor, knife, or in some cases, pieces of broken glass to perform the operation.[107]

Immediate physical issues resulting from the procedure include hemorrhaging, post-operative shock, damage to other organs, tetanus and other infections, and urine retention.[108] Other medical complications include "hemorrhage…during de-infibulation; complications during childbirth; inability to urinate [or pass menstrual fluids], septicemia, severe muscle contractions, and difficulties in breathing."[109] One of the more dangerous risks is contracting HIV/AIDS both during the procedure, when non-sterile instruments are used, and later on, during intercourse, where "the increased incidence of reproductive tract and lower pelvic infections provide a 'doorway' for HIV to enter the body when in contact with the virus."[110] In northern Somalia and more urban areas, women are de-infibulated just prior to or as part of the wedding festivities by a trained midwife.[111] In southern Somalia, the woman's husband is expected to de-infibulate his wife strictly by penile penetration, or risk social ostracism.[112]

Despite knowledge of the health dangers associated with FGM, the practice continues for several reasons, usually at the request of the girl's mother and other family members.[113] Among these are the ideas that "a girl will not become a mature person unless her clitoris is removed…removal ensures virginity, [serves as] a prerequisite for marriage and access to land and security…[FGM] is linked to spiritual purity and makes the girl beautiful."[114] It is believed

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[97] United Nations. United Nations Children's Fund, *Eradication of female genital mutilation in Somalia*, n.d., p.3.

[98] Abdalla, *My grandmother called it the three feminine sorrows: The struggle of women against female circumcision in Somalia,* 2006, p.188.

[99] World Health Organization, *Female genital mutilation*, 2000.

[100] *Ibid.*

[101] A detailed description of these can be found at World Health Organization, *Female Genital Mutilation*, 2000..

[102] Abdalla, "*My grandmother called it the three feminine sorrows:" The struggle of women against female circumcision in Somalia,* 2006, p.189-190; World Health Organization, *Female genital mutilation*, 2000.

[103] *Ibid.*

[104] United Nations. United Nations Children's Fund, *Eradication of female genital mutilation in Somalia*, n.d., p.1.

[105] *Ibid,* p.5.

[106] Abdalla, "*My grandmother called it the three feminine sorrows:" The struggle of women against female circumcision in Somalia,* 2006, p.190.

[107] United Nations. United Nations Children's Fund, *Eradication of female genital mutilation in Somalia*, n.d., p.2.

[108] IRIN, *IRIN In-Depth: Razor's edge- The controversy of female genital mutilation*, 2005.

[109] *Ibid.*, p.4.

[110] *Ibid.*, p.4.

[111] Abdalla, "*My grandmother called it the three feminine sorrows:"The struggle of women against female circumcision in Somalia,* 2006, p.191.

[112] *Ibid;* United Nations Children's Fund, *Eradication of female genital mutilation in Somalia*, n.d., p.5.

[113] Abdalla, "*My grandmother called it the three feminine sorrows:" The struggle of women against female circumcision in Somalia,* 2006, p.191.

[114] Skaine, *Female genital mutilation: Legal, cultural, and medical issues,* 2005, p.17.

that the girl will stay "pure" or chaste before marriage and will be faithful to her husband after she is married.[115] Other reasons cited for the continuation of the practice (especially at the request of the girl's mother) are that "it is a rite of passage to adulthood; it enables marriage; and it allows the girl to be much more marketable and to be accepted by the society….[FGM] prevents promiscuity."[116] While the practice predates Islam and Christianity, and is largely viewed as a cultural issue rather than a religious issue, some argue that Islam requires the circumcision of girls, despite no direct requirement in the Qur'an or *hadiths*.[117] However, the *sunnah* of the Prophet Muhammad allows, but does not require, female circumcision, so long as the circumciser does not "overdo" it.[118]

Some efforts have been undertaken by non-governmental organizations and other groups to inform Somali women of the medical complications linked to the practice.[119] While the Somali government has adopted the Civil and Political Rights Covenant, the Economic, Social and Cultural Rights Covenant and other laws that protect the physical integrity of all citizens, the effective collapse of the Somali government has prevented the enforcement of these mechanisms.[120] The lack of effective government in Somalia since 1991 has also created an obstacle for the introduction of new and more specific provisions against female genital mutilation.[121] While government actions can be effective tools in curbing FGM in some states, action by grassroots and non-governmental organizations has proven to be more effective.[122] Such efforts focus on educating and empowering mothers, coupled with providing alternative rites of passage for girls.[123]

Bosnia and Herzegovina

The systematic rape of civilian women and girls—including many documented cases of the rape of girls between the ages of seven and fourteen—became one of the primary weapons used by both parties in the conflict in the former Yugoslavia.[124] Some reports have shown that 35,000 Muslim and Croat girls and women were raped with the primary intention of impregnation—either as a form of ethnic cleansing or, as some women were told, so that the ensuing pregnancy served as a continual reminder of the rape and to intensify its traumatic effects.[125] These girls and women were then imprisoned until aborting the pregnancy was no longer an option.[126] In other situations during the war, girls and young women, especially those of child-bearing age, were systematically raped in "rape/death camps, although many women were raped in their homes, in front of their families, or in refugee camps."[127]

In the case of two rape survivors known as Berina and Emila, who were 15 and 16 respectively at the time that they were raped repeatedly over the course of several months, the long-term effects have been difficult to overcome.[128] In interviews conducted ten years after the conflict, the women indicated that the long-term effects included physical discomfort at the sight of men in uniform, dependence on tranquilizers, inhibited or difficulty maintaining relationships with men and their families, difficulty gaining or maintaining employment, insomnia, paranoia, inability to trust others, shame, and lack of enjoyment in sexual intercourse since their rape.[129] Their stories are

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[115] Abdalla, "*My grandmother called it the three feminine sorrows:"The struggle of women against female circumcision in Somalia,* 2006, p.197.

[116] Skaine, *Female genital mutilation: Legal, cultural, and medical issues,* 2005, p.22.

[117] *Ibid.*, p.105,117.

[118] *Ibid.*, p.119.

[119] Abdalla, "*My grandmother called it the three feminine sorrows:" The struggle of women against female circumcision in Somalia,* 2006, p. 201.

[120] Rahman & Toubia, *Female genital mutilation: A guide to laws and policies worldwide*, 2000, p.212-214.

[121] *Ibid.*

[122] *Ibid.*, p.77.

[123] *Ibid.*

[124] Skjelsbaek, *Victim and survivor: Narrated social identities of women who experienced rape during the war in Bosnia-Herzegovina,* 2006, p.367.

[125] *Ibid.,* p.367; Human Rights Watch, *Rape in Bosnia-Herzegovina,* 1993.

[126] Skjelsbaek, *Victim and survivor: Narrated social identities of women who experienced rape during the war in Bosnia-Herzegovina,* 2006, p.399.

[127] UNIFEM, *Bosnia and Herzegovina,* 2005.
Human Rights Watch, *Rape in Bosnia-Herzegovina,* 1993.

[128] Skjelsbaek, *Victim and survivor: Narrated social identities of women who experienced rape during the war in Bosnia-Herzegovina,* 2006, p.389-392.

[129] *Ibid.*

typical of reports detailing the state of women's health in Bosnia and Herzegovina since the conflict.[130] Other sources have shown that women traumatized and displaced by the conflict continue to have difficulty returning and reintegrating into Bosnian society.[131] Furthermore, the state has few resources to aid survivors of war-time sexual trauma, even now; over 15 years after the conflict began.[132]

Conclusion

In 2007, CSW took up the theme of the "Elimination of all forms of violence and discrimination against the girl child."[133] Progress has certainly been made since the international community began discussing this issue; however many challenges still remain. Chief among these challenges are the implementation of laws, and combating stigmas surrounding FGM and those who have endured sexual assault.[134] Challenges in good governance extend beyond the formation of laws on the domestic level, but to the implementation of the words and spirit of domestic legislation on the most basic levels of society.[135]

There are several questions remaining when considering this topic. What role should CSW play in the implementation of domestic laws and international instruments designed to prevent violence and discrimination against girls? (Especially in states experiencing internal conflict and post-conflict.)? There is debate among health workers and non-governmental organization agents in Somalia and other regions on whether it is better to frame the debate surrounding female genital mutilation as a human rights issue or as a health issue. With FGM and other culturally sensitive issues, how should the international community address the issue - as a human rights issue or a health issue? The issues facing girls are different from those facing women, and those facing male children. Yet most international instruments and data only address or study "children" or "women," so such instruments or data are not useful in attending to the needs of girl children. How might the international community and CSW better address the needs of girls specifically? In 2007, the theme of CSW was the elimination of all forms of violence and discrimination against the girl child. A complete review of the successes and failures of the year is impossible in a four page background guide. How might CSW build upon the successes and failures of 2007?

III. Enhancing Gender Equality through Financial Strategies

"Modern societies need to utilize all human resources, with their personal qualities, education and skills, regardless of gender. Both women and men must be able to participate in working life, social life and family life. It is a matter of democracy, and to be honest: It should be a matter of common sense."[136]

Introduction

In the year 2000, at its Special Session on the Five Year Review of the Fourth World Conference on Women, the United Nations General Assembly pointed to several issues that needed to be further addressed. The statement noted that women constitute 70% of the world's impoverished population and that the most progress in empowering women had been made by promoting employment and income-generating activities for women around the world.[137] Despite steady progress in recent years, however, women's role in local and global economies has much room to improve. Women's participation in the global paid employment market has grown worldwide in the past decade,

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[130] United Nations. United Nations High Commissioner for Refugees, *Daunting prospects: Minority women: Obstacles to their return and integration,* 2000, p.25.

[131] United Nations. United Nations High Commissioner for Refugees, *Daunting prospects: Minority women: Obstacles to their return and integration,* 2000, p.4-5.

[132] *Ibid.*, p.25.

[133] United Nations. Commission on the Status of Women, *Report on the 51st Session (E/CN.6/2007/9),* 2006.

[134] *Ibid.*

[135] *Ibid.*

[136] Kjell, *Gender equality: a component of a modern growth strategy,* 2007.

[137] United Nations. General Assembly Special Session, *Women 2000: Gender Equality, Development and Peace for the 21st Century,* 2005.

but still lags far behind men's.[138] In some regions, such as North Africa where women constitute only 20% of the workforce, labor demographics have not changed since 1990.[139] Furthermore, because women are more likely than men to work in the agriculture sector outside of cities or towns, and more likely to work at home, their labor is more likely to be unpaid.[140]

In 2006, Economic and Social Council *Resolution 2006/9* listed priority issues for the next three years for the Commission on the Status of Women (CSW), with 2008's priority issue being "Financing for Gender Equality and the Empowerment of Women."[141] Measures such as these demonstrate the United Nations' (UN) understanding that essential to enhancing gender equality with any program is the inclusion of measures to finance change and encourage women's participation in the global economy.[142] The UN recognizes the need to address the cost of implementing and analyzing the expenditures of any plan to ensure that funds are properly and effectively used. There are several methods the CSW can use to empower women to enter and expand their roles in the global economy. Among the most popular of these methods are traditional development aid; microcredit loans; laws designed to facilitate inclusion and equal treatment for women in the workplace; and gender sensitive government aid disbursement programs.

Traditional Economic Aid

Statistics compiled by the International Monetary Fund (IMF) demonstrate a clear correlation between a country's average personal income and its life expectancy, literacy, and school enrollment rates, especially for women.[143] In low income countries, female life expectancy at birth is 60 years, the adult female literacy rate is 49.9% (compared to 71.5% for men), and primary school enrollment for girls is 75.6% (compared to over 80% for boys).[144] Women also constitute a smaller portion of the total population despite having a longer life expectancy than men.[145] In countries with high personal income, women's and men's adult literacy rates are over 98% and girls' primary school enrolment rate is 95.1%, compared to 94.6% for boys.[146] Because of this correlation between income and gender parity, organizations such as the IMF and World Bank regularly provide and promote efficient, reliable, and predictable development aid to raise incomes in poor countries.[147]

The IMF notes that although development aid has helped increase girls' primary school enrollment, women's participation in their countries' economies has stagnated.[148] The IMF thus recommends that donors monitor how their aid is used to ensure that women gain expanded economic opportunities from their loans.[149] In 2006, most developing countries received development packages that had either shrunk or not grown from previous years.[150] Furthermore, such aid was likely to be accompanied by earmarks and special instructions, which the IMF claimed, strained developing countries' ability to effectively use it.[151] The IMF recommends that donors provide sequenced and technically sound country plans designed at reaching the Millennium Development Goals with their aid.[152]

Microcredit

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[138] United Nations. Department of Economic and Social Affairs, *The United Nations Millennium Development Goals Report,* 2007, p. 12 – 13.

[139] *Ibid.*, p. 12 – 13.

[140] *Ibid.*, p. 12 – 13.

[141] United Nations. Economic and Social Council. 38th Plenary Meeting (ECOSOC/Res/2006/9), 2006.

[142] *Ibid*.

[143] The World Bank. *Data and Statistics*, April 1, 2007.

[144] *Ibid*.

[145] *Ibid.*

[146] *Ibid.*

[147] World Bank, *IMF/World Bank Report Calls for Greater Attentions to Gender Equality and Fragile States to Reach Global Targets by 2015*, April 13, 2007.

[148] *Ibid.*

[149] *Ibid.*

[150] *Ibid.*

[151] *Ibid.*

[152] *Ibid.*

In recent years, microloans have become a popular and sometimes controversial method of empowering women in underdeveloped or rural regions to enter the global economy.[153] Microcredit programs help entrepreneurs and business owners who otherwise could not obtain traditional bank loans because of their inability to provide collateral or demonstrate an ability to repay in a timely manner by providing them with loans in relatively small amounts (a few hundred dollars or less) for a specific purpose.[154] If issued specifically to women, microcredit loans have the potential to empower women who would otherwise not receive financial assistance.[155] Because of its demonstrated capability to promote economic independence and sustainability for poor people worldwide, the UN declared 2005 the Year of Microcredit.[156]

Many analysts claim that microcredits provide a method for women to achieve not only financial independence, but social empowerment as well.[157] Several studies dealing with the effect of microcredits on the lives of poor women have yielded promising analyses, while others have revealed negative repercussions as well.[158] Furthermore, the effectiveness of microcredits in developed regions is questionable, considering that a few hundred dollars is not enough to begin or improve a business in the United States, Europe, or other similar economic regions.[159]

Case Studies

In Bangladesh, the Grameen Bank has distributed millions of dollars in microcredit loans to women since the 1970s.[160] With a per capita income of $2,300 dollars per year and 45% of its population living below the poverty line, Bangladesh is one of the world's poorest countries.[161] Women in Bangladesh live under the traditional rule of the men in their lives, be they husbands or fathers, and therefore are at a distinct disadvantage when attempting to gain economic and social independence.[162] Today, the Grameen Bank delivers microcredit loans to 2.4 million Bangladeshis, 95% of whom are women who often invest their loans into small businesses and thus accomplishing the dual goals of development as well as empowerment.[163] Microcredit programs have also been established in Central America, where years of devastating civil wars left countries politically and economically hindered.[164] In order to pay back debts incurred during these costly wars, many governments in the region have adopted neoliberal economic policies which encourage private enterprise with the hope of increasing currency, and thus easing repayment.[165] However, these policies do not typically increase wages for unskilled workers, and thus tend to exclude women from economic advancements because they are less likely than men to learn an employable skill or obtain well-paying jobs.[166]

In El Salvador, the Corporation of Communal Projects of El Salvador (PROCOMES) provides microcredit loans to vulnerable and disenfranchised segments of the population, especially women; more importantly however, it also provides business and social-consciousness training for loan recipients and their families.[167] In so doing, women learn not only how to run businesses, but also how to bargain and negotiate for political rights collectively.[168] Through the PROCOMES program women in El Salvador have not only developed their own businesses, but asserted their own political empowerment as well.[169] Because PROCOMES provided training and education

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[153] International Year of Microcredit 2005, *International Year of Microcredit 2005*. (n.d.).
[154] *Ibid.*
[155] *Ibid.*
[156] *Ibid.*
[157] *Ibid.*
[158] Hossain, *Small Loans, Big Claims,* 2002.
[159] Cockburn, *A Nobel Prize for Neoliberalism?* 2006.
[160] Hossain, *Small Loans, Big Claims,* 2002.
[161] Central Intelligence Agency, *World Fact Book, Bangladesh*, 2007.
[162] Hossain, *Small Loans, Big Claims,* 2002.
[163] *Ibid.*
[164] Cosgrove, *Levels of Empowerment: Marketers and Micro-Enterprise Lending NGOs in Apopa and Nejapa, El Salvador,* 2002, p. 48-69.
[165] *Ibid.*
[166] *Ibid.*
[167] *Ibid.*
[168] *Ibid.*
[169] *Ibid.*

services along with its loans, the women who received them obtained more than just financial assistance, but also the more permanent achievement of self-empowerment.[170]

Some analysts say that statistics expounding the successes of microloans belie the truth of the matter, claiming that women in rural areas are more likely than men to receive microcredit loans simply because they are less likely to violently oppose repayment and are more susceptible to threats for defaulting.[171] Others say that women often simply act as conduits for the men in their lives and give the funds they receive in the form of microloans to their husbands or fathers, thus nullifying the purpose of the loans.[172] Some also assert that providing microcredits to women increases domestic violence by promoting gender conflict between women and their husbands or fathers.[173] Another concern, often expounded by critics of liberal economic policies, is that microcredit loans amount to little more than "micro-band-aids" and that placing people in debt is a dubious method to empower them.[174]

Critics who cite microcredits to women as surrogate loans to their husbands often fail to adequately acknowledge that many cultures, especially those in less developed and rural regions (such as Bangladesh and Central America), are based on collectivist ideals; that is, when any member of a family receives income by whatever means, that income belongs to the entire family, not just the person who obtained it.[175] Thus, criticisms that men usurp women's microcredit funds do not necessarily apply because ownership of those loans never belongs to a single person.[176] And although providing women with their own independent sources of income may in some cases lead to domestic violence, the supposition that microloans cause domestic violence neglects the root causes of that violence, many of which would be and are present in the absence of microloans.[177] Often those who admonish microloans because of a preference for state-controlled rather than market-controlled economies do not portray microcredit as entirely negative, but rather prefer it to remain controlled by small investors, as opposed to large financial organizations such as private banks, the IMF, and the World Bank.[178]

Concerns regarding microcredits do not end there. Allegations that microfinancing provides only liquid wealth to its recipients without addressing the underlying causes of poverty, and therefore do not necessarily lead to empowerment or independence, underlie most arguments.[179] However, microcredits alone cannot be regarded as a panacea to effectively reduce poverty because the problem of poverty is caused by many intertwining and complex factors.[180] Since the 1970s, poverty levels in Bangladesh have not dramatically changed, but the intensity of poverty has declined and average household income has increased by 29%.[181] Furthermore, over the past three decades, the number of women employed in banks, schools, and other service sectors has grown steadily.[182] Many who have studied microcredit programs for women in several world regions have noted that the development of support groups where recipients meet to discuss women's issues, such as PROCOMES in El Salvador, have bolstered loan programs and led to empowerment and growth in self-reliance for women.[183]

Financial Strategies in Wealthy Regions

Providing financial assistance to women solely in developing or underdeveloped countries does not address the needs and obstacles of empowerment for women in more affluent States. The Economic Commission for Europe, for example, stated in April 2007 that "women in all countries of the ECE region do not enjoy equality of economic

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[170] *Ibid.*, pp. 48-69.
[171] Hossain, *Small Loans, Big Claims,* 2002.
[172] *Ibid.*
[173] *Ibid.*
[174] Cockburn, *A Nobel Prize for Neoliberalism?* 2006.
[175] Hossain, *Small Loans, Big Claims,* 2002.
[176] *Ibid.*
[177] *Ibid.*
[178] Cockburn, *A Nobel Prize for Neoliberalism?* 2006.
[179] Cosgrove, *Levels of Empowerment: Marketers and Micro-Enterprise Lending NGOs in Apopa and Nejapa, El Salvador,* 2002, pp. 48-69.
[180] *Ibid.*
[181] Kay, *Empowering Women through Self-Help Microcredit Programmes,* 2002/03.
[182] Hossain, *Small Loans, Big Claims,* 2002.
[183] Hossain, *Small Loans, Big Claims,* 2002; Cosgrove, *Levels of Empowerment,* 2002; Kay, *Empowering Women Through Self-Help Microcredit Programmes,* 2002/03.

opportunities."[184] In the United States as well, women often confront severe economic barriers to equality and empowerment.[185] In 2005 the Women's Center for Education and Career Advancement along with Wider Opportunities for Women released a report revealing that the basic living costs for a single parent with two children in New York City were more than three times the national poverty level of the US.[186] Considering that federal aid programs typically assist those who live below twice the federal poverty level, the statistic reveals intrinsic difficulties for single parents, usually women, to successfully raise a family.[187] At the same time however, the New York Times reported that women-owned businesses in the US were growing at an annual rate of almost 48%, nearly double the rate of all other small businesses.[188] This growth could be attributed to the enforcement of gender equality laws from the 1970s in the US.[189] In 1999 the Journal of American Sociology reported that career opportunities for women had expanded since the 1970s, although many women now in the workforce did not recognize the importance of those laws to their own advancement.[190] Yet despite their expanded career opportunities, women often face discriminatory and unequal compensation structures compared to men.[191] A 2003 study found large discrepancies in pay between women and men, even when subjects were controlled for human capital and area of work.[192]

Additionally, inheritance and retirement law in many countries unfairly favor men over women.[193] For instance, a retired couple in the US receives social security payments for two persons.[194] But, because women tend to live longer than men, widows face a 50% reduction in benefits.[195] Redistribution of social security funds designed to reduce payment when two people receive benefits in order to increase payment when only one partner receives benefits, could have a significant effect on the reduction of poverty among retired women.[196] The case of skilled women workers in the US reveals two things. The first is that laws aimed at empowering women and encouraging their inclusion in the economy effectively bring women into the skilled workforce.[197] The second is that these laws are not a complete remedy.[198] As important as it is to assure that women are included in the economy, is the assurance that they be treated equally with men as employers and employees.[199]

Conclusion

Although microcredit programs have helped women in many places to achieve financial stability, political empowerment, and personal growth, it is clear that microcredit loans alone will not solve the problem of women's subjugation to men. Loan programs that provide counseling and education services have proven far more effective than simple grants of money aimed at improving women's status in a particular area. Furthermore, issues of domestic violence resulting from women's change in status should not be overlooked, but should also not prevent the expansion of such programs.

Furthermore, although poverty in developed countries is not as immediate a concern as it is in developing regions, poor women in developed countries face difficult tasks nonetheless, and may suffer from their countries wealth by being overlooked. Other women in developed countries may suffer, perhaps even unknowingly, from gender biases which result in lower pay for equal work.

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[184] Øie, *Gender Equality: A Key Component of a Modern Growth Strategy*, 2007.
[185] Kaufman, *Basic Costs Beyond Reach of Many in City, Report Says*, 2004.
[186] *Ibid.*
[187] *Ibid.*
[188] Olson, *Companies Owned By Women Set the Pace in Small Business,* 2004.
[189] Blair-Loy, *Career Patterns of Executive Women in Finance: An Optimal Matching Analysis*, 1999.
[190] *Ibid.*
[191] *Ibid.*
[192] Roth, *Selling Women Short: A Research Note on Gender Differences in Compensation on Wall Street,* 2003.
[193] Sandell, & Iams, *Reducing Women's Poverty by Shifting Social Security Benefits from Retired Couples to Widows,* 1997.
[194] *Ibid.*
[195] *Ibid.*
[196] *Ibid.*
[197] Blair-Loy, *Career Patterns of Executive Women in Finance: An Optimal Matching Analysis*, 1999.
[198] Sandell, & Iams, *Reducing Women's Poverty by Shifting Social Security Benefits from Retired Couples to Widows,* 1997.
[199] Blair-Loy, *Career Patterns of Executive Women in Finance: An Optimal Matching Analysis*, 1999; Roth, *Selling Women Short: A Research Note on Gender Differences in Compensation on Wall Street*, 2003.

Some questions that delegates should consider when researching their State's position on the matter are: In what ways can microcredit loans help women enter modern economic markets, such as the information and computer technology sector? Can and should microcredits be used for non-entrepreneurial situations, such as school or emergency cash loans? What levels of interest are morally and economically acceptable for microcredit loans? In what ways can developed countries formulate laws that would encourage the fair treatment of women entrepreneurs and employees in the workforce? How could these be implemented and are special programs required to assist women in making use of these? How can poor women in developed countries receive aid aimed not only at easing their economic difficulties, but also helping them emerge from poverty? Are current financing for development mechanisms gender sensitive and are commitments to empowerment programs fulfilled? Which role could women's movements and non-governmental actors play to improve financial strategies for gender equality?

Annotated Bibliography

History of the Commission on the Status of Women (CSW)

Central Intelligence Agency. (2007, July 19). *Field Listing - Suffrage*. Retrieved July 30, 2007, from
https://www.cia.gov/library/publications/the-world-factbook/fields/2123.html
This page provides simple women's suffrage data on every county or territory. While it useful in that it provides objective legal realities, it ignores certain social dynamics that may affect a woman's realistic chances at voting, such as literary rates. Delegates should keep factors like this in mind when doing broad-based or comparative analysis.

Commission on the Status of Women. (n.d.). *Commission on the Status of Women*. Retrieved July 5, 2007, from
United Nations Web site: http://www.un.org/womenwatch/daw/csw/
This webpage provides a solid overview of the Commission on the Status of Women (CSW). Included is a short, two-paragraph history of the CSW, its mandate, its internal structure, and meeting information. For delegates, it is a starting point for information on and from the CSW. The main page furthermore provides a research pool with an abundance of information on gender related issues. A page highly recommended to delegates.

Commission on the Status of Women. (n.d.). *Commission on the Status of Women Sessions*. Retrieved July 6, 2007, from http://www.un.org/womenwatch/daw/csw/session.htm
This webpage is has links to the last 15 official sessions by the CSW. Each session link contains and abundant amount of information about the session, including the themes and agendas of the session, agreed conclusions, official documents, resolutions, round-table discussion transcripts, press releases, and so on. For delegates, this is a cornerstone in researching previous work by the CSW.

Commission on the Status of Women. (n.d.). *Follow-up to Beijing and Beijing + 5*. Retrieved July 5, 2007, from http://www.un.org/womenwatch/daw/csw/critical.htm
This webpage is crucial in understanding the CSW's recent work. Much of their recent goals and actions are based around the work from the 1995 Beijing Conference and Beijing Declaration and the Platform for Action produced therein. This webpage will provide delegates with information on the status of the implementation of the Beijing Declaration and the Platform for Action, the document itself, supporting documents, and follow-up documents.

Commission on the Status of Women. (n.d.). *Fourth World Conference on Women*. Retrieved September 2, 2007, from http://www.un.org/womenwatch/daw/beijing/index.html
A web portal to official documents and statements regarding the Fourth World Conference on Women. These conferences have served the CSW and other organizations in advancing their cause, sometimes substantially. Delegates are advised to review some of the work of the delegates at these conferences to get a better understanding of some of the dynamics in gender discussions.

Commission on the Status of Women. (n.d.). *Membership of the Commission on the Status of Women*. Retrieved July 5, 2007, from http://www.un.org/womenwatch/daw/csw/CSW%20Members-%2052nd%20session.pdf
Quite simply, this page is an official listing of the current Member States for the CSW, including their term expiration dates. For the National Model United Nations, membership is assigned to according to the set up of the CSW at the time of country assignments.

Commission on the Status of Women. (n.d.). *Short History of the Commission on the Status of Women1*. Retrieved July 5, 2007, from United Nations Web site: http://www.un.org/womenwatch/daw/CSW60YRS/ CSWbriefhistory.pdf
This document provides a historical overview of the Commission on the Status of Women. Included is information on its origins, its structural development internally and within the United Nations System, its goals, and its achievements.

Fish, S. M. (2002, October). Islam and Authoritarianism. *World Politics* , (55), 4-37. Retrieved July 31, 2007, from http://muse.jhu.edu/journals/world_politics/v055/55.1fish.pdf
This article presents the argument that the high amount of female discrimination in Muslim countries is a causal factor in impeding democratic development. This article provides useful data on female empowerment as well as an intriguing argument as to the importance of full implementation of women's rights.

Johnston, R. (2005, August 13). *Worldwide Abortion Legislation, Summary*. Retrieved July 31, 2007, from http://www.johnstonsarchive.net/policy/abortion/wrjp335al.html
This page provides a simple overview on reproductive rights across the world. It breaks down reproductive rights by five different levels: "abortion on demand (sometimes mandatory)," "abortion on demand," "abortion for economic/social reasons and in hard cases," "abortion in some or all hard cases," and "abortion only to save mother's life or banned altogether." Its shortfalls are that it is not very sensitive to the wide variety of differences that exist among countries that are included in the same category.

U.S. Department of State. (2003, October). *Beijing Declaration and Platform for Action (Summary)*. Retrieved September 2, 2007, from http://usinfo.state.gov/dhr/Archive/2003/Oct/07-560691.html
A succinct overview of the Beijing Declaration and the Platform of Action. Included is a summary of the context of the Declaration and Platform in the recent history of women's rights. Also included is a summary of the Platform broken down by the various topic-based chapters that the actual document is organized by.

I. Access to Employment

Burn, S. M. (2005). *Women across cultures: A global perspective* (2nd Ed.). New York: Mc-Graw Hill.
This book provides intelligent and appropriate insight into the past, present and future challenges of women in the 21st century. Of particular interest is the chapter on "Women and globalization," where the author discusses the (negative) effects of globalization of women and their ever-changing quest for employment in societies that do not value them as much as their male counterparts. Delegates will find this source to be a great starting point into their initial research into the big picture of women's work as seen by the global community.

Convention on the elimination of all forms of discrimination against women, December 18, 1979, http://www.ohchr.org/english/law/pdf/cedaw.pdf
The above provides a fundamental source for any delegate starting their research on women's issues and rights. Described by the UN as an "international bill of rights for women", it provides the delegate with the ground rules for the respect and equal treatment of women in every aspect of life, no matter where they may reside--this document represents women everywhere.

El-Solh, C. F. (2003, May). *Gender, poverty and employment in the Arab region*. Geneva: International Labour Office, Policy Integration Department, National Policy Group. Retrieved July 1, 2007, from http://www.ilo.org/public/english/employment/skills/informal/gpe/download/resource/elsolh.pdf

Commissioned by the ILO, this source provides a geographical and culture-specific snapshot of the Arab region's challenges with women's employment. Here, delegates can find valuable statistics, figures and other data that analyzes and pinpoints problems that are unique to this part of the world.

Gelb, J. (2000, October). The equal employment opportunity law: A decade of change for Japanese women? *Law and Policy, 22*(3), 385-407. Retrieved July 7, 2007, from EBSCOHost database.
This is an insightful exploration into the Japanese culture as seen in the workplace. Here, Gelb examines the effects and impact of the Equal Opportunity Law, ten years after it was first passed in 1986. It also outlines the various solutions that women affected by the discrimination that occurs in the workplace, such as lobbying and litigation.

Harris, L. M., & Atalan, N. (2002, December). Developing women's spaces: Evaluation of the importance of sex-segregated spaces for gender and development goals in Southeastern. *Kadin/Woman 2000, 3*(2), 17-30. Retrieved July 10, 2007, from Thomson Gale Expanded Academic ASAP database.
Harris and Atalan present an article examining the implementation of girls' and women's' spaces in the community as done in Southeastern Turkey, where the majority of the country's poor and disadvantaged live. It is a formidable attempt into solving the community's problems through education and training, it shows how women can come together to address their own problems, rather than waiting for governments to take initiative.

Scott & Marshall. (2005). *A dictionary of sociology* (3rd Ed.). Oxford University Press.
Scott and Marshall's dictionary is a traditional A-Z reference source that provides in depth definitions of sociological terms. In the section on Occupational Segregation, there is a great emphasis on the international problems and complications from a sociological perspective. Also included are references and definitions for issues ranging from economics, education, gender and sexuality.

Seager, J. (Ed.). (2003). *The Penguin atlas of women in the world* (3rd Ed.). Penguin Books.
This is the go-to quick reference for the current status of women in the world, portrayed through an innovative display of statistics. Creative maps, charts and diagrams give insight to various aspects of women's lives around the world, such as the earning power of women (compared to their male counterparts), the presence and use of information and communication technologies, and the different between the "sticky floor" and the "glass ceiling."

Sweetman, C. (Ed.). (1999). *Gender and technology*. Oxfam focus on gender. Oxford: OXFAM.
This collaboration of various articles and authors gives insight into the various aspects that technology has had on women, particularly those in developing countries. Articles include subjects of the impact of negative images of women in advertising, the continued struggle to be recognized in their communities, and the methods in which intended ICTs implemented in rural communities are actually used. Of particular interest (and benefit to the reader) is the overall focus on developing countries and their rural communities.

United Nations. (17 October 1995). *Report of the fourth world conference on women*. Retrieved August 20, 2007, from http://www.un.org/esa/gopher-data/conf/fwcw/off/a--20.en
At the Fourth World Conference on Women statements were given from Member States regarding the actions they would take to support to promote equality, development and peace for women of the world. The report includes Member State mandates and promises to the international community. It also provides a summary of the events from the 1995 conference.

United Nations Division for the Advancement of Women. (2005, September). Gender equality and empowerment through ICT. *Women2000 and Beyond*. Retrieved August 20, 2007, from http://www.un.org/womenwatch/daw/public/w2000-09.05-ict-e.pdf
The DAW provides a thorough investigation into the social, geographical and demographical perspectives into the situation of women and the information communication technology (ICT) era. Factual case studies and data give the reader a closer look at the effects of ICTs of women

and the societies in which they live. This is a helpful and up-to-date reference for delegates who need a "crash course" in this ever-growing important aspect of women's issue.

Valenzuela, M. E. (2003, May). *The incorporation of gender in employment and anti-poverty policies: Challenges for the future*. Geneva: International Labor Office, Policy Integration Department, National Policy Group. Retrieved July 1, 2007, from United Nations Web site: http://www.ilo.org/public/english/employment/skills/informal/gpe/download/resource/valenzuela.pdf
This source gives the delegate insight into the view of the developing and least-developed countries and their struggle to find their way out of poverty and into society through employment. It especially outlines the important role of women in lifting themselves, their families and their communities out of poverty, and the steps needed to incorporate gender equality into public policy.

Women and Work Policy Working Group. (2005, February 3). *Women and precarious work: A Framework for policy recommendations*. Oxfam Canada. Retrieved August 24, 2007, from Oxfam Canada Web site: http://www.oxfam.ca/news-and publications/publications-and-reports/women-and-precarious-employment-a-framework-for policy-recommendations-2005
Oxfam Canada's look into the situation of precarious work as it pertains to women in Canada; this can be used as an example for North American/Western developed nations, as it outlines universal occurrences in this subject. Social context is emphasized here and is used as a primary tool to examine this situation.

Women's Environment and Development Organization. (1996, September). *Beyond Promises: Governments in motion one year after the Beijing Women's Conference*. New York.
A quick reference for the state of the world one year after the Beijing Women's conference, as listed by the countries who were present at said conference. Countries report on their progress with specific new initiatives and commitments and the involvement of women and NGOs; this gives delegates a window in which to see what their (and others') respective countries have done in the attempt to empower and place women on an equal level with men.

Additional Sources

Bonney, N., Stockman, N., & Xuewen, S. (1995). *Women's work in east and west: The dual burden of employment and family life*. London: UCL Press Ltd.
The dual burden of employment and family life defines the work of women in their respective societies, both in eastern and Western countries and in the informal and formal sectors. The article also describes the effects of said work on their families, and the endless attempt to maintain a balance between family life and employment.

Hakim, C. (1996). *Key issues in women's work: Vol. 4. Female heterogeneity and the polarization of women's employment*. Conflict and change in Britain- A new audit. London: The Athlone Press Ltd.
Through the study of various aspects of women's employment, such as the wage gap between them and their male counterparts, the balance of family and employment and the overall improvement of women's presence in the workplace, Hakim gives the reader a structural overview into the past, present and future of women's employment in general.

Hughes, K. D. (2005). *Female enterprise in the new economy*. Toronto: University of Toronto Press.
This book gives the delegate a view into the challenges of women's professional work as seen by industrialized countries. Topics such as job security, the glass ceiling and the enjoyment of work (rather than the mere possession of a job) are covered here, and provide the delegate with yet another insightful view in the global debate on women's work.

James, P., Veit, W. F., & Wright, S. (Eds.). (1997). *Work of the future: Global perspectives*. New South Wales: Allen and Unwin.

A useful collection of articles providing snapshots of the world of work as the authors see it, giving the reader perspectives on many aspects of work, including various patterns of employment in Australia and the United States, and the future of women's work (and its perception).

Loutfi, M. F. (Ed.). (2001). *Women, gender and work: What is equality and how do we get there?* Geneva: International Labor Organization.
Loutfi gives an extensive look into various aspects of women's labor as seen by the International Labor Organization. Statistical evidence and extensive research give the reader a structured report. Issues examined include the effects of women and their employment from the household to the global economic community.

Scott-Dixon, K. (2004). *Doing IT: Women working in Information Technology*. Toronto: Sumach Press.
The author, herself a woman who has been trained in IT and maintaining a household, gives the reader a semi-autobiographical account of women in Canada (and other industrialized countries) who are attempting to move forward with the rapid pace of IT in their offices and homes, while trying to maintain their identity as women.

United Nations. (1995). *The United Nations and the advancement of women*. New York: UN Department of Public Information.
This is the ultimate reference guide to every endeavor the United Nations has championed in terms of the cause of women. Key international documents, reports and a helpful chronology give the reader a very useful source and essential historical background information for initial discovery of the UN's work on women's issues.

Wichterich, C. (2000). *The globalized woman: Reports from a future of inequality* (P. Camiller, Trans.). New York: Zed Books Ltd.
Based on extensive research and personal experience, the author here gives a powerful account of the disadvantaged state of women in the workplace, using situations such as the globalization of cheap labor, the plight of women in welfare in industrialized countries and the exploitation of migrant workers. It also provides insightful aspects of the industrialized, developing and "third world" countries.

II. The Elimination of all Forms of Discrimination and Violence Against the Girl Child

Abdalla, R. D. (2006). "My grandmother called it the three feminine sorrows": The struggle of women against female circumcision in Somalia. In R. M. Abusharaf (Ed.), *Female circumcision: Multicultural perspectives* (pp. 187- 204). Philadelphia: University of Pennsylvania Press.
This book provides an excellent and in-depth introduction to female circumcision practices worldwide. However, for the purposes of this background guide, only the section relating to FGM in Somalia was used. The author of this section places the issue in an unbiased cultural context. The author also includes interviews with three Somali women, paying special attention to their experience with the procedure, whether the women chose to have their daughters "circumcised and their reasons for doing so.

Bellamy, C. (2000, February 28). *Statement by Carol Bellamy Executive Director UNICEF*. Statement presented at Commission on the Status of Women, 44th session, New York City.
Ms. Bellamy, former Executive Director of UNICEF, delivered a statement to the Commission on the Status of Women and the Commission on the Status of Women acting as the Preparatory Committee for the Special Session of the UN General Assembly entitled "Women 2000: gender equality, development and peace for the twenty- first century." As the Executive Director of UNICEF, the statement naturally addressed the needs of the girl child primarily in light of the review of the Beijing Platform for Action. Ms. Bellamy also argued that overcoming the challenges that confront girls today is fully within reach. Though the speech is by now somewhat dated, many of the challenges she outlines remain, as do the solutions she suggests.

Human Rights Watch. (1993). *Rape in Bosnia-Herzegovina*. Retrieved August 30, 2007, from http://www.hrw.org/about/projects/womrep/General-25.htm#P461_56378
> *The brutality of the wars in the former Yugoslavia is well known. However, this report from Human Rights Watch details the more horrific aspects of the systemic rape of women during the conflict in Bosnia-Herzegovina. The report covers the organization of the rapes and the reasons for using rape as a tool of war.*

IRIN. (2005, March). Razor's edge- the controversy of female genital mutilation. *IRIN*. Retrieved August 30, 2007, from http://www.irinnews.org/IndepthMain.aspx?IndepthId=15&ReportId=62462
> *This article from IRIN focuses on female genital mutilation, but especially on FGM in Africa. While containing an overview of the practice as well as the types of FGM, the article also details how globalization has impacted the practice.   Finally, the article concludes with a very brief overview of international progress towards eradicating the process, including legislation on the domestic level in several states.*

Rahman, A., & Toubia, N. (Eds.). (2000). *Female genital mutilation: A guide to laws and policies worldwide*. London: Zed Books.
> *The laws and policies concerning FGM of 41 countries are compared in this book, following an extensive overview of the topic. Key discussions in the book are framing the issue, duties of governments, recommendations for governments, a review of existing NGO strategies towards eradicating the practice, and recommendations for new NGO strategies. It should be noted that the information is more biased, as the book was written in conjunction with the Center for Reproductive Law and Policy and also the Research, Action, and Information Network for the Bodily Integrity of Women.*

Skaine, R. (2005). *Female genital mutilation: Legal, cultural, and medical issues*. Jefferson, NC: McFarland & Company.
> *This book analyzes FGM in many African states and in many cultures, especially Tanzania, and provides a complete and well rounded picture of the issues surrounding FGM. Of note is the section on the terms used to describe FGM based on culture-- and also shows the author's delicacy by using the terms used in that particular culture. (Most often, female circumcision is preferred.) While the author strives for delicacy, readers should use caution as the graphic details throughout this book may be difficult for more squeamish readers.*

Skjelsbaek, I. (2006). Victim and survivor: Narrated social identities of women who experienced rape during the war in Bosnia-Herzegovina [Electronic version]. *Feminism & Psychology, 16*(4), 373-403.
> *The author of this article interviewed five women, each of whom were raped multiple times during the war in Bosnia-Herzegovina of 1992-1995. The author provides a brief background on the conflict and the reasons rape was used as a weapon during the conflict in the Balkans. Two of the five women were teenagers at the time of their rape, and their accounts are used for the purposes of this guide to demonstrate how rape in a conflict situation affects girls in a different manner than it affects women.*

United Nations. (1979). *Convention on the Elimination of All Forms of Discrimination Towards Women*. Retrieved September 10, 2007, from Commission on the Status of Women Web site: http://www.un.org/womenwatch/daw/cedaw/cedaw.htm
> *Years of efforts to advance the rights of women culminated in the Convention on the Elimination of All Forms of Discrimination towards Women in 1979. The document does not detail specifically many rights as it applies to young women or the girl child. However, at the time of the passing of the convention in the General Assembly, the document was notable for its mention of the rights of girls, specifically the right to education.*

United Nations. Commission on the Status of Women. 51st Session. (2006, December). *Discussion guide on the high-level round table: Elimination of all forms of discrimination and violence against the girl child*. Retrieved August 29, 2007, from Economic and Social Council Web site: http://www.un.org/womenwatch/daw/csw/csw51/pdfs/CRP/CRP4E.pdf
This document was provided to the Economic and Social Council prior to the February 26- March 9 2007 meeting of the Commission on the Status of Women. It develops an excellent and succinct rationale for focusing on the obstacles faced by girls striving for a healthy childhood. The document outlines other issues not discussed in this background guide such as the impact of HIV/ AIDS on girls (especially increased vulnerability to the disease when compared to other populations), early marriage, child labor, and sexual violence.

United Nations. Economic and Social Council. Department for the Advancement of Women. (1995, September). The Girl-child. In *The United Nations Fourth Conference on Women Platform for Action (Beijing Platform for Action)* (sec. l). Retrieved August 29, 2007, from http://www.un.org/womenwatch/daw/beijing/platform/girl.htm#object1
The Beijing Platform for Action was an historic moment for women worldwide for many reasons. Among these reasons is the promotion of discussing issues facing girls as a legitimate and serious matter for the international community. While girls had been discussed in passing at other times, no previous conference has paid such intense attention to girls. The section on the girl-child is the most complete "diagnosis" on the state of girls today, and also provides many specific action items for governments and non-governmental organizations to take to improve the lives of girls.

United Nations Fund for Women. (2005). *Gender profile: Bosnia and Herzegovina*. Retrieved August 30, 2007, from http://www.womenwarpeace.org/bosnia/bosnia.htm
UNIFEM sponsors the www.womenwarpeace.org web site, which contains extensive fact sheets on many countries. This is a link to the Bosnia and Herzegovina page, which not only contains a brief introduction and analysis of the state of women during conflict and in post-conflict Bosnia and Herzegovina, but also shows all UN resolutions and reports related to the country, links to NGO reports, and includes extensive coverage of political cooperation from the state Links to various UN and NGO affiliated reports and country profiles from news sources are conveniently located at the top of the page.

United Nations. (2000). United Nations Millennium Declaration. Retrieved August 30, 2007, from http://www.un.org/millennium/declaration/ares552e.pdf.
Undoubtedly the most ambitious agenda ever put forth by the United Nations, the Millennium Declaration iterates the values of the UN and the goals it hoped to meet during the process of globalization. Most of the document focuses on describing what became known as the Millennium Development Goals. Of these, the principle efforts towards bettering the lives of girls were in equality in primary education.

United Nations. United Nations Children's Fund. (1989, November). *Convention on the Rights of the Child*. Retrieved August 30, 2007 from http://www.unhchr.ch/html/menu3/b/k2crc.htm.
The Convention on the Rights of the Child has yet to be ratified by all Member States. However, the Convention goes a long way in identifying areas of concern in the lives of children on the part of the international community. The Convention does not discuss girls at length, but does call upon governments to act in a fair manner towards all children while also urging governments to prepare children for a society in which persons of both sexes are treated equally.

United Nations. United Nations Children's Fund. (n.d.). *Eradication of female genital mutilation in Somalia* [Pamphlet]. Unknown.: Author. Retrieved August 30, 2007, from http://www.unicef.org/somalia/SOM_FGM_Advocacy_Paper.pdf
This Advocacy Paper produced by the United Nations Children's Fund concisely provides an overview of FGM as well as personal accounts of the FGM experience from girls in Somalia. The paper also discusses the training of midwives, who typically perform FGM, and efforts to retrain midwives in other, just as profitable fields. The paper concludes with current and ongoing efforts of UNICEF in the area.

United Nations. United Nations High Commissioner for Refugees. (2000, April). *Daunting prospects: Minority women: Obstacles to their return and integration*. Retrieved August 30, 2007, from http://www.unhcr.ba/ publications/proj.pdf
This report from the United Nations High Commissioner for Refugees and the United Nations High Commissioner for Human Rights focuses on the difficulties faced by women in post-conflict Bosnia and Herzegovina. The conflict in that region is not unusual for its targeting of women and civilian groups, nor is it unique for being an ethnic conflict among historically peaceful groups. Yet women in Bosnia and Herzegovina have been studied extensively for the unique impact such conflicts have on females. The report also shows how nearly ten years after a conflict, women who were girls during the conflict, are still struggling to overcome their trauma.

World Declaration on the Survival, Protection and Development of Children, Sept. 30, 1990, http://www.unicef.org/wsc/declare.htm#Thechallenge
This document pointed to the challenges being faced by girls and portrayed them as separate from the challenges facing boy children. However, the document only discusses equal access to education and makes no mention of female genital mutilation, stigmas associated with HIV/AIDS, or other forms of discrimination and violence targeted at female children.

World Health Organization. (2000, June). *Female genital mutilation*. Retrieved August 29, 2007, from http://www.who.int/mediacentre/factsheets/fs241/en/
Produced by the World Health Organization, this fact sheet provides still another overview of FGM and related health consequences from the procedure. This fact sheet contains arguably less bias than the other sources given here, while still advocating an end to the practice. However, this is one of the less complete sources on the topic used for the purpose of creating this background guide.

Additional Sources

United Nations. Division for the Advancement of Women. (n.d.). Multi-year program of work. In *Follow-up to Beijing and Beijing + 5*. Retrieved August 29, 2007, from Commission on the Status of Women Web site: http://www.un.org/womenwatch/daw/csw/critical.htm#implementation
CSW has played a critical role in the follow-up to the Beijing Conference. By integrating the twelve critical areas of concern into the organization's multi-year program of work, CSW has maintained and promoted the Beijing Platform of Action. This web site serves as a portal to the ongoing efforts of CSW and the Beijing Process.

United Nations. United Nations General Assembly. (2005, September). *World Summit Outcome*. Retrieved August 30, 2007, from http://daccessdds.un.org/doc/UNDOC/GEN/N05/487/60/PDF/N0548760.pdf?OpenElement.
While other documents created by the General Assembly have targeted equality in primary education, the World Summit Outcome is remarkable for its discussion on women and girls in conflict situations. The document states, "We strongly condemn all violations of the human rights of women and girls in situations of armed conflict and the use of sexual exploitation, violence and abuse, and we commit ourselves to elaborating and implementing strategies to report on, prevent and punish gender-based violence." Mentioning girls in this instance is a positive step for the General Assembly toward recognizing the issues facing girls.

III. Enhancing Gender Equality through Financial Strategies

Blair-Loy, M. (1995, March). Career Patterns of Executive Women in Finance: An Optimal Matching Analysis. *The American Journal of Sociology, 104*(5), 1346-1397. Retrieved July 25, 2007, from JSTOR database.
This article explains the ways in which gender equality laws of the 1970s influenced the empowerment of women's roles in business in the United States. The article also states however that many women are not aware of the importance of gender equality laws in their own careers.

Delegates will find in this article a carefully crafted analysis of how laws designed to create gender equality actually work.

Central Intelligence Agency. (n.d.). *World Factbook. Bangladesh*. Retrieved July 20, 2007, from
https://www.cia.gov/library/publications/the-world-factbook/geos/bg.html
This Web site provides logistical and demographic information about almost every country in the world. Delegates will appreciate a single source for finding any Member State's population, birth-rate, HIV-rate, Gross Domestic Product, etc.

Cockburn, A. (2006, October 20). A Nobel Peace Prize for Neoliberalism? The Myth of Microloans. *Counterpunch*.
Retrieved July 31, 2007, from http://www.counterpunch.org/cockburn10202006.html
Cockburn provides a sharp criticism of microloans and large banks that provide those loans. This source will help to gain a better understanding of the nuances of microcredit programs, even if they disagree with the views expressed here.

Cosgrove, S. (2002, September). Levels of Empowerment: Marketers and Microenterprise-Lending NGOs in Apopa
and Nejapa, El Salvador. *Latin American Perspectives, 29*(5), (48-65). Retrieved July 22, 2007, from
JSTOR database.
Cosgrove provides an analysis of microcredit programs in El Salvador with special emphasis on practices that produce more effective results, such as microloans bolstered with community groups and education programs. Delegates may find ideas about how to design a microloan program that has a high chance of success.

Friends of Women World Banking. (n.d.). *Friends of Women World Banking Home*. Retrieved July 31, 2007, from
http://fwwbindia.org/site/index.html
This Web site provides further information about microcredit loans and how they have been implemented in India. The Web site provides a wealth of case studies and explanatory material. Delegates with further questions can contact FWWB at feedback@fwwbindia.org.

Gooneratne, A. (2005, November 11). Development: Spreading the Gospel of Microcredit. In *Inter Press
Service News Agency*. Retrieved August 25, 2007, from http://www.ipsnews.net/news.asp?idnews=30985
This article describes an economic conference in 2005 where high-level financiers such as Paul Wolfowitz and Stanley Fischer met to discuss how to further use microloans to help people work their way out of poverty. Delegates will find plenty of information about microfinance, as well as helpful statements regarding the effectiveness of microloans from people such as Wolfowitz.

Hossain, F. (2002, May). Small Loans, Big Claims. *Development in Practice, 12(2)*. Retrieved July 20, 2007, from
JSTOR database.
In his article Hossain provides a response to criticisms of microcredit programs. The article first gives a review of typical criticisms with statistics, and Hossain follows by reinterpreting those statistics or providing others to more positive view of microcredit programs' results.

International Monetary Fund. (n.d.). *IMF-World Bank Report Calls for Greater Attention to Gender Equality and
Fragile States to Reach Global Targets by 2015*.Retrieved April 13, 2007, from
http://www.imf.org/external/np/sec/pr/2007/pr0773.htm
This press release from the World Bank and the International Monetary Fund (IMF) provides insight into how both organizations view international economic aid. Although they promote development aid, they also provide several caveats regarding how it should best be used.

International Year of Microcredit 2005. (n.d.). *International Year of Microcredit 2005 Home*. Retrieved September
2, 2007, from http://www.yearofmicrocredit.org/
This Web site's greatest resource is its plethora of short personal stories of people who have benefited from microcredit loans. However, there are also several official statements from world-renowned supporters of microfinance and almost everything else that one could want to know about microcredit. Delegates wishing to understand the concept of microcredit programs should review this Web site and, if necessary, send questions to yearofmicrocredit@uncdf.org.

Kaufman, L. (2004, December 30). Basic Costs Beyond Reach of Many in City, Report Says. *New York Times*, p. B6. Retrieved July 30, 2007, from Proquest Historical Newspapers database.
Kaufman's article reports on the findings of studies done about expenditures and earnings of women in New York City. The studies Kaufman cites reveal the difficulties that women, and especially single women, have with trying to raise a family and emerge from poverty in affluent regions. The article provides delegates with examples of how financial strategies are relevant in wealthy countries as well as developing regions.

Kay, T. (2002/2003). Empowering Women Through Self-Help Microcredit Programmes. *Bulletin on Asia-Pacific Perspectives*, (69-78). Retrieved July 20, 2007, from http://www.unescap.org/pdd/publications/bulletin2002/ch6.pdf
Kay's article provides examples of how microcredit programs have helped women in South Asian countries such as Bangladesh. Bangladesh is home to one of the world's largest microfinance providers and this article informs the reader as to the precise effects of the provider on the women to whom it gives microloans.

Khoo, V. (2005, November 15). Small is Beautiful. *Sydney Morning Herald*. Retrieved August 4, 2007, from http://www.yearofmicrocredit.org/pages/reslib/reslib_inthenews.asp#111505
This article describes Australia's efforts and successes during the International Year of Microcredit. During 2005 microfinance programs expanded by 25-30% in Australia and helped not only the desperately poor, but especially people in marginalized and indigenous communities.

Kowaleski, M., Mujinja, P., & Jahn, A. (2002, April). Can Mothers Afford Maternal Health Care Costs? User Costs of Maternity Services in Rural Tanzania. *African Journal of Reproductive Health , 6*(1), 65-73. Retrieved July 31, 2007, from JSTOR database.
This article counts the costs and debts that many women in rural Tanzania accrue during pregnancy and especially childbirth. For many women and families, pregnancy presents insurmountable expenses. Delegates should ask themselves how financial strategies could help women in this type of situation.

Olson, E. (2004, April 28). Companies Owned by Women Set the Pace in Small Business. *New York Times*, p. C4. Retrieved August 2, 2007, from Proquest Historical Newspapers database.
This article presents data on the number of new businesses in the United States and how women business owners are shaping the US's economic climate. Although the number of women-owned businesses in the US is growing rapidly, many women still have difficult times acquiring business loans. Delegates should research what kind of laws have helped women business owners in the past, and how financial strategies could help new women entrepreneurs in the future.

Prahalad, C. (2005, August 31). Aid is not the Answer. *Wall Street Journal*, p. A8. Retrieved July 29, 2007, from http://www.yearofmicrocredit.org/pages/reslib/reslib_inthenews.asp#111505
In this article Mr. Parhalad makes a convincing argument for non-traditional forms of aid to alleviate world-wide poverty. Mr. Prahalad notes that countries in Africa which have received millions of dollars in aid for decades have not moved out of poverty while poor countries that have embraced capitalism, such as China and India, have at least strengthened their social structures to be on target for meeting the Millennium Development Goals. Delegates will see that financial strategies to enhance gender equality entail more than just providing funds.

Rosengren, J.-H. (2006, October 9). Macroeconomic policy questions and follow-up to Financing for Development. In *European Union @ United Nations*. Retrieved July 19, 2007, from http://www.europa-eu-un.org/articles/en/article_6359_en.htm
Mr. Rosengren's statement before the General Assembly Second Committee presents the European Union's position on the role of gender in macroeconomic policies. Mr. Rosengren notes that gender equality is an integral facet of promoting economic welfare in general. Delegates may find interesting ideas about how gender-mainstreamed financial policies can affect global economics.

Roth, L. M. (2003, December). Selling Women Short: A Research Note on Gender Differences in Compensation on Wall Street. *Social Forces, 82*(2). Retrieved August 12, 2007, from JSTOR database.
This article reveals the levels of inequality in pay for men and women who work in finance. The article notes that although gender equality laws from the 1970s have helped women gain access to high-level jobs in finance, on average, women still receive significantly less pay than men for the same job, even when they have equal education and skill levels. The article provides data that can help delegates measure the qualities that make gender equality laws successful or unsuccessful in the job market.

Sandell, S., & Iams, H. (1997, Spring). Reducing Women's Poverty by Shifting Social Security Benefits from Retired Couples to Widows . *Journal of Policy Analysis and Management, 16*(2), 279-297. Retrieved July 29, 2007, from JSTOR database.
Sandell and Iams's article presents problems with current social security payment policies, especially with regard to how widows, who often need higher payments, usually end with lower social security funds late in life. The article presents an example of how gender-mainstreamed financial strategies can help women who would otherwise be overlooked in typical processes.

United Nations. (2005). *Achieving the Internationally Agreed Development Goals Dialogues at the Economic and Social Council* (2005). New York: United Nations Publications. Retrieved July 28, 2007, from http://www.un.org/docs/ecosoc/publications/Achieving_the_Internationally_Agreed_Millenium_Development_Goals.pdf
This book published by the Economic and Social Council (ECOSOC) gives a review of the issues discussed by ECOSOC and the debates that arose from those issues in 2005 at the High-Level meeting entitled "Achieving the internationally agreed development goals, including those contained in the Millennium Declaration, as well as implementing the outcomes of the major United Nations conferences and summits: progress made, challenges and opportunities." This source provides several important issues regarding the achievement of the Millennium Development Goals (MDGs) that delegates should understand, especially those in chapter 8, Gender Equality and the Empowerment of Women.

United Nations. Economic and Social Council. (2006, July 25). *Future organization and methods of work of the Commission on the Status of Women*. (2006, July 25). Retrieved July 21, 2007, from http://www.un.org/docs/ecosoc/documents/2006/resolutions/Resolution%202006-9.pdf
This resolution provides information about ECOSOC's decisions regarding the future direction that the Commission on the Status of Women. Delegates would do well to notice that the recommended theme for CSW work in 2008 is "Financing for Gender Equality and the Empowerment of Women."

United Nations. Economic and Social Council. (2005, May 3). *Achieving the internationally agreed development goals, including those contained in the Millennium Declaration, as well as implementing the outcomes of the major United Nations conferences and summits: progress made, challenges and opportunities (E/2005/56)*. Retrieved August 2, 2007, from http://www.un.org/docs/ecosoc/documents.asp?id=846
This is a 2005 Report of the UN Secretary-General to the ECOSOC regarding the progress and achievement of the MDGs. Delegates will in particular benefit from comments regarding gender equality and empowerment of women.

United Nations. General Assembly. Special Session. (n.d.). *Women 2000: Gender Equality, Development Peace for the Twenty-first Century*. (n.d.). Retrieved July 19, 2007, from http://www.un.org/womenwatch/daw/followup/beijing+5.htm
This report provides a review and appraisal of how the Beijing World Conference on Women's Platform for Action has been implemented in various countries throughout the world. Included also are notes on current challenges as well as actions and initiatives that Member States are implementing to achieve full gender equality. Delegates will find a wealth of information about the past and future of gender policies in the United Nations.

World Bank. (2007, April 1). Data and Statistics. Retrieved October 5, 2007, from
http://siteresources.worldbank.org/DATASTATISTICS/Resources/table1_5.pdf
This page provides the latest statistics compiled by the World Bank regarding gender parity for hundreds of countries and regions. Delegates will appreciate having one source to find literacy and maternal mortality rates along with other information for nearly every United Nations (UN) Member State.

Øie, K. E. (2007, April 27). Gender equality: a key component of a modern growth strategy. In *Norwegian Ministry of Children and Equality*. Retrieved August 30, 2007, from
http://www.regjeringen.no/en/dep/bld/BLD-arbeider-for-at/Other-political-staff/State-Secretary-Kjell-Erik-Oie-Social-De/Speeches-and-articles-by-the-State-Sectr/2007/Gender-equality-a-key-component-of-a-mod.html?id=465563
This statement from the Norwegian Minister of Children and Equality exemplifies the progressive attitude that encourages gender equality. Delegates will find information about how a successful economy can and should include provisions for including women.

Rules of Procedure
Commission on the Status of Women

Introduction

1. These rules shall be the only rules which apply to the Commission on the Status of Women (hereinafter referred to as "the Commission") and shall be considered adopted by the Commission prior to its first meeting.
2. For purposes of these rules, the Committee Director, the Assistant Director(s), the Under Secretaries-General, and the Assistant Secretaries-General, are designates and agents of the Secretary-General and Director-General, and are collectively referred to as the "Secretariat".
3. Interpretation of the rules shall be reserved exclusively to the Director-General or his or her designate. Such interpretation shall be in accordance with the philosophy and principles of the National Model United Nations, and in furtherance of the educational mission of that organization.
4. For the purposes of these rules, "President" shall refer to the chairperson, or acting chairperson of the Commission.

I. SESSIONS

Rule 1 - Dates of convening and adjournment
The Commission shall meet every year in regular session, commencing and closing on the dates designated by the Secretary-General.

Rule 2 - Place of Sessions
The Commission shall meet at a location designated by the Secretary-General.

II. AGENDA

Rule 3 - Provisional agenda
The provisional agenda shall be drawn up by the Secretary-General and communicated to members of the United Nations at least 60 days before the opening of the session.

Rule 4 - Adoption of the agenda
The agenda provided by the Secretary-General shall be considered adopted as of the beginning of the session. The order of the agenda items shall be determined by a majority vote of those present and voting in the Commission. Items on the agenda may be amended or deleted by the Commission by a two-thirds majority of the members present and voting.

> *The vote described in this rule is a procedural vote and as such, observers are permitted to cast a vote. For purposes of this rule, "those present and voting in the Commission" means those delegates, including observers, in attendance at the session during which this motion comes to vote*

Rule 5 - Revision of the agenda
During a session, the Commission may revise the agenda by adding, deleting, deferring or amending items. Only important and urgent items shall be added to the agenda during a session. Permission to speak on a motion to revise the agenda shall be accorded only to three representatives in favor of, and three opposed to, the revision. Additional items of an important and urgent character, proposed for inclusion in the agenda less than thirty days before the opening of a session, may be placed on the agenda if the Commission so decides by a two-thirds majority of the members present and voting.

> *For purposes of this rule, the determination of an item as of "important and urgent character" is subject to the discretion of the Secretariat, and any such determination is final. If an item is determined to be of such a character, then it requires a two-thirds vote of the Commission to be placed on the agenda. The votes described in this rule are substantive votes, and as such, observers are not permitted to cast a vote. For purposes of this rule, "the members present and voting" means members (not including observers) in attendance at the session during which this motion comes to vote.*

Rule 6 - Explanatory memorandum
Any item proposed for inclusion in the agenda shall be accompanied by an explanatory memorandum and, if possible, by basic documents.

III. SECRETARIAT

Rule 7 - Duties of the Secretary-General

1. The Secretary-General or his/her designate shall act in this capacity in all meetings of the Commission.
2. The Secretary-General shall provide and direct the staff required by the Commission and be responsible for all the arrangements that may be necessary for its meetings

Rule 8 - Duties of the Secretariat
The Secretariat shall receive, print, and distribute documents, reports, and resolutions of the Commission, and shall distribute documents of the Commission to the Members of the United Nations, and generally perform all other work which the Commission may require.

Rule 9 - Statements by the Secretariat
The Secretary-General, or his/her representative, may make oral as well as written statements to the Commission concerning any question under consideration.

Rule 10 - Selection of the President
The Secretary-General or his/her designate shall appoint, from applications received by the Secretariat, a President who shall hold office and, inter alia, chair the committee for the duration of the session, unless otherwise decided by the Secretary-General.

Rule 11 - Replacement of the President
If the President is unable to perform his/her function, a new President shall be appointed for the unexpired term at the discretion of the Secretary-General.

IV. LANGUAGES

Rule 12 - Official and working language
English shall be the official and working language of the Commission.

Rule 13 - Interpretation
Any representative wishing to address any United Nations body or submit a document in a language other than English must provide translation into English.

> *This rule does not affect the total speaking time allotted to those representatives wishing to address the body in a language other than English. As such, both the speech and the translation must be within the set time limit.*

Rule 14 - Quorum
The President may declare a meeting open and permit debate to proceed when representatives of at least one third of the members of the Commission are present. The presence of representatives of a majority of the members of the body concerned shall be required for any decision to be taken.

> *For purposes of this rule, "members of the Commission" and "members of the body" are based on the number of total members (not including observers) in attendance for the first night's session*

Rule 15 - General powers of the President
In addition to exercising the powers conferred upon him/her elsewhere by these rules, the President shall declare the opening and closing of each meeting of the Commission, direct the discussions, ensure observance of these rules, accord the right to speak, put questions to the vote and announce decisions. The President, subject to these rules,

shall have complete control of the proceedings of the Commission and over the maintenance of order at its meetings. She or he shall rule on points of order. She or he may propose to the Commission the closure of the list of speakers, a limitation on the time to be allowed to speakers and on the number of times the representative of each member may speak on an item, the adjournment or closure of the debate, and the suspension or adjournment of a meeting.

> *Included in these enumerated powers is the President's power to assign speaking times for all speeches incidental to motions and amendment. Further, the President is to use his or her discretion, upon the advice and at the consent of the Secretariat, to determine whether to entertain a particular motion based on the philosophy and principles of the NMUN. Such discretion should be used on a limited basis and only under circumstances where it is necessary to advance the educational mission of the Conference. For purposes of this rule, the President's power to "propose to the Commission" entails his or her power to "entertain" motions, and not to move the body on his or her own motion.*

Rule 16
The President, in the exercise of his or her functions, remains under the authority of the Commission.

Rule 17 - Points of order
During the discussion of any matter, a representative may rise to a point of order, which shall be decided immediately by the President. Any appeal of the decision of the President shall be immediately put to a vote, and the ruling of the President shall stand unless overruled by a majority of the members present and voting.

> *Such points of order should not under any circumstances interrupt the speech of a fellow representative. Any questions on order arising during a speech made by a representative should be raised at the conclusion of the speech, or can be addressed by the President, sua sponte, during the speech. For purposes of this rule, "the members present and voting" mean those members (not including observers) in attendance at the session during which this motion comes to vote.*

Rule 18
A representative may not, in rising to a point of order, speak on the substance of the matter under discussion.

Rule 19 - Speeches
1. No one may address the Commission without having previously obtained the permission of the President. The President shall call upon speakers in the order in which they signify their desire to speak.
2. Debate shall be confined to the question before the Commission, and the President may call a speaker to order if his/her remarks are not relevant to the subject under discussion.
3. When debate is limited and a speaker exceeds the allotted time, the President shall call him or her to order without delay.

> *In line with the philosophy and principles of the NMUN, in furtherance of its educational mission, and for the purpose of facilitating debate, if the President determines that the Commission in large part does not want to deviate from the limits to the speaker's time as it is then set, and that any additional motions will not be well received by the body, the President, in his or her discretion, and on the advice and consent of the Secretariat, may rule as dilatory any additional motions to change the limits of the speaker's time.*

Rule 20 - Closing of list of speakers
Members may only be on the list of speakers once but may be added again after having spoken. During the course of a debate the President may announce the list of speakers and, with consent of the Commission, declare the list closed. When there are no more speakers, the President shall declare the debate closed. Such closure shall have the same effect as closure by decision of the Commission.

> *The decision to announce the list of speakers is within the discretion of the President and should not be the subject of a motion by the Commission. A motion to close the speaker's list is within the purview of the Commission and the President should not on his own motion move the body.*

Rule 21 - Right of reply

If a remark impugns the integrity of a representative's State, the President may permit a right of reply following the conclusion of the controversial speech, and shall determine an appropriate time limit for the reply. No ruling on this question shall be subject to appeal.

> *For purposes of this rule, a remark that "impugns the integrity of a representative's State" is one directed at the governing authority of that State and/or one that puts into question that State's sovereignty or a portion thereof. All rights of reply shall be made in writing addressed to the Secretariat and shall not be raised as a point or motion. The Reply shall be read to the body by the representative only upon approval of the Secretariat, and in no case after voting has concluded on all matters relating to the agenda topic, during the discussion of which, the right arose.*

Rule 22- Suspension of the meeting
During the discussion of any matter, a representative may move the suspension of the meeting, specifying a time for reconvening. Such motions shall not be debated but shall be put to a vote immediately, requiring the support of a majority of the members present and voting to pass.

Rule 23 - Adjournment of the meeting
During the discussion of any matter, a representative may move the adjournment of the meeting. Such motions shall not be debated but shall be put to the vote immediately, requiring the support of a majority of the members present and voting to pass. After adjournment, the Commission shall reconvene at its next regularly scheduled meeting time.

> *As this motion, if successful, would end the meeting until the Commission's next regularly scheduled meeting the following year, and in accordance with the philosophy and principles of the NMUN and in furtherance of its educational mission, the President will not entertain such a motion until the end of the last session of the Commission.*

Rule 24 - Adjournment of debate
A representative may at any time move the adjournment of debate on the topic under discussion. Permission to speak on the motion shall be accorded only to two representatives favoring and two opposing the adjournment, after which the motion shall be put to a vote immediately, requiring the support of a majority of the members present and voting to pass. If a motion for adjournment passes, the topic is considered dismissed and no action will be taken on it.

Rule 25 - Closure of debate
A representative may at any time move the closure of debate on the item under discussion, whether or not any other representative has signified his or her wish to speak. Permission to speak on the motion shall be accorded only to two representatives opposing the closure, after which the motion shall be put to the vote immediately. Closure of debate shall require a two-thirds majority of the members present and voting. If the Commission favors the closure of debate, the Commission shall immediately move to vote on all proposals introduced under that agenda item.

Rule 26 - Order of motions
Subject to rule 21, the motions indicated below shall have precedence in the following order over all proposals or other motions before the meeting:

   a) To suspend the meeting;
   b) To adjourn the meeting;
   c) To adjourn the debate on the item under discussion;
   d) To close the debate on the item under discussion.

Rule 27 - Proposals and amendments
Proposals and substantive amendments shall normally be submitted in writing to the Secretariat, with the names of twenty percent of the representatives present who would like the Commission to consider the proposal or amendment. The Secretariat may, at its discretion, approve the proposal or amendment for circulation among the delegations. As a general rule, no proposal shall be put to the vote at any meeting of the Commission unless copies of it have been circulated to all delegations. The President may, however, permit the discussion and consideration of amendments or of motions as to procedure even though such amendments and motions have not been circulated. If

the sponsors agree to the adoption of a proposed amendment, the proposal shall be modified accordingly and no vote shall be taken on the proposed amendment. A document modified in this manner shall be considered as the proposal pending before the body for all purposes, including subsequent amendments.

> *For purposes of this rule, "representatives present" is based on the number of total representatives (including observers) in attendance at the first night's session. For purposes of this rule, all "proposals" shall be in the form of working papers prior to their approval by the Secretariat. Working papers will not be copied, or in any other way distributed, to the Commission by the Secretariat. The distribution of such working papers is solely the responsibility of the sponsors of that working paper. Along these lines, and in furtherance of the philosophy and principles of the NMUN and for the purpose of advancing its educational mission, representatives should not directly refer to the substance of a working paper that has not yet been accepted as a draft resolution/report. After approval of a working paper, the proposal becomes a draft resolution/report and will be copied by the Secretariat for distribution to the Commission. These draft resolutions/reports are the collective property of the Commission, and as such, the names of the original sponsors will be removed. The copying and distribution of amendments is at the discretion of the Secretariat, but the substance of all such amendments will be made available to all representatives in some form.*

Rule 28 - Withdrawal of motions
A proposal or a motion may be withdrawn by its sponsor at any time before voting has commenced, provided that it has not been amended. A motion thus withdrawn may be reintroduced by any representative.

Rule 29 - Reconsideration of a topic
When a topic has been adjourned, it may not be reconsidered at the same session unless the Commission, by a two-thirds majority of those present and voting, so decides. Reconsideration can only be moved by a representative who voted on the prevailing side of the original motion to adjourn. Permission to speak on a motion to reconsider shall be accorded only to two speakers opposing the motion, after which it shall be put to the vote immediately.

> *For purposes of this rule, "those present and voting" mean those representatives, including observers, in attendance at the session during which this motion comes to vote.*

V. VOTING

Rule 30 - Voting rights
Each member of the Commission shall have one vote.

> *This section applies to substantive voting on amendments, draft resolutions/reports, and portions of draft resolutions/reports divided out by motion. As such, all references to "member(s)" do not include observers, who are not permitted to cast votes on substantive matters.*

Rule 31 - Request for a vote
A proposal or motion before the Commission for decision shall be voted upon if any member so requests. Where no member requests a vote, the Commission may adopt proposals or motions without a vote.

> *For purposes of this rule, "proposal" means any draft resolution/report, an amendment thereto, or a portion of a draft resolution/report divided out by motion. Just prior to a vote on a particular proposal or motion, the President may ask if there are any objections to passing the proposal or motion by acclamation, or a member may move to accept the proposal or motion by acclamation. If there are no objections to the proposal or motion, then it is adopted without vote.*

Rule 32 - Majority required
1. Unless specified otherwise in these rules, decisions of the Commission shall be made by a majority of the members present and voting.
2. For the purpose of tabulation, the phrase "members present and voting" means members casting an affirmative or negative vote. Members which abstain from voting are considered as not voting.

All members declaring their representative states as "present and voting" during the attendance role call for the session during which the substantive voting occurs, must cast an affirmative or negative vote, and cannot abstain.

Rule 33 - Method of voting
1. The Commission shall normally vote by a show of placards, except that a representative may request a roll call, which shall be taken in the English alphabetical order of the names of the members, beginning with the member whose name is randomly selected by the President. The name of each present member shall be called in any roll call, and one of its representatives shall reply "yes," "no," "abstention," or "pass."

   Only those members, who designate themselves as "present" or "present and voting" during the attendance roll call or in some other manner communicate their attendance to the President and/or Secretariat, are permitted to vote, and as such, no others will be called during a roll call vote. Any representatives replying "pass," must, on the second time through respond with either "yes" or "no." A "pass" cannot be followed by a second "pass" for the same proposal or amendment, nor can it be followed by an abstention on that same proposal or amendment

1. When the Commission votes by mechanical means, a non-recorded vote shall replace a vote by the show of placards and a recorded vote shall replace a roll call. A representative may request a recorded vote. In the case of a recorded vote, the Commission shall dispense with the procedure of calling out the names of the members.
2. The vote of each member participating in a roll call or a recorded vote shall be inserted in the record.

Rule 34 - Explanation of vote
Representatives may make brief statements consisting solely of explanation of their votes after the voting has been completed. The representatives of a member sponsoring a proposal or motion shall not speak in explanation of vote thereon, except if it has been amended, and the member has voted against the proposal or motion.

   All explanations of vote must be submitted the President in writing before debate on the topic is closed, except where the representative is of a member sponsoring the proposal, as described in the second clause, in which case the explanation of vote must be submitted to the President immediately after voting on the topic has come to an end.

Rule 35 - Conduct during voting
After the President has announced the commencement of voting, no representatives shall interrupt the voting except on a point of order in connections with the actual process of voting.

Rule 36 - Division of proposals and amendments
Immediately before a proposal or amendment comes to a vote, a representative may move that parts of a proposal or of an amendment should be voted on separately. If there are calls for multiple divisions, those shall be voted upon in an order to be set by the President where the most radical division will be voted upon first. If objection is made to the motion for division, the request for division shall be voted upon, requiring the support of a majority of those present and voting to pass. Permission to speak on the motion for division shall be given only to two speakers in favor and two speakers against. If the motion for division is carried, those parts of the proposal or of the amendment which are involved shall then be put to a vote. If all operative parts of the proposal or of the amendment have been rejected, the proposal or the amendment shall be considered to have been rejected as a whole.

   For purposes of this rule, "most radical division" means the division that will remove the greatest substance from the draft resolution/report, but not necessarily the one that will remove the most words or clauses. The determination of which division is "most radical" is subject to the discretion of the Secretariat, and any such determination is final.

Rule 37 - Amendments
An amendment is a proposal that does no more than add to, delete from or revise part of another proposal.

An amendment can add, amend, or delete operative clauses, but cannot in any manner add, amend, delete, or otherwise affect perambulatory clauses.

Rule 38-Order of voting on amendments
When an amendment is moved to a proposal, the amendment shall be voted on first. When two or more amendments are moved to a proposal, the amendment furthest removed in substance from the original proposal shall be voted on first and then the amendment next furthest removed there from, and so on until all the amendments have been put to the vote. Where, however, the adoption of one amendment necessarily implies the rejection of another amendment, the latter shall not be put to the vote. If one or more amendments are adopted, the amended proposal shall then be voted on.

For purposes of this rule, "furthest removed in substance" means the amendment that will have the most significant impact on the draft resolution/resolution. The determination of which amendment is "furthest removed in substance" is subject to the discretion of the Secretariat, and any such determination is final.

Rule 39 - Order of voting on proposals
If two or more proposals, other than amendments, relate to the same question, they shall, unless the Commission decides otherwise, be voted on in order in which they were submitted.

Rule 40 - The President shall not vote
The President shall not vote but may designate another member of his or her delegation to vote in his or her place.

VII. CREDENTIALS

Rule 41 - Credentials
The credentials of representatives and the names of members of a delegation shall be submitted to the Secretary-General prior to the opening of a session.

Rule 42
The Commission shall be bound by the actions of the General Assembly in all credentials matters and shall take no action regarding the credentials of any member.

VII. PARTICIPATION OF NON-MEMBERS OF THE COMMISSION

Rule 43 - Participation of non-Member States
1. The Commission shall invite any Member of the United Nations that is not a member of the Commission and any other State, to participate in its deliberations on any matter of particular concern to that State.
2. A committee or sessional body of the Commission shall invite any State that is not one of its own members to participate in its deliberations on any matter of particular concern to that State.
3. A State thus invited shall not have the right to vote, but may submit proposals which may be put to the vote on request of any member of the body concerned.

If the Commission considers that the presence of a Member invited according to this rule is no longer necessary, it may withdraw the invitation again. Delegates invited to the Commission according to this rule should also keep in mind their role and obligations in the committee that they were originally assigned to. For educational purposes of the NMUN Conference, the Secretariat may thus ask a delegate to return to his or her committee when his or her presence in the Commission is no longer required.

Rule 44 - Participation of national liberation movements
The Commission may invite any national liberation movement recognized by the General Assembly to participate, without the right to vote, in its deliberations on any matter of particular concern to that movement.

Rule 45 - Participation of and consultation with specialized agencies

In accordance with the agreements concluded between the United Nations and the specialized agencies, the specialized agencies shall be entitled:

a) To be represented at meetings of the Commission and its subsidiary organs;
b) To participate, without the right to vote, through their representatives, in deliberations with respect to items of concern to them and to submit proposals regarding such items, which may be put to the vote at the request of any member of the Commission or of the subsidiary organ concerned.

Rule 46 - Participation of non-governmental organization and intergovernmental organizations
Representatives of non-governmental organizations/intergovernmental organizations accorded consultative observer status by the General Assembly and other non-governmental organizations/intergovernmental organizations designated on an ad hoc or a continuing basis by the Commission on the recommendation of the Bureau, may participate, with the procedural right to vote, but not the substantive right to vote, in the deliberations of the Commission on questions within the scope of the activities of the organizations.

X. MINUTE OF SILENT PRAYER OR MEDITATION

Rule 47 - Invitation to silent prayer or meditation
Immediately after the opening of the first meeting of the Commission, representatives may request to observe one minute