

# Welcome to



Nivel  
Junior

Dear delegates,  
It is with great excitement that the chair welcomes you to the Commission on the Status of Women. First of all, we would like to thank you for giving us the honor of presiding over this committee in this edition of MMUN. It is a pleasure to accompany you during this process of learning, fun and development of numerous abilities.

During these 3 days of debate we expect you to have a thorough understanding of the topics and an active participation in the debate, we wish to remind you that this is a safe space for you to participate and that we will be here to help you during your investigative process. Always bear in mind that our main objective here is to learn, and absolutely everyone in this committee is learning, even we are.

Before you embark on this marvelous journey, it is important for us to introduce ourselves. My name is Valentina Bernal, I am currently in 10th grade at Clermont school, 5 years ago I had my first UN model, and since then my love for UN models has increased daily. On the other hand, I am Paulina Varon, currently in 11th grade at colegio Tilata. I have been attending United Nations Models during the past 4 years.

It is our duty to make your experience at MMUN remarkable, guaranteeing you will have a lot of fun, but you will also learn a lot from this awesome experience. Finally we would like to welcome you once again to the Commission on the status of women and invite you to enjoy every single moment of debate!

We wish you all the best, please don't hesitate to contact us!  
Best Regards,  
Valentina Bernal and Paulina Varón

Women have been able to work and guarantee their rights and gender equality worldwide because of various sets of mechanisms. One of the mechanisms used by the female population is the Commission on the Status of Women (CSW), this organ, established in 1946, is the principal **intergovernmental** body in charge of; promoting gender equality, promoting the **empowerment** of women, documenting the reality of women's lives worldwide and shaping global standards on gender equality. Furthermore, in 1996 the commission's functions were expanded, making it take a leading role in reviewing and monitoring all the problems and progress in the implementation of the **Beijing Declaration and Platform for action**.

The committee meets for two weeks every year and every UN member has representation in it, the CSW works through multi-year programmes of work in order to appraise progress and, later, state recommendations to get to the implementation of the Platform for Action as soon as possible. It is important to mention that the commission also contributes to the 2030 Agenda for Sustainable Development in matters of gender equality (goals 5 and 10). As all UN bodies, the

Commission on the Status of Women has the faculty to recommend, promote and monitor situations on the topics stated above, however, it is not allowed to take direct actions (as a Security Council could do). (United Nations, 2013)



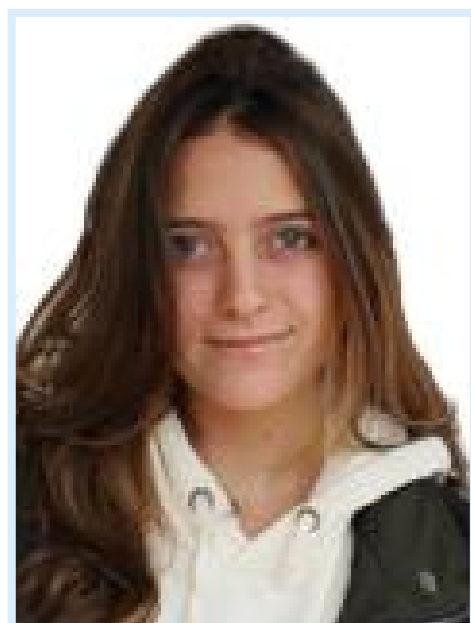
(Sustainable development goals)



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## TOPIC A

**Female representation in the workforce: guarantees of protection, opportunities, and optimal work environment.**

**Labour Force:** The members of a particular organization or country who are able to work. (UN Women, 2018)

**Unemployment:** A situation in which a person who is actively seeking employment is unable to find work. The unemployment rate is measured by the unemployment rate which is the number of unemployed people divided by the number of people in the labour force. (Investopedia, 2021)

**Violence Against Women:** Any act of gender-based violence that results in, or is likely to result in, physical, sexual, or mental harm or suffering to women including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or in private life. (UN women, 2020)

**Legal Barriers:** A rule, law, or policy that makes it difficult or impossible for something to happen or be achieved. (CFR, 2018)

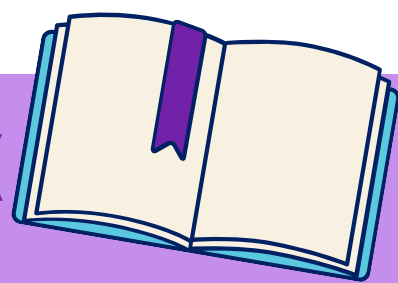
# Introduction

*“Freedom cannot be achieved unless women have been emancipated from all kinds of oppression” - Nelson Mandela*

For many years women have been unable to participate equally within the workforce specifically because of their gender. In the international community finding jobs for women is tougher than it is for men, some particular cases (The Gender Gap in Employment: What's Holding Women Back?, 2018) evidence that women that are employed tend to have low-quality jobs in vulnerable conditions impacting their future significantly. Considering the Quote of Nelson Mandela, the lack of participation of women in the workforce can be considered as a type of oppression since men have more privileges than women do in the workplace. According to the United Nations , no country has been able to achieve gender equality, violence against women and girls continue to rampant globally. (2020). According to the World's Women 2020 a document which compiles 100 data stories that provide a snapshot of gender equality worldwide, “men were much more likely (74%) than women (47%) to participate in the labour force in countries worldwide.” (United Nations, 2020). The following evidence shows the lack of female representation at an international level, however, it is important to take into account that women's access to the labour market, as well as in the gender gap, varies on the country's economic development. The gender gap is considered as “the average difference between the remuneration (money paid for a work of service) for men and women who are working” (Weforum, 2017). In the labour force it can be narrow in both developed and developing regions, to comprehend such an idea the following is data recovered by the United Nations (UN) World's Women 2020 report on Women and Men in the labour force. In regions such as the Sub-Saharan Africa, the high rate of participation of women in the labour force compared to men is due to the high rates of poverty and the economic necessity to work, however, in developed countries such as New Zealand, the high participation rate of women in the Labour force compared to men is due to the near equal levels of educational participation and less restrictive social norms regarding the right to women to take part in paid work.

- In countries where women's participation in the labour market were below 30%, about nine out of ten countries had prevalent discriminatory social norms towards women in paid employment.
- Countries in Western Asia have limits on equal rights and female freedom to work, the legal barriers require women to have permission or additional documentation in order to work.
- Only 14% of the countries in Southern Asia made a 14 weeks minimum permitted paid leave period available to expecting mothers.
- Women's access to the labour market can possibly be restricted because of changes in the household composition and the unequal distribution of unpaid care work.
- Women's participation rate evidences a recovery when mothers re-enter or enter the labour force as their children grow older and their household responsibilities diminish.

## Historical Context and Legal framework



Throughout the history of time, men's rate of participation within the labour force is higher than the rate of women. To fight such, in the year of 1975, The CSW called for the organization of the first world conference of women, it was held in Mexico City and over 133 countries participated in the creation of a World plan of action for the implementation of objectives which offered guidelines to the advancement of women until 1985. The second conference commonly known as The World Conference of the United Nations Decade for Women of 1980, was held in Copenhagen with the solemn purpose to review progress of the implementation of the objectives established in 1975 with a focus on employment, health and education. The plan of action called for stronger national measures to “ensure women's ownership and control of property, as well as improvements in protecting women's rights to inheritance, child custody and nationality.” (UN Women, 1995). In the year of 1985 the World Conference to review and appraise the achievements of the UN decade for Women took place in Nairobi, during such governments adopted the Nairobi Forward-Looking strategies for the advancement of women, which outlined measures to achieve gender equality at a national level and the promotion of women's participation in peace and development efforts. Finally in 1995, the World Conference of Women was held in Beijing which marked a turning point for the global agenda of gender equality. The Beijing Declaration and platform for action was adopted unanimously by 189 countries, it is an agenda with strategic objectives and actions for the advancement of women and the achievement of gender equality in 12 critical areas:

1. Women and Poverty
2. Education and Training of women
3. Women and Health
4. Violence against Women
5. Women and Armed conflict
6. Women and the Economy
7. Women in power and decision making
8. Institutional mechanisms for the advancement of women
9. Human Rights of Women
10. Women and the media

11. Women and the Environment
12. The girl-child



Focus: Women and the economy and Women in power and decision making

According to the Beijing Declaration and platform for action in the section of Women and the economy, governments that have adapted the declaration are in the obligation of :

1. Promote women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources. Actions to be taken.
2. Facilitate women's equal access to resources, employment, markets and trade. Actions to be taken.
3. Provide business services, training and access to markets, information and technology, particularly to low-income women. Actions to be taken. (United Nations, 1995)
4. Strengthen women's economic capacity and commercial networks. Actions to be taken.
5. Eliminate occupational segregation and all forms of employment discrimination. Actions to be taken.
6. Promote harmonization of work and family responsibilities for women and men. Actions to be taken. (United Nations, 1995)

Regarding the section of Women in power and decision making, the platform of action for the governments consists mainly on:

1. Take measures to ensure women's equal access to and full participation in power structures and decision-making.
2. Increase women's capacity to participate in decision-making and leadership. (UN Women, 1995)

For decades, gender inequality has prevented the active participation of women in the labourforce, not only has it been an obstacle in the implementation of the Beijing Declaration and platform for action but it has also caused global outrage leading to the creation of committees such as CSW. Through century's women have been actively trying to reach gender equality and the equal right of pay. It has been evidenced that women have received less privileges and representation in the labour force compared to men.

## Current Situation



### Covid 19

During the last two years of the pandemic, unpaid domestic and care work has intensified significantly for both women and men, in the year of 2020 only 40% of

women of the working age participated in the labour market in a comparison to 74% which continues to be relevant to the gender gap of 1995. Women have a bigger representation in the health sector being an easier target to contract infection than men, it is also important to note that the pandemic has increased both domestic responsibilities and impacted the labourforce market significantly making jobs less available for the female population. Today, women's participation in the sector of education has increased even to the point to which it outnumbers men. However, female representation within the fields of science, technology, engineering and mathematics, women are also a minority in scientific development and research. (UN Women, 2020)

Due to the lockdowns, many women and girls have been isolated from society in unsafe environments where they have been prone to experience intimate partner violence. Globally, one third of women have experienced violence and 18% of such have at least experienced it once in the past few months. Violence Against women is evidence of the lack of gender equality within the country and it is also a factor which has prevented their active participation within the labour market.

### Women in power and decision making

At a global scale women have only held 28% of managerial positions in the year of 2019 which was the same as 1995, even though there has been an advancement of women in power positions the incrementation in the rate has been very slight (UN women, 2020). It is of major importance to consider that if an enterprise is bigger than the chances of a woman obtaining a managerial or power position is very little. Gender diversity in managerial positions is not only important to gender equality and human rights but it is also beneficial towards the company's economy. A survey conducted by ILO in 2018 affirmed that a company's profit increases as a result of gener diversity. However, women are less likely to hold a managerial position and if employed, they will not be able to hold the managerial position for long. (UNDESA)

# Relevant Actors

All persons of working age who participate in the Labour Force. The participation rate expresses labour force as a percentage of the working age population, Taking into consideration the following, data retrieved from the international labour organization the labor gender gap in the world is:



By analyzing the following source it is evidenced that men's participation within the labour force is much higher than that of women...

The relevant actors of the conflict consists of the entire international community, however, it is important to highlight the countries with more and less labour force participation:



The United States

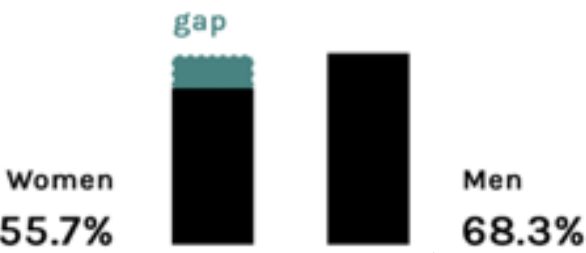


Russia

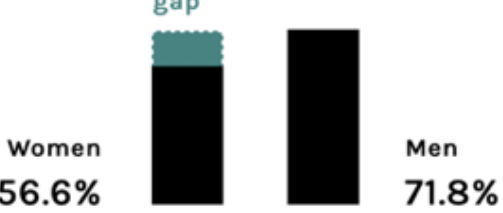


Afghanistan

Labour force participation rates in United States



Labour force participation rates in Russian Federation

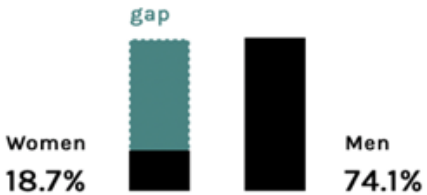


Labour force participation rates in Afghanistan

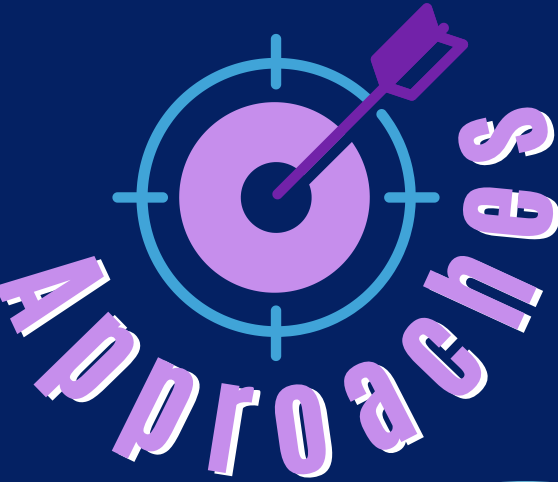


Iraq

Labour force participation rates in Iraq



Taking into consideration what was explained earlier, all countries from the international community are relevant actors since none have been able to reach complete gender equality. By subtracting the percentage of women's participation from the percentage of men, we are able to obtain the percentile for the gender gap of each country.

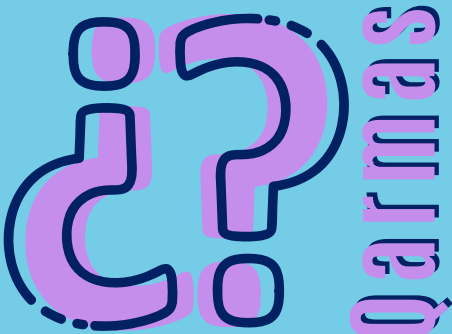


The objective for the committee is for the delegate to investigate thoroughly regarding their country's position. During the debate it is expected that the delegate has the relative data regarding the following:

- Gender gap in labour force
- Female representation in the government, power and decision making.
- Investigation of the legal barriers or social norms regarding women participation in paid work
- Is the country developed or underdeveloped?
- What is the religion or culture that revolves in the country?
  - example: Islam, Christianity, Hinduism

Taking into account the following, when debating the topic delegates will have the opportunity to work together in order to analyze the effectiveness of the implementation of the Beijing Declaration and platform of action with the final objective to create/review an action plan to ensure the equal representation of women in the labour force.

- What is the percentage of participation in the Labour force gender gap in your country?
- Are there any social norms or legal barriers that pose a conflict to women's equal participation in the labour force?
- What is the minimum wage gender gap in your country?
- Is there an equal representation of women in power and decision making within your country?
- Was your country a participant in the signature of the Beijing Declaration and platform of action?
- Is your country a developed or underdeveloped country?



## USEFUL SOURCES

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# TOPIC B

## Sex crimes: regulation of prostitution

**Crime:** The intentional commission of an act usually deemed socially harmful or dangerous and specifically defined, prohibited, and punishable under criminal law. (Encyclopedia Britannica, 2020)

**Sex Crime:** These types of crimes are offences that arise when any type of violence occurs during a sexual act.

**CEDAW:** Convention on the elimination of all forms of discrimination against women

**Sex workers:** Person who provides sex work, either on a regular or occasional basis in exchange of a fee, (sex workers are often referred as prostitutes) (Oxford English Dictionary, 1884)

### Introduction

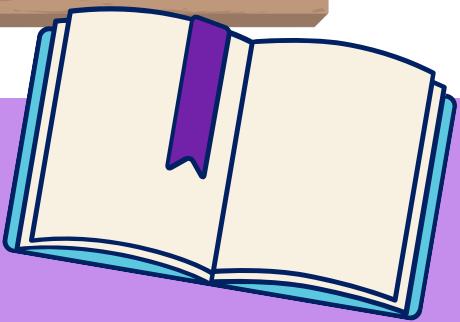
This society is constantly affected by crimes, some may be worse than others, but indeed, they aim to affect the well-being of our society. For a minute, think about the following question:  
**How would our society be if crimes did not exist?**

It is hard to think of an answer, and surely it will vary depending on who answers it, however, we can all agree on the fact that the non-existence of crimes would have an extremely positive impact on our lives. The relevant and deplorable aspect of a crime is the way it can harm a person. Crimes may only make someone feel bad, or let them without money. Unfortunately, many crimes intend to end someone's life, or even worse, they leave a psychological effect on the victim that does not allow him/her to continue his/her life, leading to serious consequences.


Bearing in mind what a crime is, we can talk about the particular type of crime we will work with: **Sex crimes**, these types of crimes are offences that arise when any type of violence occurs during a sexual act. For instance, when there is a lack of consent by a part of the sexual act, or someone engages in a sexual act with someone who, legally, is incapable of consent, such as a child. In other words, sex crimes are illegal or coerced sexual conduct against another individual.

The most dreadful aspect of sex crimes is their consequences in both, the victim and the criminal. Firstly the criminal, you may think **What effects can a crime have on the one who committed it?** The answer is simple, that person must pay for their actions. In the case of sex crimes, the criminal, besides, the jail time, must be registered as a sex offender, this can have a serious impact on finding a job, housing and certain social opportunities for that person's remaining life. On the other hand, there is no doubt that the victim suffers multiple effects after a sex crime is committed, to synthesize, on the psychological edge, a person can face stages of shock, embarrassment, feelings of guilt, fear, development of low self esteem and finally, a trauma that could not allow her/him to continue its life as he/she used to, moreover, the victim can face mental health problems, depression and self-harm. Clearly, there are physical consequences.

## Historical Context




Prostitution has been practised for a long time in our society, as a matter of fact, people refer to it as the world's oldest profession and even though throughout history governments have tried to regulate it, it has not been entirely possible.

 *Research which were the first actions aiming to regulate prostitution*

Prostitution during the old age was pretty common, its origins radicate on the XVIII century (b.c) in Mesopotamia, the old Mesopotamia had laws aimed to protect prostitutes.

 *Research about the code of Hammurabi*

Storytellers state that in the old Babylon all women were forced to, at least once, attend Ishtar's temple to engage in sexual activities with visitors as a sign of hospitality in exchange, women received a symbolic fee. (Fayanás, 2021)

 *Research the aspects of the Old Ages' context that made prostitution be seen as a normal activity.*

During the Middle Ages, a moral dilemma lead to the eradication of prostitution, or at least stronger regulations for it to work. For instance, some neighborhoods were not allowed to host brothels. Additionally, brothels could not open on days like the Holy Week and other church celebrations.

In 1921, the League of Nations signed a convention aiming to stop women and child trafficking. During this event, many nations stated their concerns regarding prostitution. Most communist regimes took diverse actions to ban prostitution, nevertheless, it continued taking place. Finally, in 1993 the Vienna Declaration and Program of Action (VDPA) was approved by the United Nations. This declaration, first recognized prostitution as a form of violence against women on its sixth article and therefore, it demanded each country to take measures in order to ban and regulate prostitution.

 *Research article 6 of the CEDAW*

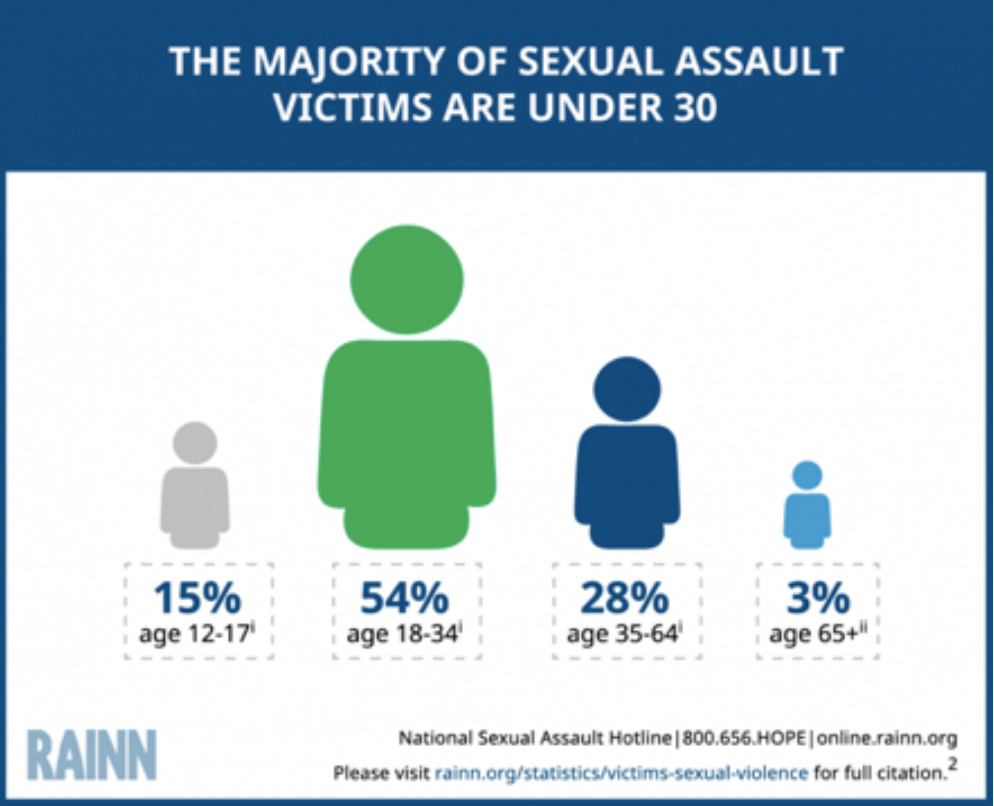
## Current Situation



To understand the perspectives and terms of prostitution more accurately;

- 
- *Research the cultural perspectives on prostitution.*
  - *Research how prostitution is regulated in countries that consider it legal.*
  - *Research how prostitution is regulated in countries that do NOT consider it legal.*

Nowadays, it is quite worsening the rates of sex crimes worldwide, especially the ages they happen the most in.



[Image] retrieved from <https://www.rainn.org/statistics/victims-sexual-violence>

Likewise crimes in general, there are certain types of sex crimes, in this committee, we will discuss, mainly, about prostitution and its regulation.

*Research which gender has made up the majority of sex workers throughout history.*

There are diverse perceptions regarding prostitution, in some countries such as the United States, Sweden and France it is illegal and considered a sex crime, yet, other countries like Germany, Turkey among others consider prostitution legal and an asset to their economy.



[Image] retrieved from <https://jakubmarian.com/prostitution-laws-in-europe/>

*Research the advantages and disadvantages of considering prostitution both illegal and legal.*

In addition, some countries, such as Spain, the United Kingdom and Italy approach prostitution as an illegal matter, meaning it is not regulated but considered legal.

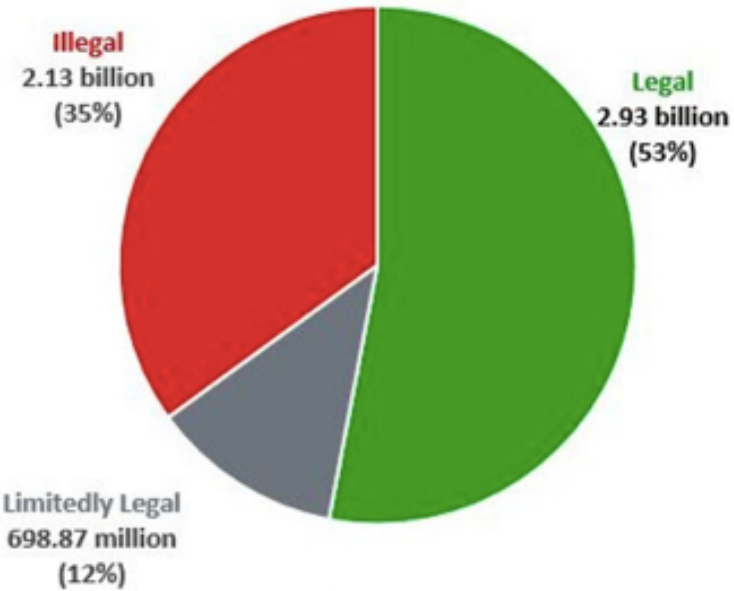
Currently, prostitution is regulated differently by each government. Regulation of prostitution is a topic that has reached frequently the Commission on the Status of women’s attention. Nowadays, the commission is facing the challenge of the morality of prostitution against the reality and normalization of it, further, the asset prostitution could bring governments worldwide.

Prostitution has always unchained a moral debate which includes 2 main arguments; on one side, the catholic/conservative argument, which states that there can not be dignity in a relationship or action where sex is exchanged for money, thus, considering prostitution a way of violence against women and aiming for its eradication worldwide. On the other side, we have a type of liberal argument, which defends that sex work (prostitution) is a decent and normal job, sex workers offer a service and they get paid for it, just as any other job. To sum up, prostitution has always been in the middle of a catholic and cultural fight, thus, prostitution has not been able to be regulated, understood or even banned. There will always be a catholic/moral and cultural conflict towards it.

Even though that maybe true, the real problem is that sometimes women get involved in prostitution not because they want to, but because they are forced to. For instance, many women are victims of women trafficking, those women are trafficked with the aim of converting them into sex workers, unfortunately, once you are in, it is really hard to get out.

*Research the reasons why women end up as sex workers.*

As mentioned above, currently, each country regulates prostitution differently. Some countries consider it legal, however others believe prostitution is illegal. One of the main issues and injustices in matters of prostitution’s regulation is that in many countries the sex worker is punished harder than the costumer and some times, the costumer is not even punished, this, considering that most sex workers are women, reflects once again the lack of gender equality in our society. Moreover, on some occasions the same law force sex workers to commit crimes or risk their well being in order to prevent a punishment or being caught by the police.



[Image] retrieved from <https://prostitution.procon.org/countries-and-their-prostitution-policies/>

## Relevant Actors

There is no specific or set of countries involved in this issue, therefore, it is impossible to mention specific relevant actors. However, as we have seen throughout this document, regulation of prostitution is a key issue worldwide. Consequently, every country’s presence, opinion and policy is paramount for the committee’s proper development.

Additionally, it is vital to recognize diverse perspectives, Countries as the Netherlands or Germany where not only prostitution is legal, but are sex tourism destinations must be heard along the debate. On the other side, countries as Sweden or Saudi Arabia must be heard on why prostitution must be banned and on their policy to do that. Finally opinions of countries like the United Kingdom or France are vital, these countries provide a midpoint between banning or not, France and the United States are on the list of countries that allow prostitution, but it has certain limits like making brothels illegal.

That being said, we will expose 3 examples of countries where regulation of prostitution makes it legal, illegal or limitedly legal:



### United States

in this country prostitution is illegal in all states except Nevada, therefore the US regulations make prostitution limitedly legal there. In the US punishments vary per state, however, most of them punish the sex worker and the customer equally, and even some have harsher penalties on the customer.



### Netherlands

the Netherlands is known for being one of the most popular sex tourism destinations, and therefore, prostitution is legal as long as it involves sex between consenting adults, meaning all the parties involved must agree. In the Netherlands, to become a sex worker, one must be above 21, present either an European passport or a green card, be registered in the Netherlands Commerce Chamber and present an interview. Additionally, sex workers pay taxes just as everyone else.



### Saudi Arabia

Even though this culture tends to materialize women, Saudi Arabia’s law states that “Common-law relationships, homosexual relations, adultery, and prostitution are illegal and are subject to severe punishment, including the death penalty.” With no doubt, this makes prostitution illegal and punishes sex workers with severe punishments, among them, death penalty.

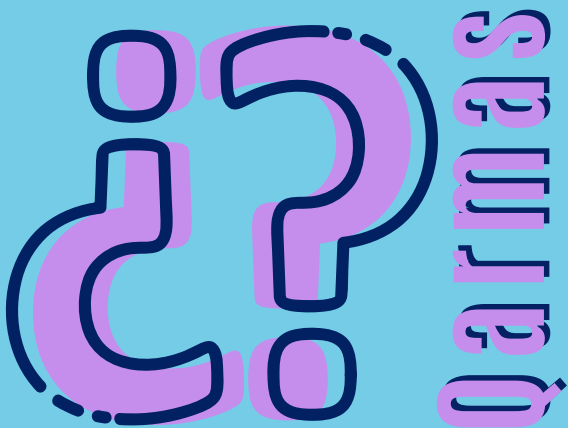


Though the topic is regulation of prostitution, this topic is extremely broad and has numerous approaches which can mislead the commission from its goal. That being said, the specific approach the CSW will take will be (if decided that regulation will be legal):

- Create regulations which can benefit sex workers instead of harm them.
- Protect sex workers' fundamental rights.
- Analyze the advantages and disadvantages of legitimating sex work.
- Legislate in order to prevent sex workers from breaking the law.
- Normalize sex work and workers.

Furthermore, it is vital to mention that if most countries in the committee are in favour of completely banning prostitution, that can also happen and the debate will turn into the creation of effective regulations to achieve that objective.

- Is prostitution legal in your country and how is your country regulating it?
- Is sex work an asset to your county's economy?
- Does your country have a religion affiliated to it?
- How would your country regulate prostitution worldwide?
- Did your country sign the CEDAW?
- Are Brothels common in your country?
- Is prostitution linked to your country's history or culture?
- Do you think your country's regulation has a double-side effect on sex workers wellness?
- Would your country be in favour of banning prostitution worldwide?
- Watch the following video and think about how can we regulate prostitution on a safe way for every part involved. <https://www.youtube.com/watch?v=vc-n852sv3E>
- Which regulations do you think that instead of protecting sex workers harm them and why do you think so?



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- [https://www.youtube.com/watch?v=8pkZzut\\_JSE](https://www.youtube.com/watch?v=8pkZzut_JSE)
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