Dear Delegates,

Welcome to the 27th annual Brigham Young University Model United Nations Conference (BYUMUN) and to the UN Women committee. My name is Madi Markle, and I will be serving as your director for this committee.

I am a senior at BYU studying English with minors in creative writing and Russian. I work as a Teaching Assistant for the BYU Model United Nations collegiate team and as a writer for the Marketing Communications department of BYU Continuing Education. I spent this past summer as an EFY counselor and as such have developed the ability to act like I know how to dance. After graduation, I hope to attend J. Reuben Clark Law School. This is my second year with BYUMUN.

The topics we will discuss in UN Women are:

I. The Rights of Women and Girls in Prison
II. Closing the Gender Gap in STEM Fields

The United Nations Entity for Gender Equality and the Empowerment of Women, or UN Women, was formed in July 2010. This came about as part of a reform agenda-merging and building on parts of the UN that were previously separate. The main roles of UN Women are to help create policies and global standards on gender equality, help Member States implement these standards and to promote accountability through regular monitoring of progress towards these standards.

This background guide will introduce you to the topics for this committee but is not meant to replace further research. In addition to this research, you should come to the conference prepared with innovative ideas for solutions to the issues we will discuss. Regardless of whether this is your first Model UN conference or one of many, I know that you will find success if you work hard and collaborate with the other members of this committee.

If you have any questions concerning your preparation for the conference or this committee, feel free to contact me using the email address listed below. I am more than happy to help.

I am excited to work on resolving these issues with you in October and wish you good luck with your preparations.

Sincerely,

Madi Markle
Director, UN Women
madimarkle@gmail.com
Committee History

“The pursuit of gender equality, women’s rights and women’s empowerment is the defining challenge for the twenty-first century. Its achievement would unleash the full potential of half the world’s population. It is a prerequisite and driver for sustainable development, poverty eradication, peace and security, and human rights. Yet the reality of gender discrimination touches the lives of every woman and girl in the world.”

— Introduction, UN Women Strategic Plan, 2014-17

Introduction

The United Nations Entity for Gender Equality and the Empowerment of Women, known as UN Women, was created in July 2010 by the United Nations General Assembly. UN Women was formed to be a strong voice for the rights of women and girls at the global, regional and local levels. Four branches of the UN were consolidated into entity, namely: the Office of the Special Adviser on Gender Issues and Advancement of Women, the Division for the Advancement of Women of the Secretariat, United Nations Development Fund for Women, and the International Research and Training Institute for the Advancement of Women. The main roles of UN Women are to support intergovernmental bodies in formulating policies and standards, to help Member States implement these standards with technical and financial support when requested, to forge partnerships with civil society and to lead and coordinate the UN’s work on gender equality such as through regular monitoring of system-wide progress. An Executive Board comprised of 41 members governs UN Women’s operational activities, while the Commission on the Status of Women provides UN Women with policy guidance. The work of UN Women is provided for through legal and policy framework that comes from the Convention on the Elimination of All Forms of Discrimination against Women, the Beijing Platform for Action, the United Nations Millennium Declaration and all other applicable resolutions of the United Nations.


5 Supra footnote 1

6 Supra footnote 2

7 Ibid.
International Action

A/RES/64/289
The UN General Assembly agreed upon this resolution on July 2, 2010 and established UN Women which was considered operational by January 1, 2011.8 This resolution also includes the general principles behind UN Women as well as instruction for the governance, financing and administration of the Entity.9

The Universal Declaration of Human Rights
The Universal Declaration of Human Rights (UDHR) is a milestone document adopted by the UN General Assembly on December 10, 1948.10 The document is the first to set forth fundamental human rights to be universally protected and entitles all human beings the same rights and freedoms without regard to birth, race, sex, language, religion, political or other opinion, national or social origin or property.11

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
In 1979 the UN General Assembly adopted CEDAW which is often described as an international bill of rights for women.12 CEDAW promotes gender equality in politics, education, health and employment and is the only human rights treaty that affirms the reproductive rights of women and attributes culture and tradition as strong forces behind gender roles.13

The Beijing Platform for Action
The Platform for Action is an agenda for women’s empowerment that came out of the United Nations Fourth World Conference on Women in September 1995.14 This defining framework for change includes comprehensive commitments that covered 12 areas of critical concern including women and the dimensions of economy, education, environment, health, human rights and

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8 Supra footnote 3
9 Ibid.
11 Ibid.
13 Ibid.
others.\textsuperscript{15} The Platform remains the most progressive blueprint for advancing women’s rights ever conceived and unleashed worldwide visibility and political will.\textsuperscript{16} 2015 marked the 20\textsuperscript{th} anniversary of the adoption of the Beijing Platform for Action. In recognition of this, the fifty-ninth session of the Commission on the Status of Women undertook a review of the progress made towards implementing the Platform for Action and identified challenges that still need to be resolved.\textsuperscript{17}

\textit{HeForShe: UN Women Solidarity Movement for Gender Equality}

UN Secretary-General Ban Ki-moon and Emma Watson, UN Women Global Goodwill Ambassador, launched UN Women’s HeForShe movement at the United Nations on September 20, 2014.\textsuperscript{18} This movement mobilizes people of every gender to work towards achieving gender equality in our lifetime.\textsuperscript{19} HeForShe has the goal to mobilize 1 billion men and has already been the subject of more than 2 billion conversations on social media alone.\textsuperscript{20}

\textit{Annotated Bibliography}


This resolution establishes UN Women and its general principles, and calls for it to be operational by January 1, 2011. Also provided for in the resolution are methods for the governance, financing, and administration of UN Women.


This section of the official HeForShe website outlines the movement’s mission, values, impact, and team. Links are provided to UN Women’s website, Emma Watson’s UN speech that launched the movement, and Elizabeth Nyamayaro’s 2015 TedTalk about the movement.


\textsuperscript{16} Ibid.


\textsuperscript{20} Supra footnote 15

This brief explains what HeForShe is, provides background information about its formation, and identifies the movement’s major goals. The brief also identifies how the movement aligns with and accelerates UN Women’s strategic plan, and provides information about the HeForShe pilot initiative “IMPACT 10x10x10.”


This webpage includes the text of the Universal Declaration of Human Rights as well as some brief background information concerning its conception. The declaration specifically calls for the end of discrimination in regards to human rights, and is one of the most important documents regarding women’s rights.


This page on UN Women’s official website offers a brief history of the origins of UN Women, as well as an outline of the Entity’s focus and goals. Also included is some background information concerning the global needs of women and girls.


This section of the UN Women website discusses the fifty-ninth session of the Commission on the Status of Women. Included are the conference’s themes, preparations, official documents, and outcomes.


This publication summarizes UN Women’s strategic plan for 2014-17 and presents the Entity’s plan of action in the areas of economic empowerment, ending violence against women and girls, and other areas concerning worldwide gender equality and empowerment. The brochure also provides additional background information about UN Women and its mission.


This webpage provides an overview of the Convention on the Elimination of All Forms of Discrimination against Women. Included is CEDAW’s definition for discrimination against women, as well as some of the agreed upon conclusion made by Member States to end all forms of discrimination against women.
This webpage provides background information about the Beijing Platform for Action to situate the conversation concerning gender equality and women’s empowerment 20 years following the creation of the Platform. The critical areas of concern addressed by the Platform are listed as well as some facts concerning its progress.

This webpage contains the contents of the Beijing Platform for Action, including the mission statement, global framework, critical areas of concern, and strategic objectives and actions. The Platform affirms that equality is a matter of human rights, and aims to accelerate the empowerment of women in all spheres of public and private life.
1. The Rights of Women and Girls in Prison

“All persons deprived of their liberty shall be treated with humanity and with respect for the inherent dignity of the human person.” - Article Ten, United Nations International Covenant on Civil and Political Rights

Introduction

There are 700,000 women and girls held in prisons around the world. While females continue to represent a minority within the world prison population, their numbers are growing. In fact, the percentage of women and girls within the total world prison population has grown from 5.4% to 6.8% since the year 2000. Overall, the world prison population has increased by about 20% since the year 2000. As part of this increase, the male prison population has only increased by 18%, while the female prison population has increased by a striking 50%. This dramatic rise in the number of imprisoned women and girls cannot be explained by the growth in national population levels, as United Nations figures show only an 18% growth in the world population over the same period of time. With the increasing number of women and girls being imprisoned around the world, it is important to increase efforts to protect their rights and to promote their health. Prison systems are usually made with men in mind—designed for and run by a majority of men and designed for the incarceration of men. While equality is important, treating men and women the same in prison creates issues because women have unique needs, such as pregnancy, that need to be taken care of. Still, as a minority in the justice system, imprisoned women and girls usually receive less attention than imprisoned males, leaving many needs unmet.

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23 Ibid.

24 Supra footnote 1


A Profile of Women in Prison

Research shows that the worldwide majority of female prisoners are mothers. A review conducted by the International Centre for Prison Studies found that in every Member State women in prison come from incredibly disadvantaged backgrounds, with a higher proportion of physical and mental health problems found amongst female prisoners than male. Drug-related offenses (usually for personal use) are a major cause of women imprisonment, and crimes are predominately non-violent. In Member States such as Finland where less-serious crimes are rarely sentenced with prison time, there is a higher proportion of prisoners who were convicted of violent crimes and fewer prisoners overall. That being said, very few women need high levels of security and it has been found that many have experienced physical and sexual abuse in their lives. Sexual abuse is actually one of the primary predictors of girls entering the juvenile justice system, a system that is often ill-equipped at identifying and treating the violence and trauma that led girls to their arrests. Minorities are often over-represented amongst women in prison, which is seen in women imprisoned in the United States of America: of female U.S. residents aged 35-39, one out of 265 is imprisoned, of all white women within this group one out of 355 is imprisoned, of all Hispanic women within this group one out of 297 is imprisoned, and of all black women within this group one out of 100 is imprisoned. Women belonging to ethnic minorities suffer from discrimination due to the intersection of race and sex often along with other factors such as poverty. These women can also need specialized help in overcoming

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32 Ibid.


35 Supra footnote 11
barriers to legal aid and other services before, during and after trial.\textsuperscript{36}

It is important to note that some female prisoners still await trial and have yet to be convicted of any crime. For example, in many Member States the number of women and girls held in pre-trial detention is equivalent to or even larger than the number of convicted female prisoners.\textsuperscript{37} For developing Member States in particular, looking solely to reported imprisonment rates disguises the large number of people detained before trial with pre-trial inmates often being detained for much longer than their sentences would have been had they been tried within a reasonable amount of time.\textsuperscript{38} People that have yet to be convicted of any crime account for an estimated 70-80\% of all prisoners in the Democratic Republic of Congo, and pre-trial inmates account for at least half of the prison populations in areas within Africa, South Asia, Latin America and the Caribbean.\textsuperscript{39} Prisoners detained before trial may have limited contact with other prisoners, limited health care and increased restrictions on family contact and visitation.\textsuperscript{40} There can also be a disadvantage more specific to women when it comes to applying for bail due to the fact that in some areas women do not have money or property in their names which could make it difficult to obtain the necessary funds for pre-trial release.\textsuperscript{41} Even women that can have money and property in their names are still vulnerable to imprisonment due to their inability to pay for bail or fines associated with petty crimes.\textsuperscript{42}

In some Member States religious laws have lead women to become imprisoned on charges of sexual misconduct when in reality they were raped but unable to prove it.\textsuperscript{43} In Member States where abortion is illegal, if women who have delivered a stillborn child, did not register the birth or death of the child, have had a miscarriage, or have had an illegal abortion may be imprisoned on charges of concealment of childbirth, infanticide or homicide. \textsuperscript{44} The World Health

\begin{itemize}
\item \textsuperscript{37} Supra footnote 5, Page 2
\item \textsuperscript{38} Jenni Gainsborough. “Women in Prison: International Problems and Human Rights Based Approaches to Reform.”14 Wm. & Mary J. Women & L. 274-75 (2008), http://scholarship.law.wm.edu/cgi/viewcontent.cgi?article=1033&amp;context=wmjowl
\item \textsuperscript{39} Ibid.
\item \textsuperscript{40} Supra footnote 17
\item \textsuperscript{41} Supra footnote 18
\item \textsuperscript{43} Supra note 13
\end{itemize}
Organization reported that prior to a law change in 2002, an estimated 20% of Nepali women prisoners were in prison on charges related to abortion or infanticide.\textsuperscript{45} El Salvador is known for their strict legal ban on abortion, which is still in effect and has led women to become imprisoned over miscarriages and other pregnancy complications.\textsuperscript{46} The World Female Imprisonment List noted that El Salvador had a sharp increase in the number of women and girls in prison, with almost eight times as many females in prison now than in 2000.\textsuperscript{47} El Salvador’s ban on all abortions, including in cases of rape and danger to the mother’s life, took effect in 1998 and could be a contributing factor to El Salvador’s increase in female imprisonment.\textsuperscript{48} The World Bank’s Women, Business and the Law 2016: Getting to Equal report found that the majority of economies have unequal rules for women and men.\textsuperscript{49} While these laws might not be as condemning as the abortion law in El Salvador, the laws create systemic unequal legal footing for women.

**Issues Faced by Incarcerated Women**

Compared with male prisoners, women are often imprisoned further from their homes; their small numbers result in there being fewer prisons built to accommodate them.\textsuperscript{50} This makes contact with families difficult for the cost and time of travel can become especially burdensome. This problem is especially apparent in large countries, such as the Russian Federation where there are only 40 penal institutions for women and three for young girls.\textsuperscript{51} Female prisoners can have to travel thousands of kilometers from where they were sentenced to where they will be imprisoned with prison transit taking up to two months.\textsuperscript{52} Similar problems exist worldwide, particularly in Asia, Africa, Latin America and the United States.\textsuperscript{53} In 2007, it was reported that due to lack of space and costliness, Hawaii was holding 175 female prisoners in a private prison in Kentucky (additional male prisoners were also being held in Kentucky and Arizona).\textsuperscript{54} Most

\textsuperscript{45} Ibid.


\textsuperscript{47} Supra footnote 1


\textsuperscript{50} Supra footnote 11, page 4

\textsuperscript{51} Supra footnote 24, page 16

\textsuperscript{52} Ibid

\textsuperscript{53} Ibid

\textsuperscript{54} Ibid, source’s footnote 35
of the women had committed non-violent crimes and were single mothers with some being the sole caregivers of their children.\textsuperscript{55} Female prisoners are at risk of being abandoned by their families which can have extremely harmful emotional consequences and a detrimental effect on their resettlement after release.\textsuperscript{56} In an effort to solve the problem of distance, Spain uses a combination of women’s prisons and small women’s units attached to men’s prisons.\textsuperscript{57} While this allows women to be closer to their homes it comes at the cost of women getting fewer resources and being an afterthought in policy decisions regarding the whole prison.\textsuperscript{58}

Research has shown that when a mother is imprisoned a family will often break up. If a father is imprisoned, the family will generally remain together as the mother continues to care for the children.\textsuperscript{59} Children outside of prison constitute a great area of stress for women in prison, especially if state welfare services and not direct family are caring for the children.\textsuperscript{60} Because women prisoners often find themselves in a prison system designed for men, the family visiting practices may not be designed to accommodate prisoners that are the primary caregivers of dependent children.\textsuperscript{61} Some Member States make special arrangements for children to visit their mothers in prison such as weekend visits that can last a whole day. Children can even stay overnight with their mothers in a special flat in one Swedish prison.\textsuperscript{62}

Member States typically allow mothers in prison to keep their babies with them up to a certain age, typically ranging from one to six.\textsuperscript{63} This means that a large number of children spend their most formative years in prison where health services are not geared towards them, interaction outside of prison is not possible and their mothers are not allowed to spend adequate time with them.\textsuperscript{64} Prisoners who are pregnant often receive insufficient nutrition and are frequently discouraged from breastfeeding as it is thought to interfere with the prison’s routines.\textsuperscript{65} Despite violating international standards, in some Member States there are body restraints, such as

\begin{itemize}
\item \textsuperscript{55} Ibid
\item \textsuperscript{56} Supra footnote 24, page 17
\item \textsuperscript{57} Supra footnote 10, page 5
\item \textsuperscript{58} Ibid
\item \textsuperscript{59} Supra footnote 36
\item \textsuperscript{60} Supra footnote 24, page 19
\item \textsuperscript{61} Supra footnote 13, page 4
\item \textsuperscript{62} Ibid.
\item \textsuperscript{63} Supra footnote 24, page 20
\item \textsuperscript{64} Ibid.
\end{itemize}
shackles, that are used on pregnant women during transit, health examinations and birth.\textsuperscript{66} Shackling during childbirth presents a risk to the health of the mother and baby as it may cause complications during delivery.\textsuperscript{67}

Health care is a priority issue for female prisoners.\textsuperscript{68} Some prison systems do not include a mental health screening upon entrance, and the mental health programs that exist are often inadequate in addressing women’s specific needs.\textsuperscript{69} Women prisoners are more likely to have mental health problems than male prisoners and the general population and are more likely to self-harm and commit suicide than male prisoners (which is opposite of the trend outside of prison).\textsuperscript{70} Women that have been victims of sexual or physical abuse often lack support in prison.\textsuperscript{71} Prisons do not have the standard services of regular exercise, access to regular showers and free hygiene products and sanitary napkins.\textsuperscript{72} Because women often serve short sentences and are far from home, continuity of health care is hard to manage but nonetheless important.\textsuperscript{73} Ex-prisoners have a high rate of mortality with post-release overdosing especially in the first weeks after release. More can be done to reduce this rate.\textsuperscript{74} Overall the World Health Organization has found that prison systems frequently fail to meet the gender and biological health needs of women in prison as well as the international standards of humane care.\textsuperscript{75}

Sexual violence against incarcerated women is a common occurrence.\textsuperscript{76} The perpetrators can be prison guards or male prisoners acting with the complicity of prison guards.\textsuperscript{77} Few of the perpetrators are held accountable for their crimes so rape, groping during body searches and other forms of sexual assault against female inmates remain prevalent within the prison system.\textsuperscript{78} In addition to these forms of abuse, women can also be subject to frequent and unnecessary

\begin{itemize}
\item \textsuperscript{66} Supra footnote 24, page 24
\item \textsuperscript{67} Ibid.
\item \textsuperscript{68} Supra footnote 11, page 6
\item \textsuperscript{69} Supra footnote 45
\item \textsuperscript{70} Ibid.
\item \textsuperscript{71} Ibid.
\item \textsuperscript{72} Ibid.
\item \textsuperscript{73} Ibid.
\item \textsuperscript{74} Ibid.
\item \textsuperscript{75} Ibid.
\item \textsuperscript{76} Supra footnote 16
\item \textsuperscript{77} Supra footnote 24, page 14
\end{itemize}
searches, spying during showering and changing clothes, verbal abuse and humiliation.\textsuperscript{79} Lesbian, bisexual, and transgender women are at particular risk of abuse in prison.\textsuperscript{80} Female prisoners in pre-trial detention are also especially vulnerable due to the fact that torture and abuse in custody are more common immediately after arrest than during the imprisonment of a conviction.\textsuperscript{81} In some Member States, rape and other forms of sexual abuse are used to coerce confessions and assert control which makes women awaiting trial essentially powerless in protecting themselves.\textsuperscript{82}

Sexual violence is prohibited by international law, but complaints of sexual abuse are often still ignored or dealt with insufficiently.\textsuperscript{83} The United Nations Standard Minimum Rules for the Treatment of Prisoners prohibits male staff from supervising women’s prisons, and yet this rule is not applied in many countries.\textsuperscript{84} A survey of 40 states in the United States found that, on average, males make up 41% of the correctional officers working with female inmates.\textsuperscript{85} This is sometimes due to concerns over equal employment opportunities but is also due to a lack of female prison staff.\textsuperscript{86} With many female prisoners having already experience sexual abuse prior to custody, the mere presence of male officers in the units where female prisoners shower, undress and sleep can be an unnecessary trauma and fear as they are forced to live in a situation where these male officers hold all the power and may intrude on their privacy at any time.\textsuperscript{87}

\section*{International Action}

In 1979, the UN General Assembly adopted The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), which is often described as an international bill of rights for women.\textsuperscript{88} Member States committed to abolish laws that discriminate against women and adopt laws that further prohibit discrimination.\textsuperscript{89}

\begin{thebibliography}{99}
\bibitem{79} Supra footnote 24
\bibitem{80} Supra footnote 57
\bibitem{81} Supra footnote 24, page 15
\bibitem{82} Ibid.
\bibitem{83} Ibid.
\bibitem{84} Supra footnote 60
\bibitem{86} Supra footnote 60
\bibitem{87} Supra footnote 61
\bibitem{89} Ibid.
\end{thebibliography}
The Mandela Rules
In 1955, the first Congress on Crime Prevention and Criminal Justice met in Geneva and adopted the United Nations Standard Minimum Rules for the Treatment of Prisoners. In 2015, these rules became known as the Mandela Rules and were updated so that they could remain the global benchmark for prison administrations. Among other rules, the Mandela Rules include provisions to advance the efforts of non-discrimination and the prisoners’ right to safety, accommodations for prenatal and postnatal care for women and some provisions concerning children staying with parents in prison.

A/C.3/65/L.5 Bangkok Rules
In 2010 the General Assembly adopted the United Nations Rules for the Treatment of Women Prisoners and Non-custodial Measures for Women Offenders, also known as the Bangkok Rules. The 70 rules address issues relating to the treatment of women prisoners that were insufficiently dealt with in the 1955 Standard Minimum Rules for the Treatment of Prisoners. These rules cover issues that include implementing gender-sensitive prisoner classification and security risk assessments, women-specific health-care services, guidance on the treatment of children living with their mothers in prison, safety concerns of women prisoners and pre- and post-release programs that dealt with the discrimination that women face once released from prison. The final rule calls for raising public awareness of women’s entrapment in the criminal justice system and for information and training to be shared.

Kyiv Declaration on Women’s Health in Prison
The World Health Organization (WHO) and the UN Office on Drugs and Crime (UNODC) along with other partners gathered evidence based research that helped inform the Kyiv Declaration on


91 Ibid.


94 Ibid.

95 Ibid.

Women’s Health in Prison which was adopted in 2008. This declaration acknowledges women’s unique needs within prison and suggests pre-trial detention be used as a last resort with women who committed non-violent offences, focusing decisions on the needs of the children and additional gender-specific approaches to health care.

A/HRC/31/72
This Human Rights Council document presents the recommendations of the Forum on Minority Issues. Member States are recommended to consider having community liaison officers or other outreach methods that include women and minorities to reduce racial and gender profiling and enable greater understanding. Member States are also urged to bring their practices in line with the Mandela Rules and are called upon to prevent, investigate and punish acts of violence, harassment and abuse by staff members or other detainees against minorities and women.

Beyondmedia Education
Women and Prison: A Site for Resistance is a website centered on the lives of the United State’s incarcerated women and is a project of Beyondmedia Education. The website serves as a collection of stories, essays and information on women in prisons, and promotes the end of all forms of discrimination, violence and social injustice in the treatment of women and their families. This media campaign aims to bring greater worldwide attention to the issues surrounding women in prison and create grounds for greater cooperation across organizations and movements.

Conclusion
With the increasing number of women in prison, there is added urgency to address these women’s unique needs and clarify standards of treatment. Though recent developments have been made in creating clearer standards (i.e. the Mandela Rules and Bangkok Rules), implementing these standards can constitute radical change within women imprisonment.

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97 Supra footnote 5, pages ii and vi
98 Supra footnote 5, page 5
100 Ibid. page 7
101 Ibid. page 18
103 Ibid.
104 Ibid.
105 Supra footnote 76
facilities, and, though this will take time, there are immediate steps forward in addressing gross examples of health care neglect, human rights abuses and gender sensitivity failures. A prison sentence does not negate women and girls’ human rights to health and safety which are rights that need to be prioritized when it comes to forming and implementing international policy.

Questions to Consider

1. Why are the rights of prisoners important? How would you respond to the argument that the prisoner forfeited all their rights when they committed a crime?
2. How are the needs of female prisoners related to the needs of male prisoners, and how are they different?
3. Do you think it is effective to press for change across multiple issues facing women in prison, if so which issues would you group? If you think efforts should be more focused, which issue would you start with?
4. How can the initiatives and programs already in place be built upon and their reach expanded? How can these efforts be monitored and their progress tracked?

Annotated Bibliography


This paper delves into the background of women's health in prison and the common shared traits of women prisoners. Building off this, the authors detail the unique health care needs of women and what the situation is today, finding that the international standards are not being met. Solutions are then discussed as well as recent positive changes, with the ultimate conclusion being that though radical change will take time, there are immediate steps that can be taken forward.


This press release situates the passing of the Mandela Rules within the context of the 1955 Standard Minimum Rules for the Treatment of Prisoners. A summary of the revised rules is included, namely the focus on including health care in prison, investigating deaths that happen in custody, and other topics to make up the nine thematic areas of focus.

106 Supra footnote 45

This resolution sets forth important precedence, including the Standard Minimum Rules for the Treatment of Prisoners, the Beijing Rules, and the Bangkok Rules. The resolution’s annex sets forth the Mandela Rules, which serve as a basis of generally accepted good practices in prisons. These rules include standards in the management of prisoner files, the separation of male and female prison institutions as much as possible, the provision of adequate hygiene and health services, among others.


This guidance note on prison reform summarizes the issues in women’s prisons and breaks down the proportion of women prisoners based on Member States with the highest and lowest proportion. The issues of treatment, health care, sexual abuse, and contact with families are dealt with generally which provides a good, brief introductory scope of the issues.


This handbook is a comprehensive reference for the topic of the imprisonment of women. The unique needs of female prisoners are discussed at length before delving into how women’s prisons are managed. Suggested measures to reduce the female prison population are presented, as well as possible future topics for research and training, as well as the need to disseminate information so that the public is aware of the issues.


This profile of women’s prisons collected data on 18 countries in its first phase of research, then focused on eight countries to examine in more detail in its second phase. Overviews of women prisoners, their needs, and the institutions that house them follows, with special attention given to the specific approaches implemented by different Member States and their relative effectiveness at addressing different issues.


The Bangkok Rules acknowledge that though the Standard Minimum Rules for the Treatment of Prisoners apply to all prisoners without discrimination, there is a need to
bring more clarity to the rules’ application to women, as well as to better address the particular needs of women in prison. Global standards are then set forth to supplement the Standard Minimum Rules, such as the accommodation of sanitary towels provided free of charge as a supplement to rules 15 and 16 of the Standard Minimum Rules.


Facts and figures are presented concerning the number of women and girls in 219 different prison systems in the world, with figures including both pre-trial detainees and prisoners that have been convicted and sentenced. The key points serve as a snapshot of female imprisonment in the world, with specific percentages based off of regions and Member States then presented.


The WHO Regional Office for Europe with the support of UNODC and other partner organizations reviewed women’s health in prisons to help from this background paper and the Kyiv Declaration on Women’s Health in Prisons. This report contains the declaration and the evidence that informed its creation to help encourage Member States to adopt and further implement the declaration to further promote health and human rights.


This issues paper deals with the specific concerns of sexual misconduct by prison staff and the use of shackling on women in labor and during childbirth. The issues are discussed in depth, the current legal framework considered, common questions answered, and recommendations for moving forward given.
2. Closing the Gender Gap in STEM Fields

“Ensure that women’s participation in innovation is not the exception, but becomes the rule.” - Lakshmi Puri, UN Women Executive Director, 17 March 2016

Introduction

Innovation is an act of introducing something new and a process of change within a field to make it better. Lakshmi Puri, Executive Director of UN Women, gave the challenge to empower women in innovation and to help females that, for whatever reason, have not met their potential as change-makers. The hard reality is that the global average for women’s participation in areas of innovation is less than 10% with this unequal gender representation especially apparent in the innovation-heavy fields of science, technology, engineering and mathematics (STEM). Some of the factors contributing to this issue are poverty and lack of education, as well as legal, institutional, political and cultural challenges. According to the United Nations Educational, Scientific, and Cultural Organization (UNESCO) women researchers remain the minority in STEM fields with women representing only 28% of the world’s researchers. The UNESCO Institute for Statistics has defined researchers as those engaged in expanding the field such as through new knowledge, products and processes as well as in the management of these ideas and projects. As reported by the President’s Council of Advisors on Science and Technology, the current rate of training for scientists and engineers will lead the United States alone into a 1,000,000 deficit within the workforce in the next decade. Women can help fill this deficit and increase overall Gross Domestic Product (GDP) in Member States; according to a 2013 study if as many women worked in the digital sector as men, the


109 Ibid.


European GDP could increase by an estimated 9 billion euros.\textsuperscript{114} Currently only 30\% of the 7 million people who work in the digital sector in Europe are women.\textsuperscript{115}

According to responses by Member States as well as an analysis of the issue, UN Women identified some key points that should be resolved: expanding and improving education through prioritizing professional development, improving learning conditions, and revising curriculum; addressing the gender stereotypes that lead to occupational segregation by revising education materials, training teachers on sensitivity, and introducing young men and women to role models in non-traditional fields and providing additional training for women that will address their unique needs.\textsuperscript{116} Focusing on and resolving some of the barriers holding women from participation in the STEM fields will affect each Member State individually and collectively and will lead to an increase in innovation and gender equality.

**Women in the Workforce**

To more fully understand the causes of unequal gender participation within STEM fields, it helps to first look at the general issues faced by women in the workforce. It is estimated that globally women are nearly half as likely as men to have full-time jobs, while in the area of South Asia men are more than three times as likely.\textsuperscript{117} The World Bank has found that women spend at least twice as much time as men on unpaid domestic work which creates an added pressure for women to either forgo careers or reconcile the amount of work they take on with the constraints of family responsibilities.\textsuperscript{118}

When compared to men, women often have less access to financial services, technology, training, information and social networks and also face gender biases in hiring and performance reviews.\textsuperscript{119} Legal discrimination is also a barrier to women’s work, as the World Bank’s Women, Business and the Law 2016 Getting to Equal report found that the majority of economies have unequal rules for women and men with at least one law impeding women’s economic


\textsuperscript{115} Ibid.


\textsuperscript{119} Supra footnote 11
opportunities found in 90% of the economies measured. These legal barriers include restrictions on women’s access to institutions, owning or using property, building credit as well as getting a job with 15 countries still requiring women to get their husbands’ consent to work.

An analysis of 83 countries made by the International Labor Organization showed that, on average, women in paid work earned 10-30% less than men. This gap can be accounted for, in part, by occupational gender sorting as women are more likely to take part in less profitable work than men are. This gender sorting begins with education; in school, young women and men often develop differences in aspirations and skills that underlie the occupational differences that appear later in life. Occupational gender norms and sorting account for more women than men working in the fields of education and health, and much fewer women than men working in engineering, manufacturing, construction and science.

**Women and STEM Education**

Education is the first step to involvement in STEM careers. Globally, girls are more likely to be out of school than boys; some of the main obstacles to women’s and girls’ enrollment in and completion of education are poverty and gender inequality. While improving access to schooling is an important step to increase girls’ education in STEM fields, it is not the only barrier they face. Biased teaching and educational material continue to discourage women in the sciences. Women at the undergraduate level of their studies largely avoid some STEM fields; for example, women make up only 21% of those studying computer science in North America.

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121 Supra footnote 11

122 Ibid.


124 Supra footnote 11

125 Supra footnote 17


and Western Europe and 39% in Central Asia.\textsuperscript{128} For most STEM fields the undergraduate level is were greater gender balance can be found with many women choosing not to continue on from undergraduate degrees to the higher levels of education often required for careers as STEM researchers.\textsuperscript{129} This can be seen in Sweden, where women account for 61% of the students seeking a Bachelor’s degree, 49% of doctoral students, and only 37% of those that are researchers.\textsuperscript{130} The declining number of females in proportion to the higher up in education they go is a trend that can be seen in every region of the world.\textsuperscript{131} Overall, gender stereotypes and inequality continue to be prominent factors in keeping women and girls from seeking education in STEM fields.\textsuperscript{132}

Employment and technical training programs for youth have been found to be more beneficial for young women than young men, because these programs can be tailored to address the additional constraints and concerns faced by young women in overcoming cultural barriers such as stereotypes.\textsuperscript{133} An example is the U.S. national non-profit organization Girls Who Code that helps girls explore the tech field at free after-school clubs and a summer immersion program.\textsuperscript{134} Another example is the success of the Youth for Technology Foundation’s three-month Young Girls Science and Health Tele-Academy in Nigeria where 55% of the girl graduates went on to pursue STEM careers or declare a STEM major.\textsuperscript{135}

\textbf{Women in STEM Careers}

Women are underrepresented within the STEM fields even though they are as equally adept as men in the ability to generate and manage ideas and perform the functions required of research professionals as defined by UNESCO.\textsuperscript{136} A 2012 study made by Princeton University found that science faculty from research-intensive universities were less likely to hire female students for a laboratory manager position than their male counterparts, because the women were seen as less


\textsuperscript{130} Ibid.

\textsuperscript{131} Ibid.

\textsuperscript{132} Supra footnote 20

\textsuperscript{133} Supra footnote 11


\textsuperscript{135} Supra footnote 17

\textsuperscript{136} Supra footnote 6
competent. The study was randomized and double-blind with identical application materials randomly assigned either a male or female name, and yet the faculty participants rated the male application as significantly more competent and selected a higher starting salary and offered more career mentoring to the male applicant. The gender of the faculty participant did not affect these findings with subtle bias against women found in the hiring practices of both men and women.

In the U.S. economy, women fill only 25% of STEM careers even though they fill close to half of all jobs. Though women in STEM careers earn 33% more than comparable women in non-STEM careers, women with STEM degrees are less likely than men to actually go on to work in STEM careers with these women usually applying their STEM degrees towards the fields of education or healthcare. Those women that are researchers tend to work in the academic and government sectors while the private sector, with its higher salaried careers and greater opportunities for advancement, is typically male-dominated. This trend holds even in countries with more women researchers than men, as 53% of the researchers in Argentina are women, yet women make up only 29% of those employed in the private sector. Thus not only is there inequality in the number of women researchers compared to men but also in the number of women that enter the private sector of the STEM fields. Women in STEM careers are not equally represented in leadership and decision-making positions and face barriers in accessing the same job opportunities that men have. Workplace discrimination, sexual harassment, gender biases in performance measurement and promotions, pay gaps, and lack of flexibility to accommodate for family responsibilities all work against women in STEM.

In their study of U.S. companies, the Harvard Business Review found that 41% of scientists, engineers, and technologists on the lower rungs of corporate career ladders are actually female,

137 Supra footnote 7
138 Ibid.
139 Ibid.
141 Ibid.
142 Supra footnote 23
143 Ibid.
144 Supra footnote 8
145 Supra footnote 8
but 52% leave their chosen professions while in their mid to late thirties.\textsuperscript{146} \textsuperscript{147} Five key reasons were identified: hostile workplace cultures, the feeling of isolation as the only female on the team, the disconnect between the risk-reward trend in these male-dominated fields and women's preferred work rhythms, long workweeks and punishing travel schedules and, finally, the difficulty women have advancing within STEM careers due to isolation and a lack of sponsors.\textsuperscript{148} Companies such as Cisco, Johnson & Johnson, Microsoft, Alcoa, and Pfizer have created initiatives to either address the need to attract more female employees or to resolve the issues faced in retaining them.\textsuperscript{149} By encouraging more women to become and remain STEM researchers there will be more qualified workers to increase innovation and expand the global economy.

**International Action**

*The Beijing Platform for Action*

The Beijing Platform for Action was adopted in 1995 at the Fourth World Conference on Women and moves for Member States to increase women’s access to and retention in science and technology.\textsuperscript{150} The document calls for more female educators in science and technology fields and for teaching curriculum and materials to be adapted.\textsuperscript{151}

*IGNITE: Women Fueling Science and Technology*

In November 2014, the Global Fund for Women launched the IGNITE: Women Fueling Science and Technology online campaign and multimedia platform which features stories of women innovating in STEM fields and advocates for women to have greater access to and control of technologies and innovation.\textsuperscript{152} Through raising awareness of the issue, and providing role models to help confront bias, this campaign is working to bring about societal change.


\textsuperscript{148} Ibid.

\textsuperscript{149} Ibid.


\textsuperscript{151} Ibid.

The Equal Futures Partnership

The Equal Futures Partnership is a multilateral initiative launched during the 2012 UN General Assembly and encourages partnering Member States to further empower women. As of 2015, this partnership includes 28 countries and the European Union along with supporters from the private sector, non-profit and others, including the World Bank and UN Women. Member States within the partnership commit to policy, legal, and regulatory reforms to expand the economic opportunities of women, which includes supporting women and girls in STEM. Examples of collaborators include Chegg and non-profit Techbridge supporting the GIT Inspired! (Girls in Technology) campaign, as well as the William and Flora Hewlett Foundation, Teachers Without Borders, the Global Earthquake Model (GEM) Foundation, and the Earthquake Engineering Research Institute (EERI) working together to educate girls in high earthquake risk areas of the world about earthquake science and increase their access to open educational resources (OER).

UNESCO

In 2008 the United Nations Educational, Scientific, and Cultural Organization (UNESCO) identified gender equality as one of the organization’s two main priorities and, as such, has made comprehensive studies of women in STEM and developed gender-specific programs. UNESCO partnered with the L’Oréal Corporate Foundation to create the For Women in Science program that honors outstanding women researchers and grants fellowships to help women pursue their research at home or abroad. An additional example of a gender-specific program is the UNESCO Nairobi Office’s part in STEM science camps for girls that involve mentoring, science experiments, and industry visits, as well as training in gender-responsive teaching for Kenyan STEM teachers.

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154 Ibid.


156 Ibid.


Conclusion

Women’s career choices are not made in a vacuum. Poverty and lack of education, as well as legal, institutional, political and cultural challenges all work against women and girls participating in STEM careers. Those women that do go on to work in STEM fields are met with more barriers preventing them from accessing the same opportunities as men and are often prevented from realizing their full potential. Looking to and building off of measures that are currently in practice is an important step to encourage greater participation of women in innovation in the STEM fields. Combating gender bias and improving access to opportunities are important ways to ensure that women can be mobilized as change-makers in their society’s economies rather than have innovation remain an exclusive enterprise.

Questions to Consider

1. Why do you think the UN has been concerned with the low levels of women in STEM, and do you think they have made progress? Why or why not?
2. What role does education play in increasing the number of women in STEM careers? How can this role be more utilized?
3. How can Member States work together to increase global participation of women in STEM fields? What parts of the issue are important, and how can these factors be resolved?
4. How can the initiatives and programs already in place be built upon and their reach expanded? How can these efforts be monitored and their progress tracked?

Annotated Bibliography


This Executive Summary on the status of Women in STEM gives statistical information as well as background information on what the STEM field is and finds that women are underrepresented in STEM majors and jobs. The statistical information is primarily about the U.S economy, but most of the information concerning the STEM field itself can be generalized to benefit a global perspective.


160 Supra footnote 4
161 Supra footnote 8
This issues paper reviews the progress towards the implementation of conclusions made in 2011 by UN Women at their 55th session. It also provides a background to the issue and situates the progress made with the remaining gaps and challenges that need to be faced. Particular attention is paid to international programs addressing the issue and their unique efforts and focus are described.

This overview on the topic of gender notes that gender stereotypes can be an issue when promoting equality, as the problem is both externally and internally situated. Key facts are presented about the situation of women in girls generally, as well as some facts about their labor force participation and occupational segregation. The representation of men and women in careers is addressed, as well as some of the legal barriers women face.

This article provides highlights from a study made by the Harvard Business Review, including findings that women dropout of STEM careers in their mid to late thirties. They identified five contributing factors for this problem, and describe them each in turn. Businesses and firms that target these issues are identified and discussed as well.

This randomized double-blind study was performed by researchers at Princeton University and found that there is bias against women in the hiring process of science faculties, which demonstrates that the issue is more than just one of education. It was also found that higher salaries and more mentoring were offered to the male applicant, and that the gender of faculty participants did not affect responses.

This is a record of remarks made by the Deputy Executive Director of UN Women at a side event to the 60th session of the Commission on the Status of Women organized by the Czech Republic. Gender equality is generally addressed, and then Puri specifically addresses women in STEM through statistical information and points of action. She also

This report analyzes the issue of women's representation in science and technology, and provides comprehensive facts and figures. The study incorporates information from science and technology institutions as well as gender studies and worldwide policy information. The study highlights the need to address the issue through building awareness and increasing research into the issue's dimensions.


This fact sheet presents the latest data on the gender gap in science and provides key figures for average shares of women researchers within different regions of the world. These figures are then broken down by Member States, though not all have available data, such as the United States of America.


This page on the UN Women website provides information about the Beijing Platform which made the education and training of women one of 12 critical concerns. Included also is some general information about women and education, as well as the Millennial Development Goal about women and education.


As a companion to the 2013 World Development Report, this report looks more closely at the dimension of gender within jobs and barriers faced by them, and urges for further investing in eliminating these barriers. Important general statistical figures are given and discussed, including the connection between the wage gap and the issue of job gender sorting.