Research report

Forum: Commission on the Status of Women

Issue: Devising tactics to encourage increased  
 appreciation and recognition of women's rights  
 and eliminating gender-based violence

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**Introduction**

Inequality between genders is still an ongoing issue in the world. Differences in pay, schooling, employment, and much more. The biggest issue is the difference between rights. Worldwide, nearly 2.4 billion women of working age do not have equal rights as men. In 2022, the global average score on the World Bank's Women Index, Business Index, and Law Index rose to 77.1, which means it only rose half a point. This indicates that women, on average, enjoy barely 77 percent of the legal rights that men do.

Besides the fact that there is a big difference between rights, there is also Gender-based violence. Gender-based violence is a serious violation of human rights, but also a life-threatening health and protection issue. When women leave their homes, the risks only increase, meaning there is a higher risk of physical, sexual and psychological violence, including rape, human trafficking and forced prostitution.

**Definition of key terms**

1. Abortion:
   1. The deliberate termination of a pregnancy, resulting in the removal of the fetus or embryo from the uterus.
2. Contraception:
   1. Methods or devices used to prevent pregnancy, typically by inhibiting fertilization or implantation.
3. Discrimination:
   1. Unfair or unequal treatment of individuals or groups based on their characteristics, such as race, gender, age, or religion.
4. Domestic abuse: The pattern of abusive behaviour in an intimate relationship, which can include physical, emotional, or psychological harm inflicted by one partner on the other.
5. Economic Equality:
   1. The state of equal access to and distribution of economic resources, opportunities, and benefits among all members of a society.
6. Female Genital Mutilation (FGM):
   1. The harmful practice of partially or totally removing the external genitalia of girls and young women for non-medical reasons, often causing physical and psychological harm.
7. Gender inequality:
   1. The unequal treatment and opportunities that exist between individuals of different genders, often resulting in disadvantages for women and girls.
8. Gender-Based Violence (GBV):
   1. Violence directed at an individual based on their gender, often involving physical, sexual, psychological, or economic harm.
9. Healthcare:
   1. The provision of medical services and support to maintain or improve an individual's physical and mental well-being.
10. Human Rights:
    1. Fundamental rights and freedoms to which all individuals are entitled, encompassing principles like freedom of speech, equality, and the right to life.
11. Legal barriers:
    1. Obstacles or restrictions within the legal system that hinder access to justice or the exercise of legal rights.
12. Parental leave:
    1. A policy or entitlement allowing parents to take time off from work to care for their newborn or adopted children.
13. Privacy:
    1. The right to control one's personal information and keep it from being accessed or disclosed without permission.
14. Sexual abuse:
    1. Unwanted sexual behaviour or activity inflicted on an individual without their consent, often causing physical and psychological harm.

**General overview**

**Human Rights**

We are all entitled to human rights. From which there are 30 basic human rights, these will be added in the Annex at the bottom of this report.   
But many women and girls still face discrimination on the basis of sex and gender globally. Gender inequality forms the basis for numerous issues that disproportionately impact women and girls, such as domestic and sexual violence, unequal pay, limited educational opportunities, and insufficient healthcare access.

**Women's Suffrage**

During the 19th and 20th centuries, people started agitating for the right to vote for women. New Zealand became the first country to give women the right to vote on a national level, this was in 1893. This movement grew to spread all around the globe, and thanks to the contributions of all those involved in this battle, today women's suffrage is a right under the Convention on the Elimination of All Forms of Discrimination Against Women (1979).

Unfortunately, despite these developments, there are still many places globally where it is difficult for women to exercise this right. Looking at Syria, Pakistan or Afghanistan for example, in Syria women have been effectively cut off from engaging in politics, including the ongoing peace process.   
In Pakistan, although voting is a constitutional right, there are still some areas where women have been prohibited from voting due to powerful figures in their communities, who use patriarchal local customs to restrict them from going to the polls.   
In Afghanistan, authorities recently decided to introduce mandatory photo screening at polling stations. This makes voting problematic for women in conservative areas, where most women cover their faces in public.

**Freedom of movement**

Having the right to move around freely, not just in the country we live in, but also to visit other countries, this concludes the right to freedom of movement. Unfortunately, many women face difficulties when it comes to this. They may not be allowed to have their own passports, or they might have to seek permission from a male guardian in order to be able to travel.   
Saudi Arabia for example, has had a ban on women driving for many decades. This ban has only recently been lifted, since the 26th of September 2017. The licenses were set to be issued to women starting on the 24th of June 2018.

**Economic Equality**

Around 2.4 billion women of working age are not afforded equal economic opportunity and 178 countries maintain legal barriers that prevent the full economic participation of women. There are 95 countries that do not guarantee equal pay for equal work, and in 86 countries, women face some form of job restriction.   
Globally, Women only have a little over three-quarters of the legal rights afforded to men. A total score of 76.5 out of 100 possible points, denoting complete legal parity. However, despite the effect on the lives of women and livelihood from the global pandemic, a total of 23 countries reformed their laws in 2021 to take steps towards advancing women's economic inclusion, which was much needed.

**Sexual and reproductive rights and pregnancy**

Every woman and girl has sexual and reproductive rights. This means they are entitled to equal access to health services like contraception and safe abortions, so they can choose if, when, and who they marry. Also, to decide if they want to have children, and if they do, how many, with who, and when.

Women should be able to live without fear of gender-based violence, including rape and other forms of sexual violence, female genital mutilation, forced pregnancy, forced abortion, forced sterilization, or forced marriage.

Many women and girls around the globe are still unable to access safe and legal abortions. There are multiple countries where women who want or need to end pregnancies are often forced to make a choice that seems impossible: Serve jail time for abortion or risk their lives by trying other methods.

Parental leave has been a recognized legal entitlement or government-supported program for quite some time in various forms. In 2014, the International Labour Organization reviewed parental leave policies across 185 economies. Their findings indicated that all these economies have established laws mandating some form of parental leave, with the exception of Papua New Guinea. Another study looked into 186 countries and revealed that a significant majority of 96% (179), offered some form of compensation to mothers during their leave.   
It's worth noting that among the United Nations member countries, only seven do not require employers to provide paid time off for new parents. These seven are the United States, Papua New Guinea, and a few island nations in the Pacific Ocean, which are the Marshall Islands, Micronesia, Nauru, Palau, and Tonga.   
In addition to these legal mandates, some private employers choose to offer parental leave, either paid or unpaid, sometimes going beyond what has been required by law.

Globally, 118 economies guarantee 14 weeks of paid leave for mothers. 114 of the economies measured mandate paid leave for fathers, but the median duration is just one week.

**Gender-based violence**

Violence directed against a person because of their gender, or violence that affects people of a particular gender disproportionately. This is a description of Gender-Based Violence (GBV). Violence against women is a violation of human rights and a form of discrimination against women. It means all acts of GBV that results in or are likely to result in;

1. Physical harm,
2. Sexual harm,
3. Psychological harm
4. Economic harm,
5. Suffering to women.

Gender-based violence covers a variety of violent actions that can take place within homes, affecting women, men, and children alike. This includes both domestic violence and violence against women. While it's true that women and girls are frequently the primary targets of GBV, its widespread effect extends to causing significant harm to both families and communities.

**Major parties involved**

**Negatively involved Countries and regions**

1. *Pakistan*
   1. The Women, Peace, and Society Index (WPS) ranks Pakistan country as 167th out of 170, citing:
      1. Low levels of financial inclusion for women (7%)
      2. Just under four years of schooling for women
      3. An employment rate of just over 21% for women
      4. A largely discriminatory set of social norms and legal frameworks, and high incidences of intimate partner violence
2. *Central African Republic (CAR)*
   1. A crisis in the Central African Republic has entered its tenth year in 2022 and has a disproportionate effect on women. According to the WPS:
      1. Women in the CAR generally only have 3 years of schooling
      2. Their representation in local parliament is less than 9%
      3. Organized violence has gone down. Still, one out of every five Central African women still faces violence from an intimate partner.
3. *Somalia*
   1. Somalia ranks twelfth on the 2021 WPS Index. Highlights from their report:
      1. Somalia has greater political representation for women than CAR (23% of the country's Parliament is female)
      2. However, the number of women in the workforce is drastically lower (23% compared to 68%)
4. *Chad*
   1. Of the 162 countries ranked on the United Nations’ Gender Inequality Index for 2020, Chad ranks 160. A report conducted by Concern in 2015 revealed an interesting finding: the median age for girls to get married for the first time was as young as 16, while for boys, it was 22. During one of the focus group discussions conducted for this report, a participant made a noteworthy observation: “Early marriage is a custom in our community, but a real danger for the girl: pregnancy, surgery, death, and also several cases of running away.”  
      Since that report, the percentage of women reporting intimate partner violence dropped. However, there is still a lot of work to be done:
      1. Women complete less than two years of school in Chad.
      2. Women are continuously underrepresented in the Chadian parliament.
5. *Democratic Republic of Congo*
   1. The Democratic Republic of Congo ranks 163 out of 170 on the 2021 WPS Index and 150 out of 162 on the UN's 2020 Gender Inequality Index. The progress on gender equality in the DR. Congo has been slow, with inequalities existing across all sectors. The WPS estimates that 25% of national laws have some level of bias towards men. This has harsh ripple effects on gender equality in the DR. Congo:
      1. An estimated 51% of women in the DR. Congo will experience violence from an intimate partner in their lifetime.
         1. 37% have reported so in the year 2022.
      2. 37% of Congolese women were married before their 18th birthday.
      3. 12.4% of the girls in the DR. Congo will become mothers between the ages of 15 and 19.
6. *Syria*
   1. Before war broke out in 2011, gender dynamics in [Syria](https://concernusa.org/where-we-work/syria) were traditionally patriarchal: Women had the right to vote in national elections and were allowed to work. Although they were allowed to work, many Syrian women opted to stay at home and raise families. Syrians still view marriage as a contract between the husband and the father of the wife.   
      Many of these gender norms were intensified by the protracted Syrian crisis, while also introducing many of the gendered complications that come with the conflict. Some facts about Syria today:
      1. 75 out of every 100,000 Syrian women are killed in organized violence.
      2. Only 16.9% of women feel safe in their own communities.
      3. Georgetown University qualifies the number of conflict-related incidences of sexual violence as “massive”
      4. Nearly 25% of Syrian women have reported experiencing violence from an intimate partner.
7. *Afghanistan*
   1. Afghanistan's position on global gender equality indices is quite concerning. It ranks at the bottom, 170th out of 170 countries on the WPS Index, and 157th out of 162 on the UN Gender Inequality Index. This troubling situation can be attributed to over forty years of conflict and ongoing crises, as well as deeply ingrained gender norms that have unfortunately resulted in limited educational opportunities for many Afghan women and girls.
      1. Afghan girls who are allowed to attend school generally don’t stay more than 2 years.
         1. This reflects in the financial inclusion of women in the country, which is ranked at 7.2% by the WPS.
      2. The country ranks among the highest for gender-based violence. 35% of women are exposed to violence at the hands of an intimate partner.

**Positively involved Countries and regions**

1. *Norway*
   1. Norway is leading in gender equality. In the workplace, particularly due to the Equality and Anti-Discrimination Act, Norway has made notable strides. It is worth mentioning that in the World Economic Forum's Global Gender Gap Report 2020, Norway secured the second position worldwide. The country is renowned for its supportive stance toward working women who are balancing their careers with raising a family.  
      The score of equality by CEO Magazine:
      1. Pay equality: 98
      2. Women in management and workplace rights: 99
      3. Female positive legislation: 93.3
      4. Total score: 100
2. *Finland*
   1. Finland made significant progress in the Women, Peace, and Security Index for 2021/22, moving up from the third to the second-best country for women. It's worth noting that as early as 1906, Finland granted women the right to stand for election as members of parliament, marking itself as the very first country in the world to provide this opportunity to women.  
      The score of equality by CEO Magazine:
      1. Pay equality: 94.7
      2. Women in management and workplace rights: 99
      3. Female positive legislation: 96.9
      4. Total score: 99.25
3. *Iceland*
   1. Iceland has maintained its top position in the World Economic Forum's Global Gender Gap Index for an impressive nine years in a row. This achievement is, in part, attributed to the active involvement of both men and women in the decision-making processes.  
      The score of equality by CEO Magazine:
      1. Pay equality: 95.7
      2. Women in management and workplace rights: 99.9
      3. Female positive legislation: 100
      4. Total score: 95.2
4. *The United Kingdom*
   1. London has long been recognized as an ideal location for starting new businesses. Interestingly, in recent years, there has been a significant soar in the number of female business owners, accounting for approximately one in every three entrepreneurs.  
      The score of equality by CEO Magazine:
      1. Pay equality: 91.8
      2. Women in management and workplace rights: 98.6
      3. Female positive legislation: 93.2
      4. Total score: 95.09
5. *Germany*
   1. Despite having a system that allows women to both care for their babies and resume work until their child turns three, only around one-third of mothers choose to work during this timeframe.  
      The score of equality by CEO Magazine:
      1. *Pay equality:* 94.9
      2. Women in management and workplace rights: 90.3
      3. Female positive legislation: 95
      4. Total score: 94.27
6. *New Zealand*
   1. New Zealand, the first country globally to grant women the right to vote, is currently led by a female prime minister and a mother. It's no surprise that many businesses in New Zealand are thriving under the guidance of successful businesswomen.  
      The score of equality by CEO Magazine:
      1. Pay equality: 92.2
      2. Women in management and workplace rights: 97
      3. Female positive legislation: 94.9
      4. Total score: 94.2
7. *Denmark*
   1. In Denmark, women benefit from equal educational and employment opportunities, supported by robust anti-discrimination laws related to gender. Additionally, childcare support is available for children as young as six months old.  
      The score of equality by CEO Magazine:
      1. Pay equality: 95
      2. Women in management and workplace rights: 96.6
      3. Female positive legislation: 93.8
      4. Total score: 93.38

**Organizations for gender equality**

1. *UN Women*
   1. The United Nations Entity for Gender Equality and the Empowerment of Women, commonly known as UN Women, plays a crucial role within the UN system by championing gender equality worldwide. Its primary mission is to expedite progress in meeting the diverse needs of women across the globe. UN Women collaborates closely with member states of the UN, as well as with civil society organizations and governments, to craft and implement policies, laws, and services that promote the well-being of women.  
      UN Women concentrates its efforts on four key priority areas:
      1. Ensuring that women actively participate in and benefit equally from governance systems.
      2. Promoting income security, decent employment, and economic independence for women.
      3. Striving for a world where all women and girls can live free from any form of violence.
      4. Empowering women and girls to contribute significantly to building sustainable peace, bolstering resilience, and having an equal stake in disaster prevention, conflict resolution, and humanitarian efforts.
   2. Additionally, UN Women works diligently to establish gender equality as a fundamental aspect of the UN's Sustainable Development Goals. It actively assists member states in holding the UN system accountable for its own commitments to gender equality.
2. *Association for Women's Rights in Development*
   1. The Association for Women's Rights in Development (AWID) is a global organization dedicated to advancing gender equality and the human rights of women around the world. The vision of AWID is “a world where feminist realities flourish, where resources and power are shared in ways that enable everyone, and future generations, to thrive and realize their full potential with dignity, love and respect, and where Earth nurtures life in all its diversity”. This vision includes a commitment to nurturing the Earth and preserving its diversity of life.  
      AWID actively supports movements for gender justice, working to empower them as driving forces against oppression. The organization collaborates closely with activists and policymakers on a global scale to shape gender-related policies and practices. It fosters dialogue and the development of strategies on critical issues by connecting various stakeholders to share their knowledge, experiences, and ideas. AWID also mobilizes gender equality movements to unite in collective actions that advance feminist causes.  
      In addition, AWID partners with activists to establish solidarity networks focused on protection and well-being, particularly within historically marginalized communities. Lastly, but certainly not least, AWID advocates for corporate accountability and tax justice, aiming to achieve a fairer distribution of wealth.
3. *Women for Women International*
   1. Women for Women International is a global women's rights organization dedicated to empowering the most vulnerable women in conflict-afflicted countries. Their projects are designed to provide women with the tools they need to not only earn and save money but also to exert influence over decisions within their communities and homes. Women for Women prioritizes the improvement of their overall well-being and health while facilitating their connection to supportive networks.  
      To date, the organization has made a significant impact by aiding over 478,000 women worldwide in rebuilding their lives in the aftermath of war. At Women for Women International, they also leverage their influence to draw global attention to the crucial role that women play in promoting peace across all levels of society.  
      Through Women for Women's organization's initiatives, women gain valuable knowledge about their fundamental rights, covering very important topics such as land access, voting, divorce, domestic abuse, and child custody. Their primary aim is to promote gender equality and equip women with the tools and confidence to advocate for themselves.  
      additionally, they advocate actively for sustained, systemic transformation that can uplift marginalized women who have endured the hardship of war. They also tend to partner up with other organizations, leveraging these alliances to shape policies and practices, all with the ultimate goal of building a fairer equitable society.
4. *PROMUNDO*
   1. Promundo is a global organization with a mission to advance gender justice and combat violence by fostering collaboration between men and boys, alongside women, girls, and people of all gender identities. Their journey began in Brazil in 1997, grounded in the belief that involving men and boys in the process can help dismantle harmful gender norms and pave the way for solutions in the pursuit of gender equality.  
      To date, Promundo's efforts have spanned across more than 40 countries, where they have been dedicated to preventing violence and advocating for greater gender equality.
5. *Amnesty International*
   1. Amnesty International is a global movement boasting a membership of over 2.2 million individuals. Together, they passionately champion universally recognized human rights for all. Amnesty International's core mission centers around enhancing the Universal Declaration of Human Rights through international solidarity and active advocacy on human rights issues.  
      At the heart of their work is a commitment to conducting comprehensive research, which serves as a catalyst for action aimed at preventing and eradicating severe human rights abuses. They tirelessly seek justice for those whose rights have been violated.  
      One of Amnesty International's key activities is the fight against violence targeting women and the unwavering advocacy for gender equality. Their "Stop Violence Against Women" campaign is dedicated to pushing for the enactment of laws that guarantee justice for women who have suffered from violence. In their pursuit, they empower women, call for the adoption of new laws that safeguard women's rights, and advocate for the abolishment of discriminatory laws against women.
6. *Human Rights Watch*
   1. Human Rights Watch, founded in 1978 as a non-governmental human rights organization, boasts a dedicated network of experts, including lawyers, journalists, and academics, all very committed to human rights. This organization is renowned for its very detailed documentation of human rights violations and abuses worldwide.  
      Annually, Human Rights Watch publishes over 100 detailed reports on the state of human rights in about 80 countries. These reports contain extensive coverage in both local and international media.  
      Notably, within its array of reports and publications, Human Rights Watch places a significant focus on women's rights. Since its inception, the organization has expanded and fortified its efforts on the issue of gender equality and women's rights. It has played an important role in infusing a human rights perspective into issues such as domestic violence, human trafficking, rape, and similar.  
      Furthermore, Human Rights Watch actively engages with governments, regional institutions, financial entities, and corporations to advocate for policy changes that promote human rights and justice globally.

**Timeline of key events**

1. *1848, Seneca Falls, New York, USA*
   1. The first Women's rights convention
   2. The start of the Women's Rights Movement
2. *1893, New Zealand*
   1. Women get the right to vote on national elections
3. *1902, Australia*
   1. Women get the right to vote, except aboriginal women
4. *1906, Finland*
   1. Women get the right to vote
5. *1911, Globally*
   1. The first Annual International Women's Day (March 8)
6. *1913, Norway*
   1. Women get the right to vote
7. *1915, Denmark*
   1. Women get the right to vote
8. *1917, Canada*
   1. Women get the right to vote, except Canadian Indians
9. *1918, Austria, Germany, Poland, Russia*
   1. Women get the right to vote
10. *1919, USA*
    1. The first copy of The Suffragist Newspaper
11. *1919, The Netherlands*
    1. Women get the right to vote
12. *1920, Egypt*
    1. Doctors stand up against Female Genital Mutilation
13. *1920, USA*
    1. Women get the right to vote
14. *1921, USA*
    1. The last copy of The Suffragist Newspaper
15. *1921, Sweden*
    1. Women get the right to vote
16. *1928, Great Brittain, Ireland*
    1. Women get the right to vote
17. *1929, Nigeria*
    1. Aba women's riot
18. *1930, South Africa*
    1. Only white women get the right to vote
19. *1931, Spain*
    1. Women get the right to vote
20. *1934, Türkiye*
    1. Women get the right to vote
21. *1944, France*
    1. Women get the right to vote
22. *1945*
    1. The United Nations is born
23. *1945, Italy*
    1. Women get the right to vote
24. *1946*
    1. Speech “To the women of the world”
25. *1947, Argentina, Japan, Mexico, Pakistan*
    1. Women get the right to vote
26. *1948, South Africa*
    1. Beginning of Apartheid
27. *1948*
    1. The Universal Declaration of Human Rights
28. *1949, China*
    1. Women get the right to vote
29. *1950s, South Africa*
    1. Non-black racial groups got the right to vote too
30. *1950, India*
    1. Women get the right to vote
31. *1954, Colombia*
    1. Women get the right to vote
32. *1957, Malaysia, Zimbabwe*
    1. Women get the right to vote
33. *1960, Dominican Republic*
    1. The Mirabal sisters (Las Mariposas) form an opposition movement to openly protest against the dictatorship of Rafael Trujillo in the Dominican Republic.
34. *1960, Canada*
    1. Canadian Indians, both male and female, get the right to vote
35. *1962, Algeria*
    1. Women get the right to vote
36. *1962, Australia*
    1. Aborigines, both male and female, get the right to vote
37. *1963, Iran, Morocco*
    1. Women get the right to vote
38. *1964, Libya*
    1. Women get the right to vote
39. *1967, Ecuador*
    1. Women get the right to vote
40. *1970s*
    1. Global discourse on women's rights escalated in Mexico by;
       1. The first international Women's year
       2. The first UN Decade for Women
       3. The first world conference on women
41. *1971, Switzerland*
    1. Women get the right to vote
42. *1972, Bangladesh*
    1. Women get the right to vote
43. *1974, Jordan*
    1. Women get the right to vote
44. *1976, Portugal*
    1. Women get the right to vote
45. *1979*
    1. Cedaw (Women's Bill of Rights) adopted.
46. *1989, Nambia*
    1. Women get the right to vote
47. *1990*
    1. UNHCR adopts the first-ever policy on refugee women's protection
48. *1990, Western Samoa*
    1. Women get the right to vote
49. *1993*
    1. Declaration on the Elimination of Violence against Women
50. *1993, Kazakhstan, Moldova*
    1. Women get the right to vote
51. *1994, South Africa*
    1. The end of Apartheid
    2. Black citizens, both male and female, get full voting rights
52. *1994*
    1. ICPD Programme of Action
53. *1995*
    1. Beijing Declaration and Platform for Action
54. *1995*
    1. UNHCR publishes *“Sexual Violence Against Refugees: Guidelines on Protection and Response”*
55. *1996*
    1. UNHCR receives a large financial award from the UN Foundation to address Gender Based Violence in 5 countries in East and West Africa over a 4-year period, becoming the first organised effort to establish a multisectoral approach to various forms of violence against women and girls.
56. *2000*
    1. UN Security Council unanimously adopts Resolution 1325
57. *2001*
    1. 4 Afghan women take a seat at the UN table
58. *2003, Monrovia, Liberia*
    1. A mass action for peace
59. *2004, Somali*
    1. The first Somali Women to sign a peace agreement, ending Somali's civil war
60. *2005, Kuwait*
    1. Women get the right to vote
61. *2005, Sri Lanka, Indonesia, India*
    1. Tsunami killed four times more women than men due to gender differentialties
    2. Women in the overcrowded camps and resettlement sites were often verbally, physically and sexually harassed and abused by men.
62. *2006, Uttar Pradesh, India*
    1. The Gulabi Gang formed
63. *2006, United Arab Emirates*
    1. Women get the right to vote
64. *2007, India*
    1. First all-female peacekeeping unit deployed to the UN peacekeeping mission in Liberia.
65. *2011, Arab States*
    1. Challenging the status quo
66. *2011, Saudi Arabia*
    1. Women get the right to vote in municipal elections
67. *2013, United Nations, New York, USA*
    1. Education for all (Malala Yousafzai)
68. *2015, Saudi Arabia*
    1. Death of King Abdullah
    2. Women get the first opportunity to vote in municipal elections
69. *21st century*
    1. The rise of digital Activism

**Current attempts to solve the issue**

1. *Legislation and Policy Changes:*
   1. Countries around the world have been making changes to their laws and policies to tackle gender inequality. These efforts involve various actions, such as creating laws to prevent gender-based discrimination at work, taking steps to narrow the gender pay gap, and establishing legal safeguards against gender-based violence.
2. *Gender Quotas:*
   1. In some places, there's a drive to ensure more women are part of decision-making processes. This is being done through the introduction of gender quotas in politics and on corporate boards. These quotas can either be required by law or voluntary commitments.
3. Educational Initiatives:
   1. Within education, there's a big importance on promoting gender equality. Initiatives are aimed at encouraging girls to explore fields like STEM (Science, Technology, Engineering, and Mathematics) and removing gender bias from educational materials like textbooks.
4. *Awareness and Advocacy:*
   1. Social movements and advocacy campaigns play a significant role in raising awareness about gender inequality. Movements like #MeToo and advocacy groups like HeForShe have brought attention to issues related to gender discrimination and violence.
5. *Gender-sensitive Healthcare:*
   1. In healthcare, ongoing efforts are being made to improve women's access to healthcare services and their reproductive rights. This includes ensuring that women have access to contraception and safe abortion services, as well as addressing maternal mortality rates.
6. *Economic Empowerment:*
   1. Another key aspect is economic empowerment. Programs like microfinance, entrepreneurship support, and job training are being used to empower women economically and reduce economic disparities between genders.
7. *Parental Leave Policies:*
   1. Changes to parental leave policies are being considered to promote a better work-life balance for both women and men, challenging traditional gender roles in caregiving.
8. *Support for Survivors:*
   1. Support services for survivors of gender-based violence are being enhanced, along with improvements to legal mechanisms for reporting and prosecuting offenders.
9. *Social Norms and Cultural Change:*
   1. Efforts are also underway to challenge harmful traditional gender norms and stereotypes through education, media representation, and community engagement.
10. *Data Collection and Analysis:*
    1. Collecting and analyzing data that's broken down by gender is seen as crucial for understanding the unique challenges faced by different genders and designing effective policies and programs.
11. *Global Agreements:*
    1. On a global scale, international agreements such as the United Nations' Sustainable Development Goals (SDGs) include targets related to gender equality, encouraging countries to work towards these objectives.
12. *Corporate Initiatives:*
    1. In the corporate world, many companies are taking steps to address gender disparities within their organizations. This includes implementing diversity and inclusion policies, conducting gender pay equity audits, and establishing mentorship programs.
13. *Mentorship and Leadership Programs:* 
    1. Many organizations and institutions implement mentorship and leadership development programs specifically designed to help women advance in their careers and break through leadership glass ceilings.
14. *Gender-Responsive Budgeting:* 
    1. Some governments employ gender-responsive budgeting to ensure that public spending takes into account the different needs and impacts on women and men, aiming to reduce gender disparities.
15. *Media Representation:* 
    1. Promoting positive and non-stereotypical portrayals of women and men in the media can influence public perceptions and challenge harmful stereotypes.
16. *Intersectional Approaches:* 
    1. Recognizing that gender inequality intersects with other forms of discrimination, such as race, ethnicity, and sexual orientation, organizations are adopting intersectional approaches to address multiple dimensions of inequality simultaneously.
17. *Empowerment Through Technology:* 
    1. Initiatives that focus on digital literacy and access to technology can empower women economically and socially, bridging the digital gender gap.
18. *Community Engagement:* 
    1. Engaging communities in discussions and initiatives related to gender equality can foster local support and sustainable change.
19. *Research and Policy Analysis:* 
    1. Ongoing research on gender issues and comprehensive policy analysis help policymakers design evidence-based solutions to tackle gender inequality effectively.
20. *International Cooperation:* 
    1. Collaborative efforts between countries and international organizations play a crucial role in addressing gender inequality on a global scale.

**Possible solutions**

1. Women self-defence courses
2. Offering Women cash support to increase the freedom they have to make choices
3. Economic empowerment
4. Adding a minimum number of women workers per business
5. Including more women in decision-making positions in businesses and politics
6. Involve newer generations for them to learn, so this generation can learn from them
7. A bigger funding to women's organisations
8. Teach these issues at school from a younger age
9. Establish a police- or military force against GBV
10. Research the specific root causes of GBV in different countries, and tackle those issues
11. Change harmful traditions to non-harmful alternatives
12. Challenge other, possibly non-violent, gender norms
13. Treat GBV as a public health issue

**Further reading**

<https://govisafree.com/safest-countries-for-women/#:~:text=Some%20of%20the%20best%20countries,laws%20that%20protect%20women's%20rights>.

<https://www.bbvaopenmind.com/en/articles/gender-inequalities-past-issues-and-future-possibilities/>

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**Annex**

The 30 Basic Human Rights:

1. All humans being free and equal;
   1. Every human being is born free and equal in rights and dignity. They have been bestowed with the capacity for rationality and moral consciousness and should treat each other in a spirit of brotherhood.
2. No discrimination;
   1. Every human being is entitled to all the rights and freedoms, without any form of differentiation, such as race, skin tone, gender, language, religion, (political) opinions, Origin based on nationality or societal background, property, birth, or any other status. Additionally, no distinction shall be made on the basis of political, jurisdictional, or international status of the country or territory to which a person belongs.
3. Right to life;
   1. Every human being has the right to life, liberty and security of person.
4. No slavery;
   1. No human being shall be held in slavery or servitude; slavery and slave trade shall be prohibited in all their forms.
5. No torture and inhuman treatment;
   1. No human being shall be subjected to torture or to cruel, inhuman, or degrading treatment or punishment.
6. The same right to use the law;
   1. Every human being has the right to recognition everywhere as a person before the law.
7. Equal before the law;
   1. All human beings are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation and against any incitement to such discrimination.
8. Right to be treated fair by the court;
   1. Every human being has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.
9. No unfair detainment;
   1. No human being shall be subjected to arbitrary arrest, detention, or exile.
10. Right to trial;
    1. Every human being is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his rights and obligations and of any criminal charge against him.
11. Innocent until proven guilty;
    1. Every human being charged with a penal offense has the right to be presumed innocent until proven guilty according to the law in a public trial at which he has had all the guarantees necessary for his defence. No one shall be held guilty of any penal offense on account of any act or omission that did not constitute a penal offense, under national or international law, at the time when it was committed.
12. Right to privacy;
    1. No human being shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honor and reputation. Everyone has the right to the protection of the law against such interference or attacks.
13. Freedom to movement and residence;
    1. Every human being has the right to freedom of movement and residence within the borders of each state. Everyone has the right to leave any country, including his own, and to return to his country.
14. Right to asylum;
    1. Every human being has the right to seek and to enjoy in other countries asylum from persecution. This right may not be invoked in the case of prosecutions genuinely arising from non-political crimes or from acts contrary to the purposes and principles of the United Nations.
15. Right to nationality;
    1. Every human being has the right to a nationality. No one shall be arbitrarily deprived of his nationality nor denied the right to change his nationality
16. Rights to marry and have family
    1. Men and women of full age, without any limitation due to race, nationality, or religion, have the right to marry and to found a family. They are entitled to equal rights as to marriage, during the marriage, and at its dissolution. Marriage shall be entered into only with the free and full consent of the intending spouses. The family is the natural and fundamental group unit of society and is entitled to protection by society and the State.
17. Right to own things;
    1. Every human being has the right to own property alone as well as in association with others. No one shall be arbitrarily deprived of his property.
18. Freedom of thought and religion;
    1. Every human being has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.
19. Freedom of opinion and expression;
    1. Every human being has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.
20. Right to assemble;
    1. Every human being has the right to freedom of peaceful assembly and association. No one may be compelled to belong to an association.
21. Right to democracy;
    1. Every human being has the right to take part in the government of his country, directly or through freely chosen representatives. Everyone has the right of equal access to public service in his country.
22. Right to social security;
    1. Every human being, as a member of society, has the right to social security and is entitled to realization, through national effort and international cooperation and in accordance with the organization and resources of each State, of the economic, social, and cultural rights indispensable for his dignity and the free development of his personality.
23. Right to work;
    1. Every human being has the right to work, to free choice of employment, to just and favourable conditions of work, and to protection against unemployment. Everyone, without any discrimination, has the right to equal pay for equal work. Everyone has the right to form and to join trade unions for the protection of his interests.
24. Right to rest and holiday;
    1. Every human being has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.
25. Right of social service;
    1. Every human being has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing, and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control. Motherhood and childhood are entitled to special care and assistance. All children shall enjoy the same social protection.
26. Right to education;
    1. Every human being has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.
27. Right of cultural and art;
    1. Every human being has the right freely to participate in the cultural life of the community, to enjoy the arts, and share in scientific advancement and its benefits. Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.
28. Freedom around the world;
    1. Every human being is entitled to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized.
29. Subject to law;
    1. Every human being has duties to the community in which alone the free and full development of his personality is possible. In the exercise of his rights and freedoms, everyone shall be subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society.
30. Human rights cannot be taken away.
    1. Nothing in this Declaration may be interpreted as implying for any State, group, or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights and freedoms set forth herein.