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UN Women



Topic A: Violence Against Women in
Strictly Religious Environments

Topic B: Gender Equality in the Labor
Market

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LETTER FROM THE CHAIRS

Dear Delegates,

We are honoured to be the Chairs of UNWOMEN in TLVMUN 2019 and beyond excited to offer everyone, including ourselves, the chance to expand your learning scope, not only about the Committee and the topics it's dealing with, but also the real challenges that women have to face until today all over the globe.

We would like to congratulate you for choosing to participate in TLVMUN, and in our committee. Model UN is a platform where regardless of your academic background, you can gain important knowledge and skills that can be useful in many aspects of your academic or future life. In UN WOMEN you will learn about the status of the rights of women in many regions of the world and how they can be better promoted and implemented.

We hope that this experience in the UNWOMEN at TLVMUN 2019 will provide you with a deeper knowledge of these topics and a fuelled enthusiasm for the environment of International Organizations and United Nations entities, giving also the right space to networking and fun.

Honourable delegates, are you ready to face this challenge? Because it is going to be an unforgettable experience. We are looking forward to working with you!

Hope to meet all of you in August,

Dimitra Psychari

Alessandro Giacardi

Maria Stefiadou

INTRODUCTION TO THE CHAIRS

My name is Dimitra Psychari and I come from Athens, Greece. I am 23 years old and I am currently finishing my master's in human Rights Law in Cardiff University (UK). I started participating in conferences in 2012, back when I was a high school student. Up to date, I have participated in more than 30 conferences as a delegate, chair and even Secretariat member, in England, Greece, Germany, and of course Israel! I am excited to return to TLVMUN for a second year, as your Head Chair in UN WOMEN.

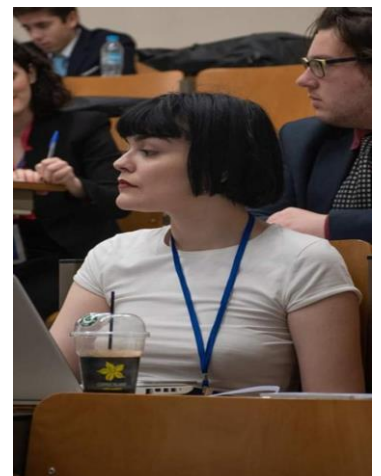


I would like to give all of you a warm welcome to the UN WOMEN committee. During those five days, you will learn or improve your abilities on public speaking, diplomacy, drafting, making impact but also you will have fun at the different events and will have the chance to make many new, like-minded friends.

My name is Alessandro and I come from Italy. I'm a 22 years old International Relations student at the University of Turin, in northern Italy. Before that I attended the humanistic High School, an enriching environment that made me fall in love with history, culture and human relations. I started my MUN conference journey with the beginning of my studies in 2017, and I attended the huge New York MUN conference, then with the MSOI delegation the SGMUN and HamMUN both in the 2018. This year's edition of GöMUN has been my first chairing experience. Something more fun about me: I'm an aerial dancer (at the beginning) and when I have free time, I like to visit new places and eat local food (even cooking sometimes).



My name is Maria, I am 20 years old, and I am currently an undergraduate student at the Political Sciences department in the Aristotle University of Thessaloniki in Greece. My MUN experience started back in 2016 when I was a high school student, and I have been in many MUN conferences back then, in several other parts of the world. This will be my first experience in TLVMUN and my first-time visiting Tel Aviv, and I am more than excited to be one of your vice chairs in this year's committee of UN WOMEN. In my free time I love travelling, reading books and going to the theatre; I am also a columnist at an online political magazine, writing is something I've loved doing since I was younger. If you have any questions regarding the content of the guide or any aspect of our procedure, please message the chair or the co-chairs in the committee's email and we will be glad to help you.



INTRODUCTION TO THE COMMITTEE

The United Nations entity also known as United Nations Entity for Gender Equality and the Empowerment of Women, commonly named as UN Women is the United Nations organization that deals with issues relevant to the gender dimensions of contemporary developments, such as economic empowerment, education, safety and political participation¹. The UN WOMEN body actually consists of four other UN parts that merged into one, back in 1995; the Commission on the Status of Women (CSW), the Division for the Advancement of Women (DAW), the UN Development Fund for Women (UNIFEM) and the International Research and Training Institute for the Advancement of Women (INSTRAW)². It was formally established in 2010 and begun its active operation and actuation back in 2011. Since then, it has included various initiatives in its agenda, such as flagship programmes and partnerships with businesses, civil societies and governmental organizations; its main functional organs are the UN WOMEN Executive Board and the long existing, as aforementioned, Secretariat of the Commission on the Status of Women.

COMMITTEE'S MANDATE

The goals of UN WOMEN today are supported and protected through a framework that defines the Committee's mandate and areas of action. Those include: First, to aid inter-governmental organisms, such as the Commission on the Status of Women, in their composition of policies, criteria and principles of global and inclusive character. Therefore, another area of action is to help Member States to implement those principles in their efforts to provide sufficient technical and financial support and form productive partnerships with civil societies.

Last but not least, UN WOMEN works to enable Member States regularly analyze and examine the UN system's progress on gender equality, including consistent and standardized monitoring of system-wide evolution.

¹ UN WOMEN Headquarters, *What We Do*. Retrieved from <http://www.unwomen.org/en/what-we-do>

² UN WOMEN Headquarters, *About UN Women: Historical perspective*. Retrieved from <http://www.unwomen.org/en/about-us/about-un-women>

COMMITTEE'S THEMATIC AREAS OF WORK

- UN WOMEN's main fields of activation are:
- Leadership and political participation
- Economic empowerment
- **Ending violence against women**
- Humanitarian action
- **Peace and security**
- Youth
- HIV and AIDS awareness
- Governance and national planning
- **Sustainable development agenda**

TOPIC A: Violence Against Women in Strictly Religious Environments

Before we proceed with the analysis of the subject and in order to avoid any form of generalization, it is important to state that there is no comprehensive account of the complicated interactions between religious ideology and practice, contextual political statuses and national policies, and the nature of economic and social framework within which women struggle to maintain or gain their rights - individually and collectively.

There has been some progress regarding violent practices with roots in religion towards women, for example Female Genital Mutilation rates have declined in recent years.³ However, there is still a lot of work to be done in order to be in a place to say that women's rights in religious environment are preserved. Delicacy is needed when interventions are made regarding this issue, as religion is a sensitive issue and practices/laws associated with religion, are viewed as an integral part of the religion itself.

SPECIAL SOCIETIES

ISLAMIC SOCIETIES

Women in religious Islamic societies often face certain limitations on their rights. While women are permitted to work, the more religious the society, it tends to enable women to work only if their duties as a wife and mother are not negatively impacted by it. The effects of traditionalism on the labour force are deeply rooted in these countries – the ratio of female to male workers in Egypt, Iran and Saudi Arabia are 0.316, 0.244 and 0.241 respectively, while the average in Western Liberal Democracies is around 0.8. Azerbaijan, a secular Muslim state, has a ratio of over 0.9, further illustrating the impact of traditionalistic Islam on women employment.

³ UNICEF (2016). Female Genital Mutilation/Cutting: A global concern,, Retrieved from: https://www.unicef.org/mediafiles/FGMC_2016_brochure_final_UNICEF_SPREAD.pdf

ULTRA-ORTHODOX JEWISH SOCIETIES

The Ultra-Orthodox Jewish people, also known as the Haredim, make up 12% of Israel's Jewish population.⁴ Also, 13% of the British Jews are Haredi.⁵ They are an insular, mostly self-contained community, that has very restricted relations to the secular world. Outside of Israel, secular courts do not affect them, and they regulate their lives according to their own rules. For this community, religion is paramount, and most aspects of their life are governed by the Torah. So, when it is about sexual abuse, many victims do not report the crime as reporting a fellow Jew to non-Jewish authority is called "mesirah" and is believed to be a sin.⁶ The percentage of sexual abuse in the Haredi community is the same as anywhere else, however under-reporting is prevailing due to the reasons above.

Also, another big issue in the Haredi communities is the phenomenon of the "chained wives". According to halakha law, only the man can give the divorce to his wife, he has the final word. Therefore, there are cases where wives stay trapped in unwanted marriages. If they want to marry again in the Jewish Orthodox way, the Gett (a divorce paper) is required, and even if the civil court decides on their favour, technically they are still married under the Jewish Law, and in case they want to marry again they are not able to do so.

PAST ACTION FROM THE INTERNATIONAL COMMUNITY/RECENT DEVELOPMENTS

Convention on the Elimination of All Forms of Discrimination against Women (1979)

Often described as the 'women's bill of rights', this Convention comprises 30 articles in total and an Optional Protocol, which provides the signatories with alternate ways of achieving the main purpose of this legal agreement⁷. It is committing to the governments of the countries

⁴ Arutz Sheva 7, *Education rising, poverty dropping among haredim*. Retrieved from:

<http://www.israelnationalnews.com/News/News.aspx/240041>

⁵ Institute for Jewish Policy Research, Donatella Casale Mashiah and Jonathan Boyd, *Synagogue Membership in the United Kingdom in 2016*. Retrieved from:

https://www.jpr.org.uk/documents/Synagogue_membership_in_the_United_Kingdom_in_2016.pdf

⁶ Times of Israel, The New York Jewish Week, Rabbi Joshua Hammerman, *Sex-Abuse Cover Ups: The Mesirah Mess*. Retrieved from: <https://jewishweek.timesofisrael.com/sex-abuse-cover-ups-the-mesirah-mess/>

⁷ UN WOMEN Headquarters, Guiding Documents. Retrieved from: <http://www.unwomen.org/en/about-us/guiding-documents>

that have signed the accord and any form of progress can be observed through the CEDAW Monitoring Committee, which constantly tracks and reports methodical discrimination against the female gender. In the Article 1 of the Convention, the term ‘Discrimination Against Women’ is determined as following:

‘Any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.’⁸

CEDAW has actively and effectively contributed in the efforts of many states when it comes to issues such as gender equality; for example, it has assisted development of social rights for women in countries like Japan, Tanzania and Costa Rica, while promoting the adoption of legislation on gender equality in states such as Rwanda and South Africa⁹

Beijing Declaration and Platform for Action (1995)

In 1995, within the framework of the Fourth World Conference on Women: Action for Equality, Development and Peace that took place in Beijing, the Beijing Declaration and Platform for Action was established. This agenda aimed towards tackling all aspects of gender inequality, through protecting women from violence and discrimination and through demanding the devoted commitment of state governments, international organizations and institutions. Member states proclaimed and strengthened the platform in 2000 during the international five-year evaluation of progress and took the responsibility to advance its practice during the 10-year review in 2005, the 15-year review in 2010, and the 20-year review in 2015.¹⁰

⁸ UN WOMEN Headquarters, *Guiding Documents: Convention on the Elimination of All Forms of Discrimination Against Women with the optional protocol*. Retrieved from: <https://undocs.org/en/A/RES/34/180>

⁹ UNHR Office of the High Commissioner, *CEDAW in your daily life*. Retrieved from: <https://www.ohchr.org/EN/HRBodies/CEDAW/Pages/DailyLife.aspx>

¹⁰ UN WOMEN, *CEDAW Reporting*. Retrieved from: <https://www.un.org/womenwatch/daw/cedaw/reporting.htm#guidelines>

UN Sustainable Development Goals (SDGs)

The 2030 Agenda for Sustainable Development, supported by all UN member states since 2015, remains the world's common ground for peace, inclusiveness and prosperity. The UN WOMEN Organization, while partnering with several civil society representatives and stakeholders in order to achieve numerous goals of the Agenda, is prioritizing Goal no.5 (Achieve gender equality and empower all women and girls); it mainly focuses ¹¹ on the aspects of ending violence against women (physical and sexual forms of abuse), broadening and enriching women's opportunities and choices in all scopes of everyday life without exclusions in terms of health, education, labour payment and on boosting women's participation in both the public and the private domain, internationally, nationally and locally. The UN Women's Strategic Plan (2018-2030) is a project¹² initiated by the UN entity itself, which enhances strategic accomplishment of the fifth Sustainable Development Goal¹³ through promoting women and girls access and addition to all global policies and processes and their equal from national practices or schemes.

COUNTRY POSITIONS

European Union, USA, Canada, Australia, Israel: In these countries, religious violence and any violence against women is condemned. Some of those countries, for example the United Kingdom have issues regarding self-governed communities where religious law is in force for their members. ¹⁴ Collaboration between religious leaders, human rights groups and other pressure groups is needed. In Israel, because civil and religious law is the same, in case of

¹¹ UN WOMEN, *The 2030 Agenda for Sustainable Development: Why Goal 5 matters*. Retrieved from: <http://www.unwomen.org/en/what-we-do/post-2015/why-goal-5-matters>

¹² UN WOMEN, Strategic Plan 2018-2021. Retrieved from: <http://www.unwomen.org/en/executive-board/documents/strategic-plan-2018-2021>

¹³ Sustainable Development Goals Knowledge Platform, *Sustainable Development Goal 5*. Retrieved from: <https://sustainabledevelopment.un.org/sdg5>

¹⁴ Stylist, *Exploring the secret lives of UK's chained wives*. Retrieved from: <https://www.stylist.co.uk/long-reads/marriage-love-relationship-engagement-divorce-partner-disobedience-film-rachel-weisz-rachel-mcadams-real-life/240054>

Ultra-Orthodox chained wives, the husband is facing imprisonment.¹⁵ Regarding abusive behaviour or inhumane treatment, especially in Islamic societies, the different treaties and legislation that exist in force offer protection to women, however there are many of them who are not willing to speak out. Regarding Islamic societies, Sharia law is banned in the US, Canada and in the UK it has no legal status. This group of countries have as a goal to reduce religious violence and empower women within strictly religious societies.

Middle East, Africa: Many Middle Eastern and some African countries have Sharia law as their primary legal system. The degree of enforcement varies from country to country. for example, in Saudi Arabia the whole legal system is based on Sharia, while in some other countries like Israel, Sharia courts are under the mandate of the Ministry of Justice. There are many reports about countries where women are stoned to death according to Sharia. Other countries have banned such practices, depending on the degree on which religious law is in force. The most extreme Sharia adherent countries are less willing to co-operate for the reduction of religious violence against women.

¹⁵ Independent, *Scandal of women trapped in marriages by jewish courts*. Retrieved from: <https://www.independent.co.uk/news/uk/home-news/scandal-of-women-trapped-in-marriages-by-jewish-courts-1765888.html>

GUIDING QUESTIONS

- 1) What are the challenges that women and girls face in strict religious environments today?
In what fields are their rights and obligations threatened? What further steps can be taken in order to tackle this issue?
- 2) What is the UN WOMEN's role in dealing with situations like these?
- 3) Could NGOs provide support in any form to this effort?
- 4) What solutions could be given in cases of women who are reluctant to report their abuse due to religious and cultural laws?
- 5) How can further enhancement of the existing legal framework be ensured?
- 6) How is the topic relevant to the SDGs the Agenda 2030 of the UN?
- 7) How can states and governments protect women and girls from all forms of violence stemming from strict religious environments? How can the international community act accordingly?

FURTHER READING

UN WOMEN ORGANIZATION, WHY GOAL 5 MATTERS, <http://www.unwomen.org/en/what-we-do/post-2015/why-goal-5-matters> [ACCESSED MAY 8, 2019]

UN Women Organization, Digital Library, *UN Women Strategic Plan 2018 - 2021*, <http://www.unwomen.org/en/digital-library/publications/2017/8/un-women-strategic-plan-2018-2021> [Accessed May 8, 2019]

Sustainable Development Goals Knowledge Platform, *Sustainable Development Goal 5*, <https://sustainabledevelopment.un.org/sdg5> [Accessed May 8, 2019]

Kuruvilla, Carol. 2017. Meet the women of faith battling religious patriarchy. Huffpost, https://www.huffpost.com/entry/meet-the-women-of-faith-battling-religious-patriarchy_n_58bf0098e4b0f0c1cf96a135?guccounter=1&guce_referrer=aHR0cHM6Ly93d3cuZ29vZ2xlLnNvbS8&guce_referrer_sig=AQAAACT1zu3G_9eyHUf-6ORUEG1q8H9hqVpdhTHW2s4Nq9-5UdOmOfmcCEi23HvL7BbyTHvIaqCjnfM1VonEkwyijRoGA_1iKDpN_4Yb6QGEoiGBEBA8qleCfABp9p30iK-LKCWOMpJglFxFH_7Zrau3ovCtYoQohvMIgO0gJO0O6woh [Accessed May 5, 2019]

Eglash, Ruth. 2017/ In Israel's Ultra Orthodox Community, Abused Women Are Finding A Way Out. Washington Post, https://www.washingtonpost.com/world/middle-east/in-israels-ultra-orthodox-community-abused-women-are-finding-a-way-out/2017/09/08/23ec4260-8115-11e7-9e7a-20fa8d7a0db6_story.html?noredirect=on&utm_term=.ba66ea71b6b4

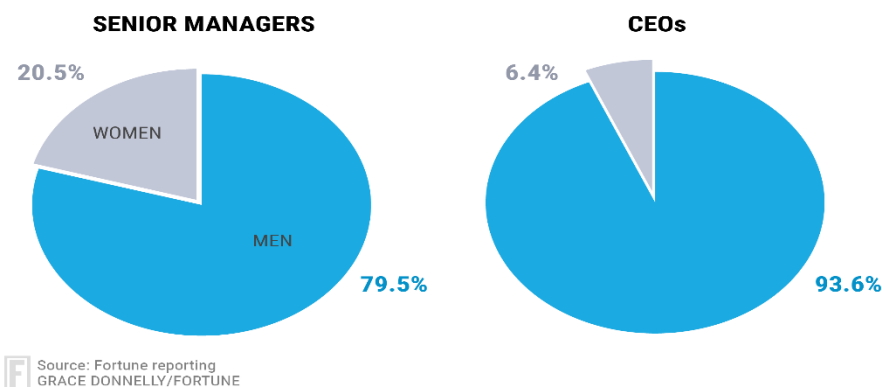
[Accessed May 5, 2019]

Topic B: Gender Equality in the Labour Market

The European Institute for Gender Equality defined '*gender inequality*' as the '*legal, social and cultural situation in which sex and/or gender determine different rights and dignity for women and men, which are reflected in their unequal access to or enjoyment of rights, as well as the assumption of stereotyped social and cultural roles*'¹⁶. By analysing the ratio¹⁷ of female-male proportion of a country's working-age population (ages 15 and older) that engages in the labour market, either by working or actively looking for work, expressed as a percentage of the working-age population. Gender parity is fundamental to whether and how economies and societies thrive. Ensuring the full development and appropriate deployment of half of the world's total talent pool has a vast bearing on the growth, competitiveness and future-readiness of economies and businesses worldwide. Increased inclusivity in the labour market also ensures the elimination of financial and social inequalities, boosts creativity and business innovation and, as far as the gender aspect is concerned, empowers women and further tackles inequity.

GENDER DISPARITY IN THE LEADERSHIP OF THE FORTUNE 500

► Based on the data from 16 firms on the list that release full diversity numbers, we can estimate that women see better representation in senior official roles than they do as the heads of companies. On this year's list a record 32 CEOs are women, pushing their representation to 6.4%.



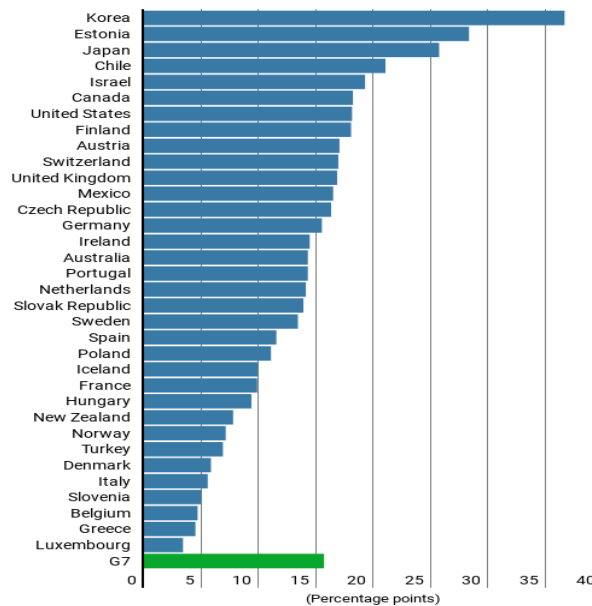
Source: Fortune Reporting

¹⁶ European Institute for Gender Equality, *Glossary and Thesaurus*. Retrieved from: <https://eige.europa.eu/thesaurus/terms/1182>

¹⁷ The World Bank, *Ratio of female to male labor force participation rate (%) (modeled ILO estimate)*. Retrieved from: <https://data.worldbank.org/indicator/SL.TLF.CACT.FM.ZS>

Gender wage gaps are a global issue

While some countries have successfully narrowed the wage gap between men and women, more work needs to be done in both developing and advanced countries.



Sources: World Bank World Development Indicators (WDI), and OECD.
Note: 2016 or latest available data.



Source: International Monetary Fund

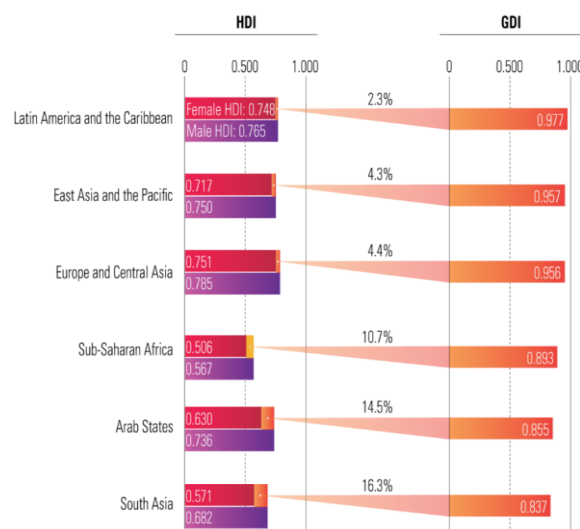
Article 21 of the Universal Declaration of Human Rights states that “everyone has the right to equal access to public service in his country”. However, many people are denied that access due to discrimination because of their gender, sexual orientation or race. One important step towards achieving equal political participation of all people, including equal possibilities to vote and run for office, is ensuring the equal representation of men and women in Governments and Parliaments. Although the number of women in Parliament positions has nearly doubled over the last 20 years, most countries are still far away from actual gender equality. Women have proven to be just as qualified for government positions as men are and even more likely to speak up about issues promoting gender equality, such as: education, child care, equal pay and the abandoning of structural injustices against women¹⁸. How is it? One key source of inequality within countries is the gap in opportunities,

¹⁸ World Economic Forum, *Ten Years of the Global Gender Gap*. Retrieved from: <http://reports.weforum.org/global-gender-gap-report-2015/report-highlights/>

achievements and empowerment between women and men. Worldwide the average Human Development Index for women is six percent lower than for men, due to women's lower income and educational attainment in many countries.

Progress in some countries have been achieved, but women's empowerment remains a challenge. Global labour force participation rates for women are lower than for men – 49 percent versus 75 percent. And when women are in the labour market, their unemployment rates are 24 percent higher than their male counterparts. Women globally also do much more unpaid domestic and care work than men.¹⁹

Human Development Index by gender, gender gap and Gender Development Index, by developing region, 2017



PAST ACTION FROM THE INTERNATIONAL COMMUNITY/RECENT DEVELOPMENTS

The Convention on the Elimination of Discrimination Against Women (CEDAW) (1979).

The landmark Convention on the Elimination of Discrimination against Women (CEDAW), adopted in 1979 by the UN General Assembly, is perceived as a form of an international bill of rights for women, defining different types of discrimination against women and setting out ways of action to fight it. In Part III/Article 11, it underlines the need to take measures to eliminate the discrimination of women regarding employment.²⁰

¹⁹ United Nations Development Programme, *Human Development Indices and Indicators, 2018 Statistical Update*. Retrieved from: http://report.hdr.undp.org/?fbclid=IwAR2W8pid13_EsCsyb6zf9Jx7j3SvPZTuG9Pgl_308f2MIcLA2rk9nIYcqcs

²⁰ UN WOMEN Headquarters, *Guiding Documents: Convention on the Elimination of All Forms of Discrimination Against Women with the optional protocol*. Retrieved from: <https://undocs.org/en/A/RES/34/180>

Human Rights Council Resolution A/HRC/Res/15/23

In 2010, the Human Rights Council on its 15th session passed Resolution A/HRC/Res/15/23 on the Elimination on Discrimination Against Women. Inter Alia, it recognized the fact that “women’s inequality before the law has resulted in the lack of equal opportunities for women in access to labour markets and disparities in salaries and compensation”. It proposed several measures for solutions.²¹ As a suggestion of the Resolution (A/HRC/Res/15/23), a Working Group was created in order to ensure the equality of women in law and practice, in many different sectors including employment.

When it comes to the topic of employment, the International Labour Organization recognizes the promotion of gender equality in the world of work, and this is underlined in its Constitution.²² ILO’s policy on Gender Equality and Mainstreaming is two-dimensional: on the one hand, the ILO analyses and points out the professional needs of both men and women, and on the other, it gets involved to make sure that everyone is benefitted and specialized through progress efforts.

COUNTRY POSITIONS

European Union, Israel, USA, Canada, Australia: In those areas, in general the promotion of rights of women in workplace are in a very good level. In many countries of the European Union, the gender wage gap has significantly declined, however this varies from country to country.²³ In participation in all different types of labour, the levels of gaps are similar to

²¹ United Nations General Assembly, *Resolution adopted by the Human Rights Council, 15/23, Elimination of discrimination against women*. Retrieved from:

https://www2.ohchr.org/english/bodies/hrcouncil/docs/15session/A.HRC.RES.15.23_En.pdf

²² Oxford Reference, *Gender Inequality*. Retrieved from:

https://www.oxfordreference.com/view/10.1093/acref/9780198568506.001.0001/acref-9780198568506-e-2834?fbclid=IwAR3ing0PNL1DQ4UM0PHHod4PPWZzorxfIFndpPAGlQCOX4_a7a6ZZ6D4280

²³ United Nations Development Programme, *Human Development Reports, Labour Force Participation Rate (female-male ratio)*. Retrieved from: http://hdr.undp.org/en/content/labour-force-participation-rate-female-male-ratio?fbclid=IwAR2GVQymli-tht5aAalf9sqV8d_8doXoGaMNXrs30uwtBShGi8sl-bu1Yjw

other parts of the world, such as in the religious societies of Israel, which is a distinctive case when it comes to that matter.²⁴

Eastern Europe, Africa, Middle East, the Caribbean: In those countries we can see more inequalities. An interesting piece of work is the Protocol to the African Charter of Rights on Women's Rights. However, we still can see pay gaps, serious mistreatment of women and other inequalities.²⁵ We meet difficulties in the implementation in the existing legislation and in the formation of a better framework due to poverty, the political regimes of specific countries and many other reasons.

GUIDING QUESTIONS

- 1) How is the UN WOMEN Organization dealing with the issue? How can these efforts be further enhanced and uplifted?
- 2) Are the SDGs related to the issue of gender equality in the labour market? What is their role and contribution towards the achievement of it?
- 3) In what ways can the existing legal framework be further strengthened and implemented?
- 4) How can women and girls worldwide be adequately informed of their rights and obligations regarding equal opportunities within the labour market? How can they be empowered nowadays?
- 5) How shall states and national governments help the progress of gender equality in the labour market and, in general, protect women and girls from gender discrimination in that sector?
- 6) Is there a need for a new, UN WOMEN initiated project or plan?
- 7) Is the cooperation with NGOs or other IGOs helpful for countries in that field? How could this partnership help women and girls?

²⁴ *Ultra-Orthodox women fighting for their rights* <https://www.skjaskoll.com/ultra-orthodox-women-fighting-for-their-rights/> accessed on June 15 2019

²⁵ United Nations Development Programme, *Human Development Reports, Labour Force Participation Rate (female-male ratio)*. Retrieved from: http://hdr.undp.org/en/content/labour-force-participation-rate-female-male-ratio?fbclid=IwAR2GVQymli-tht5aAalf9sqV8d_8doXoGaMNXrs30uwtBShGi8sl-bu1Yjw

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- 3) International Labor Organization, Gender Equality. https://www.ilo.org/global/topics/dw4sd/themes/gender-equality/WCMS_558567/lang--en/index.htm [Accessed June 15, 2019]
- 4) International Labor Organization, 2017. What causes gender gaps in the labor market? https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_566891/lang--en/index.htm [Accessed June 15, 2019]
- 5) International Labor Organization, Resource Guide on Gender issues in employment and labor market policies https://www.google.com/url?sa=t&source=web&rct=j&url=https://www.ilo.org/wcmsp5/groups/public/ed_emp/documents/instructionalmaterial/wcms_243015.pdf&ved=2ahUKEwjf94D90pbiAhXK26QKHf2hB6MQFjADegQIBBAB&usg=AOvVaw19W5CSkub3UHTRnE7XhXFV&cshid=1557686684709 [Accessed May 8, 2019]
- 6) Quinlan, Mary Lou. 2018. 'Gender inequality in the workplace is not just a women's issue', The Washington Post, https://www.washingtonpost.com/outlook/gender-inequality-in-the-workplace-is-not-just-a-womens-issue/2018/01/26/342d6fa4-ebf1-11e7-b698-91d4e35920a3_story.html . [Accessed June 15, 2019]