

CSW:

Commission on the Status of Women

Topic: Dealing with the Population Imbalance
due to Education and Fertility Rate and its
Negative Correlation and the Consequences of
Motherhood in the Workplace

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Letter to Delegates:

Dear delegates, it's a pleasure to welcome you to the SPISMUN 2025. My name is Renata Arizmendi and I'm honored to introduce myself as your moderator for this conference. Let me introduce you to your director. Together, we'll serve as your chair this SPISMUN 2025 in the Commission of the Status of Women.

As a delegate, you'll have the opportunity to debate potential solutions for the Status of Women challenges, though, in the CSW committee, you'll focus more on the promotion of gender for women and their empowerment. MUN can be hard to challenge, especially if it's your first time as a delegate. But whether you believe it or not, those hard times can become a victory and good memories in the future. All the new experiences, opportunities, and challenges are worth it. Always remember to keep your head held high and never let anyone stop you from achieving your goals. Be as dedicated as you need to achieve your goals.

As your chair, we expect you to do an excellent job as a delegate. Also, an exceptional resolution paper with a strategic action plan and well innovative solutions from all of you. We are so happy to help you with your doubts and make sure the conference can be very enjoyable and fun for your delegates. If you have any questions be free to ask me, the moderator, and the director by email. We hope you have the best experience while increasing your knowledge as any challenge and opportunities are presented to you. See you soon delegates.

Delegates, we are very excited you can participate in this SPISMUN2025, and being your Moderator and Director it's a great pleasure. We hope you learn but mostly enjoy participating here. Feel free to contact us for any doubts or comments by our mails "renatarzmendis_a@sanpatricio.edu.mx".

Sincerely,
CSW Chair



History of the Committee:

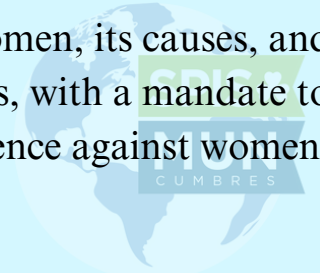
The Commission on the Status of Women (CSW) first met at Lake Success, New York, in February 1947, soon after the founding of the United Nations. All 15 government representatives were women. From its foundation, the Commission was supported by a unit of the United Nations and later became the Division for the Advancement of Women (DAW) in the UN Secretariat.

From 1947 to 1962, the CSW focused on setting standards and formulating international conventions to change discrimination and foster global awareness of women's issues. They also contribute to the Universal Declaration of Human Rights.

The Commission drafted the early international conventions on women's rights, such as the 1953 Convention on the Political Rights of Women, which was the first international law instrument to recognize and protect the political rights of women, and the first international women's rights in marriage. The 1957 Convention on the Nationality of Married Women, and the 1962 Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages.

In its 25th anniversary, 1972, the Commission recommended that 1975 be designated International Women's Year, an idea endorsed by the General Assembly to draw attention to women's equality with men and to their contributions to development and peace. The year was marked by holding the First World Conference on Women in Mexico City, followed by the 1976 to 1985 UN Decade for Women including equality, development, and peace. Additional world conferences took place in Copenhagen in 1980 and Nairobi in 1985.

In 1987, as part of a follow-up to the Third World Conference on Women in Nairobi, the Commission took the lead in both coordinating and promoting the UN system's work on economic and social issues for women. In the same period, the Commission helped bring violence against women to the forefront of international debates for the first time. In 1994, a UN Special Rapporteur on violence against women, its causes, and consequences was appointed by the Commission on Human Rights, with a mandate to investigate and report on all aspects of violence against women.



History of the Topic:

United States citizenship for women. 1998 marked the 150th Anniversary of a movement by women to achieve full civil rights in this country. Over the past seven generations, dramatic social and legal changes have been accomplished that are now so accepted that they go unnoticed by people whose lives they have utterly changed.

Many people who have lived through the recent decades of this process have come to accept blithely what has transpired. And younger people, for the most part, can hardly believe life was ever otherwise. They take the changes completely in stride, as how life has always been.

Anterior research indicates a negative relationship between women's labor force participation and fertility at the individual level in the United States, but little is known about the reasons for this relationship beyond work hours. We employed discrete event history models using panel data from the National Survey of Families and Households and found that the importance of career considerations mediates the work hours and fertility relationship.

Further, fertility intentions and the importance of career considerations were more predictive of birth outcomes as women's work hours increased. Ultimately, our findings challenge the assumption that working more hours is the direct cause of employed women having fewer children and highlight the importance of career and fertility preferences in fertility outcomes.



Introduction of the Topic:

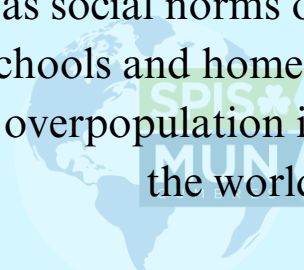
The rich countries such as the U.S., China, Germany, Japan, and Spain didn't want to have children because of the job policies. There are job policies that don't allow women to have children while they are working. This is why women don't want to have babies because it can affect their jobs.

Mothers are expected to work for approximately more than 10 hours per week if they don't have any children to take care of and raise them as if they don't work. Studies, it's shown that women with no children are 37% more likely to be recommended for work or be accepted in a work than female applicants with children.

The policies and workplace structures are enabling women with children to work. All these problems are causing women to choose not to have children so they can have a job, and not be called terrible things like being "maintained" because they are at home doing "nothing" taking care of their children.

On the other side, poor countries such as Niger, Malawi, Liberia, and some parts of India are having a population imbalance due to their education. People having a population imbalance is not a great thing, this can cause an overpopulation. One of the major causes of overpopulation is the education and fertility rate of people. According to the UN, by 2100 the population will hit 10.8 billion people in the world. There are women of all ages who didn't get taught about sexual education in their schools or their houses.

There are an estimated 214 million women in developing countries who want to avoid pregnancy and aren't using modern contraceptives. These women aren't using contraception for several reasons, such as social norms or religious beliefs. In conclusion, the lack of education in schools and homes, contraceptives, and religious beliefs are also involved in overpopulation in the world.



Key Players:

United States: In the U.S. women comprise almost the half of the country's labor force, and many of those women are mothers. Managers are less likely to hire mothers compared to women who don't have kids, but when they hire a mother they offer her a lower salary than they do to other women. When women get an interview for a job, the callback rate for childless women is 26.7%, while for mothers it is 21.5%.

China: In China, mothers often face a “motherhood penalty” which means they have a lower likelihood of labor force participation. Mothers that have 2 or more children are being discriminated against in their employment. For women, this is hard to challenge in jobs and also it is hard for them to find a job.

Spain: The labor market has been widely documented. In particular, women are experiencing a drop when they become mothers. In Spain, young women are working, with low qualifications and in low-skilled jobs. Women without children have higher employment rates than mothers a year before having a child. While women are pregnant the employment rates are starting to decrease, and it continues until the baby is approximately 6 months old.

Niger: Niger currently has a fertility rate of approximately 7 children per woman. This translates into the highest population growth rate of 3.8% in the world. According to a 2010 World Bank study, high fertility is defined as five or more births per woman during the reproductive ages of 15-49 years.

Liberia: Women of childbearing age comprise approximately 23% of the 3.5 million population. There is a growth rate estimated at 2.1 % with a total fertility rate of 4.6% and a teenage pregnancy rate of 38%. The average age of childbearing is 15-49. Also at that age, they reported themselves as never married or ever lived with a man with children.



UN Actions:

In low-income settings with higher fertility rates, better access to contraceptives and female education will help reduce birth rates, while in low-fertility, high-income economies, policies that support parents and open immigration will be vital to maintaining population size and economic growth.

International organizations like the United Nations are starting to step up to challenge this negative relationship between education and births, and the motherhood penalty. The UN has superior policies in place from the International Conference on Population and Development (ICPD) over 25 years ago, to CEDAW, and the ILO Maternity Protection Convention to promote reproductive health, gender equality, and the rights of women in all areas of life, including the world of work.

Through education, gender equality, and family-friendly policies UN wants to reduce population imbalance and strengthen gender equality since it believes this throughout history has brought more political stability to the world leading to a more balanced global society.



Current Status:

Dealing with the population imbalance is mostly about education, fertility rate, economy, and religion. In 2024, 4.7 million babies were born to mothers under age 18, and 340,000 babies to girls under age 15. This is having serious consequences for the health and well-being of both young mothers and their children.

This is happening because young girls don't have enough education about fertility in their schools or their homes.

There are also women and adolescents being discriminated against and legal barriers limit access to sexual and reproductive health services and education.

Now in 2024, the consequences of motherhood in workplaces are because of discrimination and work policies for women. Mothers face a motherhood penalty, where they are unfit for leadership roles, have lower salaries in their work, and have fewer job opportunities. The motherhood penalty, like it was mentioned before, is that it is difficult to find a balanced job while in motherhood. This penalty has been commonly increasing globally.



Guiding Questions:

1. How do the current global trends of fertility rates vary between developed and developing countries?
2. Why are lower fertility rates in both the developed and developing world related to access to education specifically for girls?
3. In what ways does education influence norms and expectations around family and career?
4. To what extent does education, especially the education of women affect the number of children in different parts of the world?
5. What does a society lose in the long run when workers especially women are forced out or forced to leave their jobs to look after family?



Quorum:

1. Afghanistan
2. Argentina
3. Brazil
4. Colombia
5. Egypt
6. Japan
7. Nigeria
8. Pakistan
9. Portugal
10. Spain
11. Ukraine
12. Sri Lanka
13. Morocco
14. India
15. Lebanon
16. Romania
17. Cuba
18. Dominican Republic
19. Panamá
20. Israel



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