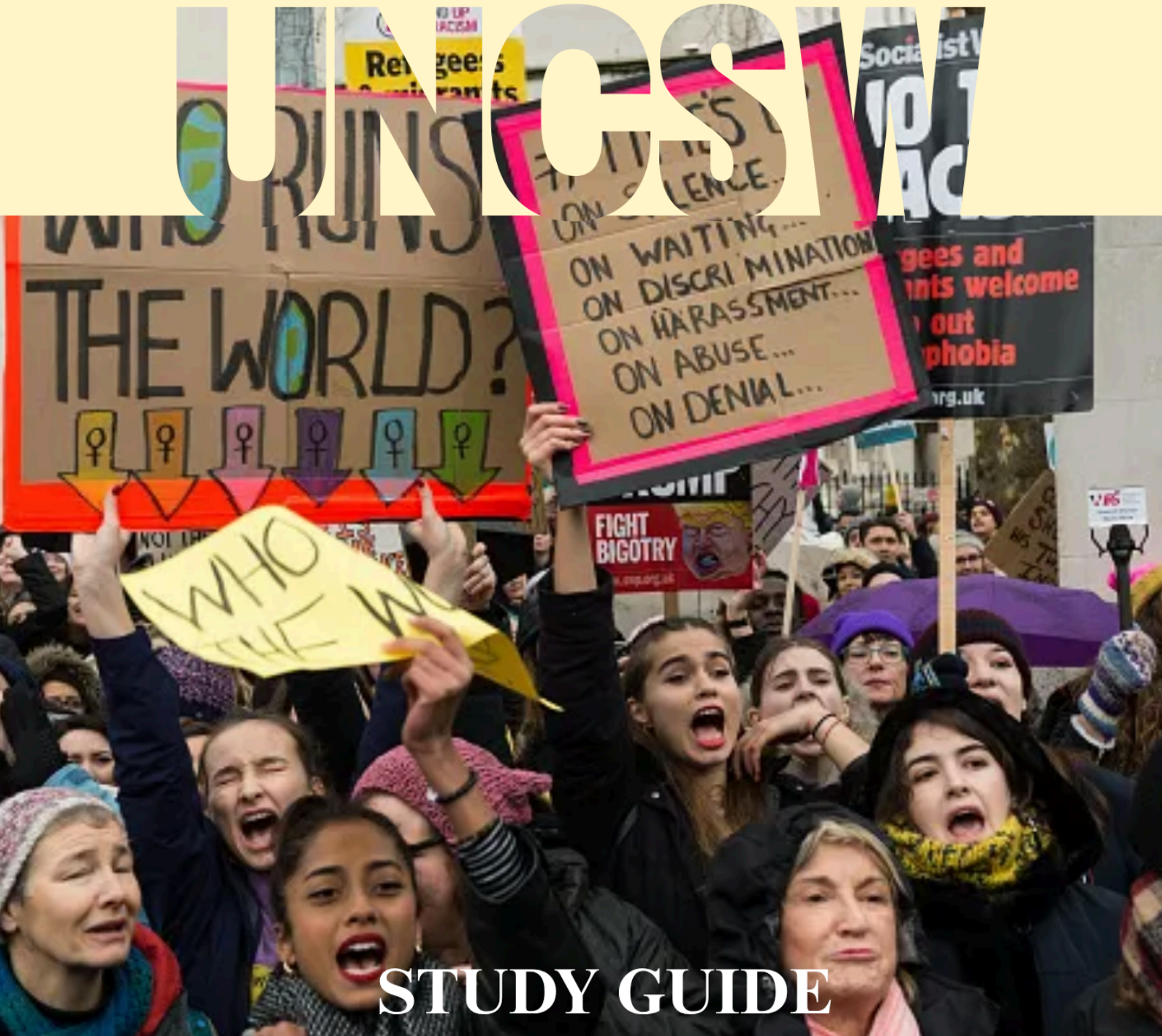
United Nations Commission on The Status Of Women

AGENDA:

Addressing the Impact of Technological Advancements on Gender Equity and Women's Rights with special emphasis on AI and Women in STEM



STUDY GUIDE

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LETTER FROM THE BUREAU

Esteemed Delegates,

It is our utmost pleasure to welcome you all to Shishukunj MUN 2025. The theme for this conference is '*Samprikti*'. It is our honour to serve as the bureau of The United Nations Commission on the Status of Women (UNCSW) Discussing the agenda "Addressing the Impact of Technological Advancements on Gender Equity and Women's Rights with Special Emphasis on AI and Women in STEM". We are sure that this will be one of the most fun conferences ever!

We've carefully structured our agenda to explore the ways in which technological advancements, while holding immense potential, can also perpetuate and exacerbate existing inequalities, with a particular focus on the impact on women. We will delve into specific instances of technological development and implementation that have resulted in harm, discrimination, and the undermining of women's rights. Most importantly, we will examine the systemic barriers that hinder women's progress in technological fields, and discuss strategies for a more inclusive and equitable technological landscape.

Before committee sessions begin, we anticipate that the delegates have thoroughly reviewed the RoP. Additionally, we anticipate that the delegates will use the study guide to map the agenda but they should not limit themselves to it. There is so much to your research, point of view and individual solutions too! It's important to remember that the case study prescribed in this guide are meant to help you better grasp the issue and are not to be discussed in equal depth to under-mentioned sub-sub topics during the conference.

We hope that all the delegates reciprocate our enthusiasm and make this conference substantial. So, it's time to turn up your gears and delve deep into researching and debating. Direct yourself with practical application of your solutions with poise of good formal attire and pride of your invaluable ideas. Looking forward to meeting you all.

Warmly,

Samaira Singh Bhadoria, Co-Chairperson
Trisha Gajabi, Co-Chairperson
Mustafa Saifee, Vice-Chairperson

INTRODUCTION TO THE COMMITTEE

The United Nations Commission on the Status of Women (UNCSW) is a key body working on the establishment of gender equality in the world. Established on June 21, 1946 under the ECOSOC Resolution 11 (II), it is the principal intergovernmental body dedicated to this goal.
UNCSW holds an annual two-week session at the UN headquarters in New York. Here, representatives from member states, civil society organizations, and UN entities come together.
Their goals are to:

- Discuss progress made on achieving gender equality.
- Identify areas where there are still challenges.
- Set global standards for gender equality.
- Formulate concrete policies to advance women's rights worldwide.

The commission collaborates with relevant stakeholders and civil society actors like NGOs, non-profit organizations, community groups, labor and employee unions to uplift women and promote gender equality. UNCSW has played a significant role in shaping international agreements and policies on gender equality. The Commission's work is important because gender equality benefits everyone. It leads to stronger economies, promotes peace and security, and improves the overall well-being of society.

Note: UNCSW (United Nations Commission on Status of Women) is a separate commission of UNW (United Nations Women) While UN Women is an operational agency that implements programs, the CSW is primarily a policy-making body that sets agendas and standards.

INTRODUCTION TO THE AGENDA

The Agenda **"Addressing the Impact of Technological Advancements on Gender Equity and Women's Rights with Special Emphasis on AI and Women in STEM"** sets the tone for the UNCSW of ECOSOC organ in Shishukunj MUN 2025. Women are the most important and essential part of a community and a society, accounting to 49.74% of the world population. Women have been striving for equality and the same status as given to men. The world has undergone a significant transformation especially with regard to the mindset of people, empowering women, and promoting women in the global workforce, resulting in exponential growth and innovation. But there is a considerable amount of inequality that women face in their lives, disposition and now their own mentality, which cannot be neglected.

For the Understanding of the Delegates, the Agenda has been divided into three parts;
1) Technological Esoteric Capitalisation
2) Cyber Harassment
3) Special Emphasis

The first two deliberate over the problem statement and the last bridges the two into solution orientation of the committee.

Artificial Intelligence (AI) has revolutionized the world, making tasks and things easier for humans. However, on the flipside of the coin, AI can be gender biased aiding in capitalization. Surveillance is done by AI to promote targeted ads. It also monetizes the personal information of women and is biased in facial recognition technology as well biased content creation, explicit image generation reaffirming stereotypes. These all compile to the absence of participation of women in STEM enough to take charge of wrongdoings themselves.

All these issues are relevant in the modern world, where women are affected and which need to be solved.

HISTORICAL BACKGROUND

Throughout history, women have faced systemic inequalities in education, employment, and social standing. From being excluded from formal schooling in ancient civilizations to struggling for suffrage and equal rights in the 19th and 20th centuries, their contributions have often been sidelined or undervalued. In fields such as science and technology, the gender gap has persisted, with women encountering barriers to entry, bias in recognition, and institutional exclusion.

Even pioneering women in STEM, such as **Ada Lovelace, Marie Curie, and Katherine Johnson,** had to fight for acknowledgment and access to opportunities that were readily available to their male counterparts. International treaties, legal frameworks, and legislative

efforts aimed at combating systemic discrimination have played a significant role in advancing gender equality and women's rights in STEM and AI.

The 1948 Universal Declaration of Human Rights laid the foundation for gender equality by affirming that everyone, regardless of gender, is entitled to equal rights. Following that, the **Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)** in 1979 emerged as a cornerstone of global efforts to eradicate gender-based discrimination in workplaces, education, and technology. **The Beijing Declaration and Platform for Action** from 1995 urged governments to dismantle barriers preventing women from entering STEM fields, highlighting the critical need for gender-responsive policies in this area.

Concerns about gender discrimination and algorithmic bias have sparked important discussions around the ethical governance of AI. The **UNESCO Recommendation on the Ethics of Artificial Intelligence (2021)** calls for inclusive AI development and highlights the risks of AI reinforcing harmful gender stereotypes. Research shows that AI systems trained on biased datasets can perpetuate gender inequality, affecting hiring practices, opportunities, and digital representation.

Moreover, gender equity in STEM fields has been influenced by various national and regional policies. Legal protections for women's rights in tech have been supported by frameworks like the **African Charter on Human and Peoples' Rights, the European Union's Gender Equality Legislation, and the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women.**

LOOPHOLES OF PAST RESOLUTIONS

While numerous UN and international resolutions have addressed gender equality, women's empowerment, and access to science and technology, significant loopholes have hindered their effectiveness—especially in the context of rapid technological advancement and the rise of artificial intelligence. These gaps highlight the need for a more robust and forward-looking international framework.

One major issue is the lack of international standards that specifically tackle gender bias in emerging technologies, especially in the realm of artificial intelligence. While there are some general ethical guidelines for AI use, like those suggested by UNESCO or the OECD, we still don’t have a binding global framework that requires AI systems to be checked for gender discrimination or unfair outcomes. This gap allows private companies and governments to use AI tools in areas such as hiring, law enforcement, and social services without the necessary protections to shield women from algorithmic bias.

Right now, quite a few international frameworks don’t actually require gender-disaggregated data when it comes to technology research, development, or deployment. This gap allows biased datasets to continue, which only serves to deepen existing inequalities. Even though various UN agencies have been pushing for better data

collection, there's no consistent requirement for governments or companies to gather, analyze, or share gender-specific data related to AI applications or access to STEM fields. Because of this, policy responses tend to be more reactive than proactive, missing the solid evidence needed for meaningful reforms.
Existing resolutions are falling short when it comes to keeping an eye on how major tech companies influence AI standards and access to digital resources. With AI innovation being privatized, a lot of power is shifting away from traditional government structures, yet UN resolutions have mostly ignored the urgent need for accountability between the public and private sectors. This oversight creates a regulatory gap where corporate behaviors, like biased algorithm development and exploitative labor practices can thrive unchecked, all under the banner of innovation.

Moreover, cybersecurity and online safety, especially concerning gender-based cyberviolence are still not adequately addressed in international law. Even though digital harassment and online abuse are acknowledged in platforms like the CSW, there are no binding agreements that require states to protect women from technology-fueled violence. This legal void leaves women exposed in online environments, discouraging their involvement in digital economies, political discussions, and STEM-related activities.

Additionally, past resolutions often overlook how AI and automation disproportionately impact women working in low-skill or informal jobs. While technology is often celebrated as a catalyst for development, its effects on the labor market aren't being properly managed. There are no international labor protections specifically aimed at women facing job displacement due to AI-driven changes, nor are there systems in place to help retrain or reintegrate these women into the workforce.

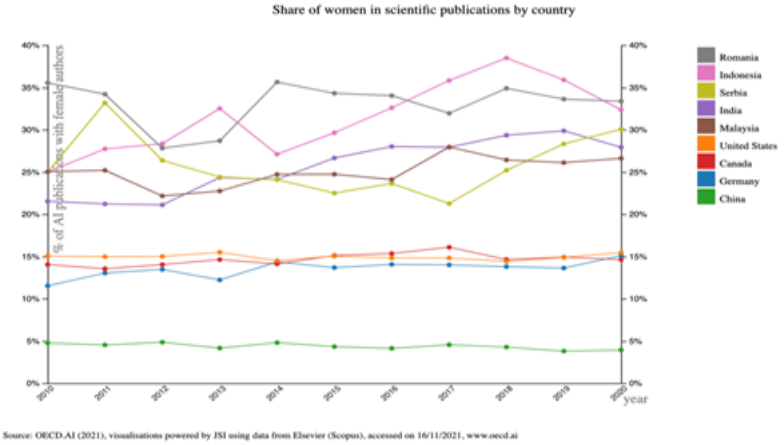
KEY WORDS

1. **Algorithmic Bias** – Systemic errors in AI models that reinforce gender stereotypes and discrimination.
2. **Artificial Intelligence (AI)** – The simulation of human intelligence by machines, impacting various aspects of society, including gender equity.
3. **Digital Regression** – The reinforcement of gender biases in online spaces, reversing progress on gender equality.
4. **Glass Ceiling** – An invisible barrier that prevents certain groups, particularly women, from advancing in their careers despite qualifications and achievements
5. **Glass Cliff** – A situation in which women are placed in leadership roles during times of crisis, increasing their likelihood of failure.
6. **Systemic Marginalization** – The ongoing exclusion or disadvantage of certain groups due to ingrained societal structures and norms.
7. **Tokenism** – The superficial inclusion of underrepresented groups without genuine effort to address systemic inequalities.
8. **Implicit Bias** – Unconscious attitudes or stereotypes that affect decision-making and perceptions of different groups.
9. **Intersectionality** – The concept that various forms of discrimination (such as gender, race, and class) overlap and contribute to systemic inequality.
10. **Microaggressions** – Subtle, often unintentional discriminatory comments or behaviors that reinforce biases and stereotypes.
11. **Objectification** – The act of treating a person as an object, reducing them to their physical characteristics rather than their abilities or humanity.
12. **Patriarchy** – A social system in which men hold primary power in political, economic, and societal structures, often to the detriment of gender equity.
13. **Sexism** – Discrimination based on gender, often manifesting through social norms, institutional policies, and cultural biases.
14. **Social Construct** – An idea or perception shaped by collective societal beliefs rather than inherent biological or physical traits.
15. **Stereotype** – A generalized assumption about a particular group that can lead to bias and discrimination.
16. **Epistemology** – The study of knowledge, including how it is acquired, validated, and influenced by societal structures
17. **Deepfakes & Shallowfakes -** Artificial intelligence (AI) and machine learning are used to produce deep fakes, which are remarkably lifelike fake videos that mimic voices, body language, and facial expressions. Shallowfakes, on the other hand, are much easier to identify because they use less complex editing techniques, like cropping, slowing down video, or altering captions, without the aid of AI. Both kinds bring up important moral questions, particularly in relation to false information and cyber harassment.

TECHNOLOGICAL ESOTERIC CAPITALISATION

Esoteric means describing specialized information understood by only a select few. Corporations capitalize on this by developing proprietary technologies like AI, machine learning, and algorithms, which are often complex and not easily replicated. They capitalise their firm very easily with these technologies.

A study from the UN says that women are at higher risk than men of losing jobs by the replacement of AI automation with humans. UN's International Labour Organisation (ILO) and Poland's National Research Institute of the Ministry of Digital Affairs' report says that there is a 10 percent chance of AI replacing female dominated positions in high income countries while there is only 3.5 percent chance for men.



AI-DRIVEN SURVEILLANCE TO COMMODIFICATION OF WOMEN

Commodification refers to the act of treating something or someone as a commodity, essentially putting them up for sale or treating them as an object. It has been found that AI closely observes and responds in a biased manner towards women as well.

a. Targeted Ads

Adding on, targeted ads display gender bias widely on television, social media, etc. The goal of targeted ads was to enhance the marketing field by improving relevance and customer engagement. However, these ads are gendered. For instance, we still observe women being targeted with advertisements for laundry detergent, cooking supplies, and home goods, while men are exposed to ads for gadgets, financial services, and career advancement prospects. This stereotyping is carried out by biased AI algorithms, which use personalization to create targeted ads.[1]
In 2019, Facebook came under fire after it was discovered that, despite advertisers setting

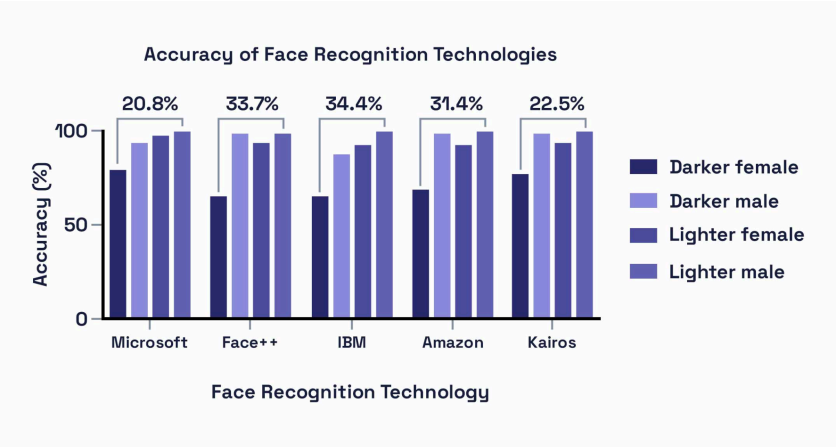
[1] An inside look into gender bias in targeted ads - Mind the Product

extremely inclusive criteria, its algorithm was showing advertising to individuals based on their gender and ethnicity. For instance, the study discovered that advertisements for timber industry positions were directed towards a 72% white and 90% male readership. The audience for advertisements for sales assistant positions in supermarkets was 85% female, while the audience for advertisements for taxi driver positions was 75% black.[2]

b. Face Recognition

Moving forward, another such issue is Face Recognition Technology. Face recognition technology is a widely used technology in the modern world and it is impossible to avoid. When we travel overseas, on our mobile devices, everywhere.

Over the past ten years, numerous studies have consistently demonstrated that facial recognition technology exhibits bias towards certain demographic groups, with a particular focus on individuals with lighter skin tones and male features. However, it neglects to recognize women, particularly women of colour, with the same level of accuracy. The error rate was less than one percent for lighter-skinned males. The error rate rose to 35% for darker-skinned females. This discrepancy highlights how these systems disproportionately fail to recognize individuals who do not fit into the data sets' dominant profile which is mostly males.[3]



c. Monetization of Personal Information

Data about women is monetized i.e. it is used to make profits; it is sold to third parties,

[2] https://www.futurelearn.com/info/courses/gender-inclusive-technology/0/steps/224590

[3] Addressing Gender Bias in Facial Recognition Technology: An Urgent Need for Fairness and Inclusion

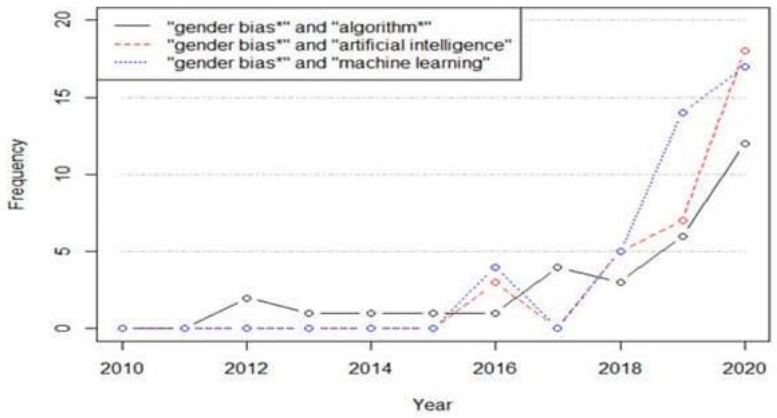
which makes their lives marketable data points. This data can include online interactions, purchasing habits, reproductive health and it can even detect and sell data about the body's physical movements.

AI often promotes and performs surveillance capitalism. Here, commodification takes place because human behaviour is treated as a raw material. Without explicit consent, extensive collection, analysis, and prediction of personal data, is often performed by Artificial Intelligence.

Huge profits are being generated by enormous companies such as Google, Facebook, Amazon, and Alibaba by leveraging the collected data. They sometimes use it to improve their sites by personalization, but the catch is, they resell them to advertisers, making money to the tune of billions of dollars per year. In fact, March 2021 data from eMarketer indicated the Internet advertising market generated $378.2 billion in 2020, and projected that this figure will rise to nearly $646 billion by 2024. This happens with data of women, which is an issue that should be urged to discuss.[4]

ALGORITHMIC BIAS IN CONTENT CREATION

Algorithmic bias in content creation refers to the unintentional or intentional bias that is incorporated into artificial intelligence algorithms and machine learning systems. Flawed data, biased algorithm design, or the misuse of artificial intelligence can result in biased or discriminatory outcomes.



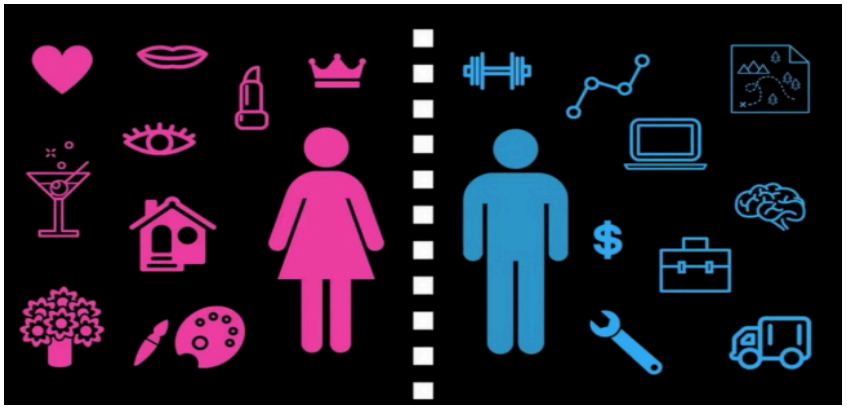
a. Stereotyping

Stereotype is the widely used and fixed term for a person which is often oversimplified in a negative way. Stereotyping refers to the act of categorizing or creating a default image of an individual in one's mind, which then influences their behaviour and actions. Women are stereotyped not only by people in the society, but by AI as well. It categorizes specific occupations and responsibilities as being exclusively for women.
Moving forward, voice assistants that are programmed with female voices often perpetuate

[4] Monetizing Your Personal Data

stereotypes that women are better suited for service-oriented roles, while language models like GPT and Bert tend to associate jobs like "nurse" with women and "scientist" with men. [5]

Expanding more, a UNESCO study revealed something which everyone should worry about, which is, gender bias is frequently created by LLMs (Large Language Models). These models often refer women to domestic chores, four times as often by one model – these words, “home”, “family” and “children” were often associated with women names, while male names were linked to “business”, “executive”, “salary”, and “career”.[6]



b. Censorship and Impact of Media

Censorship is the act of suppressing public voice, speech, communication or information. AI frequently imposes censorship on women's rights or documents pertaining to women's rights, which ultimately contributes to the perpetuation of gender inequality.
Building upon, Media concentration laws, such as regulations on ownership of mass media outlets, should be revised to shed light on the influence of artificial intelligence and technology platforms, and foster a media landscape that supports independent journalism.[7]

c. Image Generation

Adding on, text-to-image generation is a feature of AI which is widely used. A text prompt is given to AI to generate an image which suits one's needs, but many times, the images generated are gender biased.
In Australia, almost 50 % of paramedics are female yet they remain under-represented in stereotypical depictions of the profession. The value of AI to transform text to image efficiently is hindered by stereotypes, misrepresentations and bias.[8]
Pioneering models such as Stable Diffusion and DALL-E 2 have demonstrated wonderful capabilities in producing high-fidelity images from natural language prompts. However,

[5] How AI reinforces gender bias—and what we can do about it | UN Women – Headquarters

[6] Generative AI: UNESCO study reveals alarming evidence of regressive gender stereotypes

[7] Journalism facing new threats from AI and censorship | UN News

[8] Gender bias in text-to-image generative artificial intelligence depiction of Australian paramedics and first responders - ScienceDirect

these models often exhibit gender bias, like a man is generated from prompts such as "a photo of a software developer" and women as a nurse.[9]

CASE STUDY:
ALGORITHMS WITH REFERENCE TO AMAZON'S RECRUITMENT TOOL IN 2015

Amazon is one of the largest automated e-commerce dominating companies. It wants to be on the apex when it comes to hiring job applicants. In 2014, it started building computer algorithms and Artificial Intelligence to review job applicants' resumes to find the best ones in the whole lot.

Approximately 500 computer models were shortlisted by the team, which analyzed the top-performing resumes from the past or recent years to identify around 50,000 key terms and attributes. These were already fixed into the AI for selecting specific job positions. The tool made these terms a criteria, for identifying the top and suitable candidates' resumes on a 1-5 rating scale, which is similar to the product rating scale on Amazon itself.

But by 2015, the company realised that their AI recruitment tool had been gender biased. The software developer jobs and other technical jobs were more biased towards men. This was the result because the software was brainwashed to analyse and pick candidates by analysing the resume patterns given to the company in a 10 year period. AI observed that the tech industry was mostly dominated by men. The resumes which contained the word 'women's' were penalized. It rated the graduates from women's schools and colleges very low.

Amazon edited their programs to make the program gender neutral, but there was no guarantee that the program would not devise other ways to be gender biased against women. At the end the tool was scraped off.[10]

[9] Gender Bias Evaluation in Text-to-image Generation: A Survey
[10] Insight - Amazon scraps secret AI recruiting tool that showed bias against women | Reuters

Amazon, a huge company, couldn't find a way to make its algorithm gender-neutral. This failure shows that AI can take information out of many sources and become gender-biased. There is a belief that AI algorithms are built without any stereotypes, prejudices or bias, but there is a lesson that AI can unintentionally get biased gradually from the sources provided. It is trained with some data, the people who are using it are diverse, and there are many other factors as well like unconscious bias, algorithmic design, AI model architecture, which can contribute to AI being biased against women.[11]

11 https://www.imd.org/research-knowledge/digital/articles/amazons-sexist-hiring-algorithm-could-still-be-better-than-a-human/

CYBER HARASSMENT

AI, especially generative AI, is prone to generating non-existent data, often referred to as "hallucinations" or "ghost citations". This occurs when AI models, trained on massive datasets, create information that is not grounded in reality. One of the most exciting yet disappointing uses of AI is making data that does not exist. Synthetic data is made in a computer instead of coming from actual events. Even Chat GPT, Lightning, Microsoft copilot, Gemini, Meta AI can produce hallucinated data. The effects of the same into educating us can take a toll on world social order as mentioned.

IMPACT OF MISINFORMATION / DISINFORMATION ON WOMEN'S RIGHTS

Disinformation is a deliberate tactic of online gender-based violence which leverages the anonymity and vast reach of social media to amplify ingrained sexist attitudes.This creates a hostile environment that reduces free expression, restricts women's civic space, getting exercised as follows:

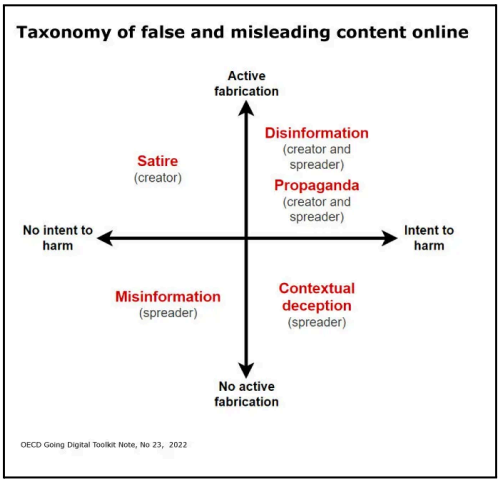
- Campaigns often undermine women's credibility by portraying them to be inherently untrustworthy, unintelligent or emotionally unstable, thus discouraging them from aspiring to leadership roles. This form of attack deliberates focus away from policy debates and onto personal, often sexualized, characteristics that rely on deeply entrenched gender stereotypes.
- Additionally, such narratives often involve the use of derogatory language to describe opponents or enemies. 85% of women who are active online have witnessed digital violence directed at other women and 38% have been direct targets themselves. Women journalists are particularly vulnerable, with nearly 73% reporting experiences of online violence, deviating policy provisional standing of them as an individual.
- Using pseudoscience to discredit women – in this case, beliefs and claims based on scientific methods are often used to prove that women are unintelligent. This narrative is frequently exploited by populist leaders to silence women activists, journalists and other critics of the current order or government.

Misinformation is false or misleading content shared without harmful intent though the effects can still be harmful. It is no doubt that the online world amplifies the social norms of the physical world creating extremes of the good and bad, but what lies within populous opinions on misinformation that ultimately transforms into disinformation.
The active participation of vocal women, especially from minority communities (hence vulnerable), is resisted by those who do not wish the social order to be 'disrupted'.
This isn't to say that men are not targeted online, but the attacks faced by both sexes are vastly different. Additionally it also targets men and women differently in the physical world where gender disparity is high in all countries and communities.

- For example we encounter 'Then and Now' comparisons of people with high social media influence like celebrities, actors, singers, sportsman and politicians' that are often morphed photographs that show her sitting next to a man in a so called 'suggestive'

undertone; she is portrayed to be an ‘indecent’ woman to undercut her politics. Unfortunately, she cannot shield herself from vulgar misinformation, to not be ‘innocent’, even with her inherent position of power/influence itself. At the same time, male figures experiencing the same doesn't come down to their gendered participation in society/ oversexualisation

- Women are 117% more likely to fear receiving hate speech than men, 39% more likely to fear receiving misinformation, 489% more likely to fear receiving misogyny, 125% more likely to fear being targeted by trolling and bullying, 120% more likely to fear being targeted by cyberstalking, 196% more likely to fear being targeted by cyber flashing. These statistics prove the terrible present condition of women and the fear instilled in them because of the society.



SYSTEMATIC MARGINALISATION, ONLINE ABUSE AND REGRESSION

a. Systemic Marginalisation

Marginalized groups are those whose social status is defined by their disadvantaged position vis-à-vis other members of society. The plight of females in the developing world has been thrust into the public eye recently with documentaries like Half the Sky and awareness campaigns like #WomenNotObjects. In the developing world, women and girls are often expected to take on men's work; this means working outside their homes and, in doing so, earning money to feed the family or even supplement their husbands' income. However, when they do this work, they often make less money than men and spend more time out of the home, meaning they are likely to miss out on caring for their children or doing chores around the house, both of which allow them to be “good wives and mothers”, which is culturally demanded indirectly or could be an imposed expectation. The marginalization of females in the developing world starts with education. It is not that girls are mistreated and denied education, but that many families see no need for educating their daughters because they either won't be able to find work outside the home or are not expected to work outside the home due to the standard vision of women as housewives,

Therefore, it deprives her of human decency that is her right to her financial freedom. This proves that marginalisation is a bigger ick than poverty, and hurtfully enough for some, a daily reality.

Table 1. Highest rated topics by sex

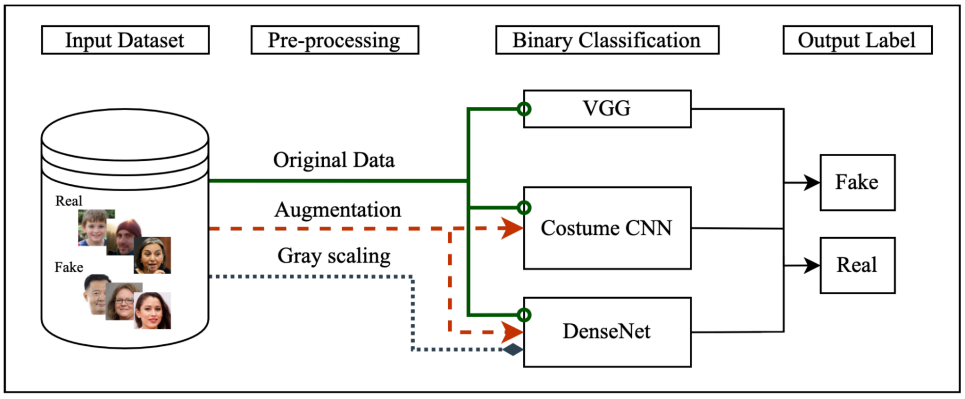
Male	Female
World News	Entertainment
Entertainment	Health
Politics	World News
Economics	Education
Health	Politics

Source: Public opinion survey conducted by ZMAI

It is important to note the distribution by topics of interest between men and women, especially concerning the topics that are not selected by both sexes, which are "education" selected by women only and "economics" selected by men only. A more detailed analysis is needed that will allow to identify the specific reasons behind these differing interests. However, this general division also highlights traditional societal roles and confirms some of the gender stereotypes existing in society.

This UNDP national public opinion survey was conducted with a representative sample of 1,100 respondents (with 5 percent margin of error)

This also underscores a broader issue of online violence disproportionately targeting women journalists and human rights activists, even after filing a PIL, (because 99.1 percent victims of AI produced explicit imagery are women) often intertwined with misogyny.
Reports indicate 464% increase in the number of explicit deep fake videos created in 2023 compared to the previous year. So it could be concluded that the overall volume of deep fake content estimates over 95,000 (2023 report), In other words, it means that 40% of the whole internet is *only* objectification of women.



b. Online Abuse

Cyberbullying, a prevalent form of online harassment after the 2000s, is characterized by its intent to harm and its amplification through digital platforms, often reflecting pre-existing societal misogyny. Cyberbullying is broadly defined as "an aggressive, intentional act or behavior that is carried out by a group or an individual, using electronic forms of contact,

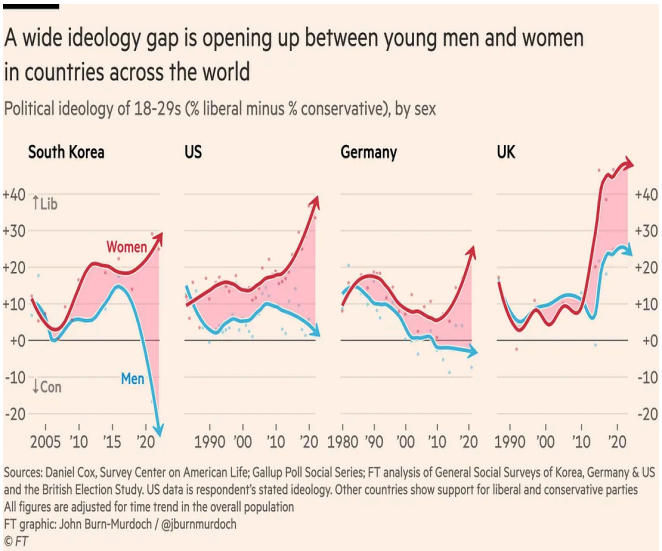
repeatedly and over time against a victim who cannot easily defend himself or herself". When specifically targeting women and girls, this phenomenon is termed Cyber Violence Against Women and Girls (CVAWG).[12]

"The experience of women online is the great link between speech and violence, between offense and abuse," Choire Sicha

At the end of the day, felons often behind fictitious identities and anonymous social media profiles, encouraging and outdoing one another in hatred directed at anybody who identifies as a woman. This misogynistic teasing of women persists online **whether the internet is dead of Artificial Intelligence** or **alive of a technological platform.** One such example is of Yemeni Women:

Amnesty International worked to understand the grievances of Yemeni Women against Meta. Women were mostly targeted by someone they knew, including friends, classmates, or current or former partners. But online abusers, entirely anonymous, sought to extort money or to coerce survivors into an intimate relationship or to prevent them from exposing the online abuse and can easily run away from the hands of law. Two of the women interviewed were subjected to online harassment and five faced blackmail online. The perpetrators threatened to post or share pictures on Facebook showing the women with or without a hijab or niqab (face covering), fabricated images depicting them in the company of men to whom they were not related. In the Yemeni context, such images are considered "shameful" and pose risks to the safety of these women.

Several women told Amnesty International they were too scared to inform their families of the abuse fearing shame, blame and further physical or emotional abuse from their relatives. Three women survivors said that they had to pay bribes to police officers and prosecutors in order to get them to investigate the complaints they had filed because of less knowledge and experience of police on this agenda.



12 https://eige.europa.eu/sites/default/files/cyber_violence_against_women_and_girls_key_terms_and_concepts.pdf

The economic toll of gender-based cyber violence is substantial, estimated between €49.0 and €89.3 billion, with the largest portion attributed to the monetized value of lost quality of life

c. Regression

Regression, in psychological terms, occurs when people react to stress or worry by going back to previous phases of their behavior or development. In terms of sociology, it's an entire generation encountering so. When faced with difficulties, including feeling overburdened by a changing society, males may exhibit more stereotypical gender roles or behaviors. Hence, ironically, the above sub-sub agenda intents to redefine victim-prey relationship that requires discussion of inflictions of the majority group – men of society
The tone of this topic understands that misogynistic mindset set to that of 1995 ,according to Stanford study, is fueled by digital abuse to BOTH parties[13]
Since the Beijing Declaration, adopted at the Fourth World Conference on Women in 1995, significantly shaped the mandate of the United Nations Commission on the Status of Women, it provides it the right to discuss upon redefining masculine identities and challenging harmful notions of masculinity that perpetuate inequality
Cultural ideals of masculine-appropriate behaviors, interests, and abilities can significantly impact a man's self-worth and capacity to connect with others. Not conforming to these norms can lead to feelings of being an "outsider," bullying, or ostracization, which in turn can cause loneliness. Conversely, these masculine frameworks can also provide avenues for forming social connections through shared activities. Traditional masculine social roles, such as the "breadwinner," also shape men's social connections and sense of purpose, with the nuclear family often constructed as a masculine role defining non-loneliness
The way women are treated today is strongly dependent on the societal value inculcations done in men while grooming them. While direct correlations between general loneliness and hostility towards women in broader male populations remain nuanced, experiences such as social exclusion and rejection sensitivity can render men vulnerable to radicalization within misogynistic online communities like the "manosphere" and; parallel to this digital transformation, a significant societal concern has emerged: the "male loneliness epidemic." These digital spaces, acting as echo chambers, validate grievances and promote ideologies that weaponize perceived victimhood, transforming personal dissatisfaction into collective aggression against women because the perception is that the definition of masculinity has become *not* femininity.

[13] https://pmc.ncbi.nlm.nih.gov/articles/PMC11735252

BRIDGING FACTORS/SPECIAL EMPHASIS

SYSTEMATIC HINDRANCES TO CAREER TRAJECTORY

1. STRUCTURAL AND CULTURAL FOUNDATIONS

a. Socio-cultural constructs

They have a surprisingly subtle way of shaping career paths right from the earliest stages of development, often alongside implicit bias. Society tends to impose expectations about which roles are appropriate for men and women, largely through gendered socialization, and it does this quite effectively. Stereotypes continue to cast STEM (Science, Technology, Engineering, and Mathematics) fields as masculine, which can deter young girls and discourage boys from pursuing caregiving roles or the arts altogether. These cultural norms are deeply embedded in society, reinforcing patterns that lead to occupational segregation, with women frequently overrepresented in fields like nursing or teaching, while they remain underrepresented in male-dominated areas such as engineering or executive leadership. Research by Greenwald et al. in 1998 shows that unconscious attitudes and stereotypes, rooted in implicit biases, significantly affect our judgments and decisions. [14] Biases can subtly infiltrate workplace dynamics, quietly influencing hiring choices, promotion prospects, and performance evaluations. Women may find themselves needing to demonstrate more proof of their competence than men to be viewed as equally qualified, and they might be passed over for advancement due to these unconscious associations. As a result, implicit bias continues to perpetuate systemic inequalities and limit opportunities.

b. The Motherhood penalty and work life disparities

The motherhood penalty and the resulting work-life imbalances have a significant impact on women's ability to maintain their careers and advance professionally. Societal norms create caregiving expectations that unfairly place the majority of childcare and household duties on women. This often leads to career interruptions, fewer working hours, and limited chances for promotion.[15] Unfortunately, employers may perceive mothers as being less committed or only marginally effective, which contributes to hiring biases, lower salaries, and stalled career growth. These systemic disadvantages seriously hinder women's economic progress and reinforce stark gender inequalities in the workplace.

c. Occupational Segregation and The Pay Gap

Occupational segregation, which refers to the concentration of women and men into different types of jobs, is a key driver of the gender pay gap. Economic structures channel women into lower-paid and lower-growth sectors, perpetuating long-term inequality. Women dominate fields like education and healthcare which have rather dismal average earnings compared rather starkly to tech and engineering fields.[16] Unequal distribution

[14] Teaching about ethnic minority families using a pedagogy of care.
[15] Getting a Job: Is There a Motherhood Penalty?1 | American Journal of Sociology: Vol 112, No
[16] Gender-Based Occupational Segregation: A Barrier for Women's Economic Empowerment

severely curtails women's earning potential and shrinks opportunities for career growth,sparking systemic income disparities worldwide. Addressing occupational segregation is crucial for achieving greater economic equality and narrowing stubbornly persistent gender pay disparities somewhat effectively.

2. THE MATILDA EFFECT

The Matilda Effect is understood as the work that women have done throughout history that has never reached posterity. Although their contribution has been noted, their names have gone completely unnoticed. This is especially noticeable in science but is not limited to it. This takes its name from suffragist Matilda Joslyn Gage (1826-1898), who used her column in *The National Citizen* newspaper to publicize the work of important forgotten women. However, it was not until a century later, when in 1993 historian Margaret W. Rossiter named this situation after her. This phenomenon manifests both historically and in contemporary settings. For instance, despite her significant contributions to the field of psychology, Mary Whiton Calkins's work on self-psychology and her development of paired-associate learning techniques were often marginalized. Rosalind Franklin's crucial contributions to the discovery of DNA's structure were downplayed, and Lise Meitner's role in the discovery of nuclear fission was largely overlooked by the Nobel committee. Similarly, Jocelyn Bell Burnell, as a graduate student, made the initial observation of pulsars, but her supervisor and his colleague received the Nobel Prize for the discovery. More recently, concerns persist about women's contributions being less recognized in collaborative research, particularly in fields where men dominate[17]. This systemic bias diminishes recognition of women's achievements, leading to reduced recognition, promotions, and funding. Such erasure perpetuates gender disparities within scientific fields, hindering a complete and accurate understanding of scientific history and progress.

3. TOKENISM AND INSTITUTIONAL INCLUSION

Tokenism in institutional frameworks, especially when it comes to women's inclusion, takes the form of actions that seriously impede their ability to advance in their careers. Women generally are not hired or promoted by organizations, especially to leadership positions, so gender diversity seems to happen but without removing the structural impediments that prevent women from ascending. As a result of this tokenistic treatment, these women are often under heightened scrutiny, left out of informal networks in which career-relevant information and opportunity reside and assigned a "disproportionate share of diversity tasks" or service work, rather than genuine opportunities for advancement. There is also the possibility of added pressure to represent their gender as a whole, which in turn may lead to a consequence of greater visibility and stress, causing a decrease in valuations of performance and general health. [18] This "token status" feeds into an insecure atmosphere, where women's achievements are easily regarded as the result of luck or affirmative action,

[17] The Matilda Effect: How Women Are Becoming Invisible in Science
[18] Tokenism and Its Mental Health Effects

whereas their failures are taken as proof of their lack of competence, a double standard that might erode women's confidence and curtail their chances of upward mobility. The absence of supporting system (mentors and sponsors advocating their progression and providing access to critical resources), further complicates the process making token women feel isolated and without support[19]. Ultimately, tokenism creates a system where women's intellectual work is perceived as an exception rather than an integral part of the workforce, hindering their full participation and recognition.

FEMINIST AUTHORITY AND WOMEN IN STEM

1. UNDERREPRESENTATION OF WOMEN STEM AND LEADERSHIP

a. The Glass Ceiling & The Glass Cliff

The concepts of the "glass ceiling" and the "glass cliff" illustrate systemic barriers that hinder women's advancement and stability in leadership roles. The glass ceiling refers to an invisible yet persistent barrier that prevents women from ascending to top-tier positions in management and executive leadership, regardless of their qualifications or achievements. This metaphor captures the experience of women whose upward mobility is obstructed despite evident competence. In contrast, the glass cliff describes the precarious situations women often face when they do attain leadership positions. Research suggests that women are more likely to be appointed to high-level roles during periods of organizational crisis or decline, when the risk of failure is elevated. This dynamic places them in vulnerable positions, increasing the likelihood of blame or scapegoating if outcomes do not improve.

b. Workplace Harassment & Biases

Women are disproportionately excluded from competitive STEM careers due to toxic work environments and double standards caused by workplace harassment and evaluation bias.[20] From covert microaggressions to overt sexual harassment, women in these professions frequently experience a range of harassment, creating a hostile environment that erodes their self-esteem and sense of fulfillment in their work. This is made worse by bias in performance reviews, which disadvantage women in promotions and career advancement because women's work is frequently viewed more negatively or as a result of teamwork, whereas men's contributions are credited to individual genius. For example, according to a 2016 survey, 81% of women in India in STEM perceive a gender bias in performance evaluations. In addition to impeding women's advancement, this combination of harassment and unfair evaluation leads to women leaving STEM, which significantly reduces the talent and diversity in these vital fields.

[19] Benefits, barriers and enablers of mentoring female health academics: An integrative review - PMC
[20] Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine | The National Academies Press

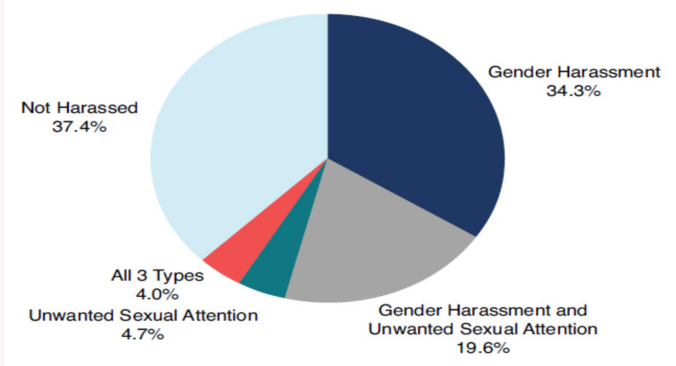
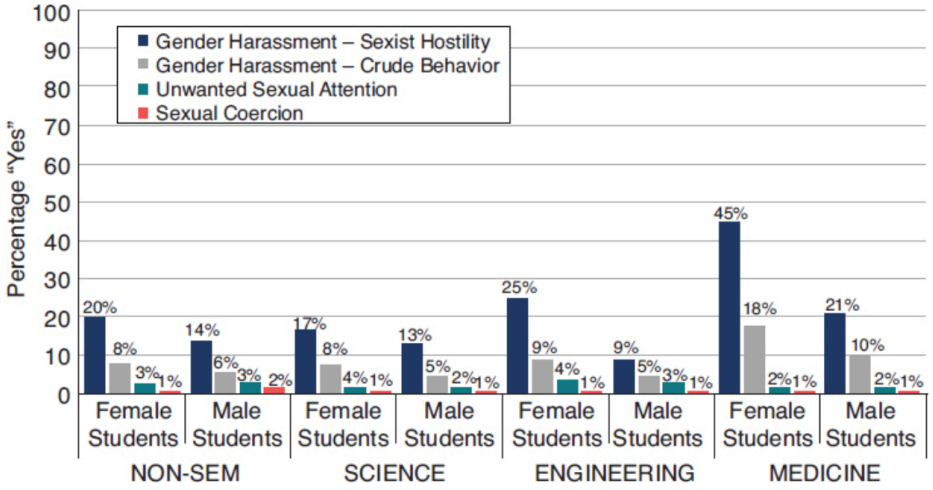


FIGURE 3-1 Percentage of types of sexual harassment experiences among female university employees.
SOURCE: Adapted from Schneider, Swan, and Fitzgerald 1997.



c. Lack of Mentorship and Sponsorship

A major hurdle for women looking to climb the career ladder, especially in STEM fields and corporate leadership, is their tendency to be placed in "staff" roles rather than "line" positions, coupled with a significant lack of sponsorship. Most CEOs typically come from line roles where they have profit-and-loss (P&L) authority, and a 2016 study by McKinsey, titled Women Matter, highlighted that women are increasingly funneled into staff jobs, with only 20% holding P&L roles by the time they reach upper middle management. This issue is further complicated by a 2012 study that found men often land bigger projects, larger budgets, and more visibility in the C-suite [21]. This imbalance is frequently attributed to the "similarity principle," where influential men are more likely to sponsor other men, resulting in women being "over-mentored but under-sponsored.". Unlike mentorship, which is more about guidance, sponsorship requires active support from those in power. Research shows that while mentorship can help men get promoted, it doesn't have the same effect for women, often because their mentors lack the necessary influence. This situation directly contributes to women holding just 26% of top academic positions in the EU and making up

[21] A Lack of Sponsorship Is Keeping Women from Advancing into Leadership

only 33% of researchers worldwide, as they miss out on essential sponsored roles that are crucial for advancing to senior leadership.

2. FEMINIST AUTHORITY

The traditional view of scientific knowledge as completely neutral and objective is facing increasing scrutiny from feminist science studies. These critical explorations uncover how existing scientific frameworks often subtly reinforce and perpetuate ways of knowing that are rooted in male perspectives. This calls for a significant rethinking of the narratives we've come to accept. It's not just an academic concern; it shows how deeply embedded biases can shape everything from the questions we ask in research to the methods we use, which can lead to incomplete or distorted understandings of our world. On top of this important critique, feminist leadership in STEM is actively promoting alternative ways of engaging with science, focusing on collaboration, care, and community values that stand in stark contrast to the highly competitive and individualistic culture often found in scientific fields. The need for these changes is highlighted by ongoing global inequalities in scientific representation and influence. Although women make up about 31% of the global research and development workforce, their representation in leadership and decision-making roles is alarmingly low, with only 12% of national science academy memberships held by women. This significant underrepresentation has real consequences for the breadth and quality of scientific research. Feminist epistemology suggests that knowledge is always shaped by context, meaning that the viewpoints of those who create it greatly influence its results[22]. When a large segment of humanity's experiences and insights are overlooked, the scientific understanding that emerges can be quite limited. There's solid empirical evidence to back this up: a 2020 study published in Nature found that research papers written by mixed-gender teams received more citations, indicating greater impact and innovation. Additionally, broader studies reveal that gender-diverse research teams are more likely to bring new innovations to market and achieve better financial performance for their organizations.

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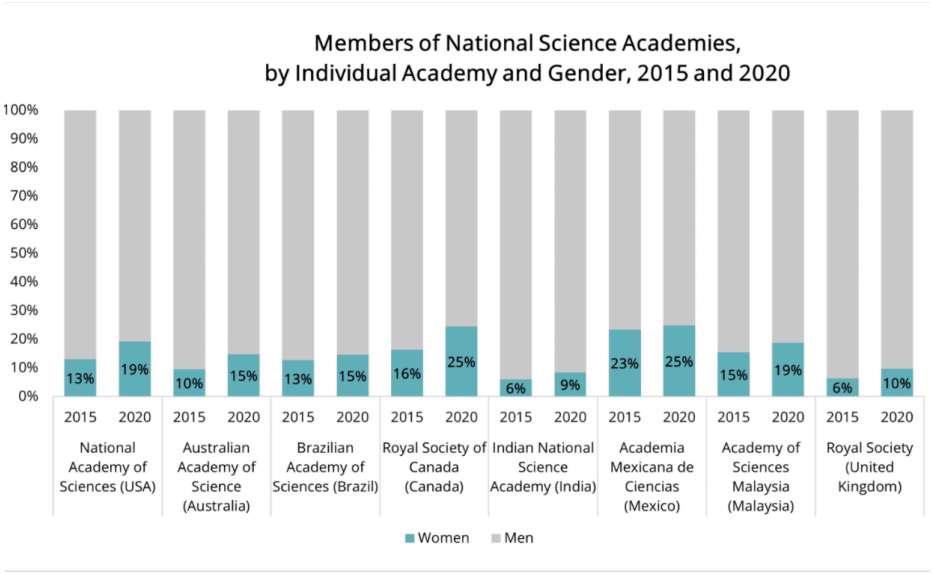
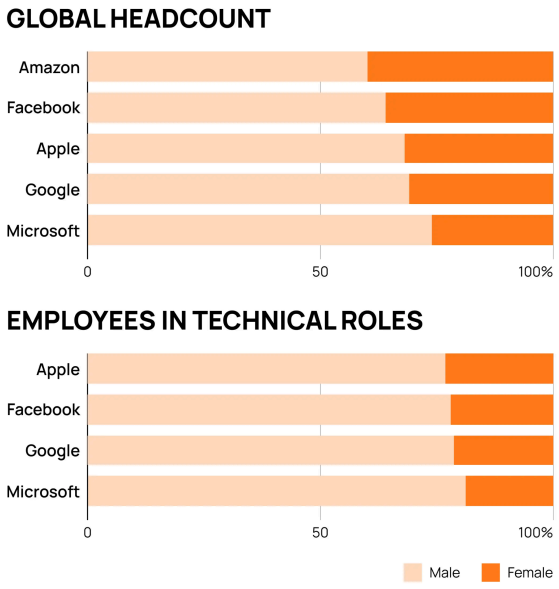
[22] Feminist Perspectives on Science (Stanford Encyclopedia of Philosophy



Source: GenderInSITE (2021). Gender Equality in Science. Table 3.

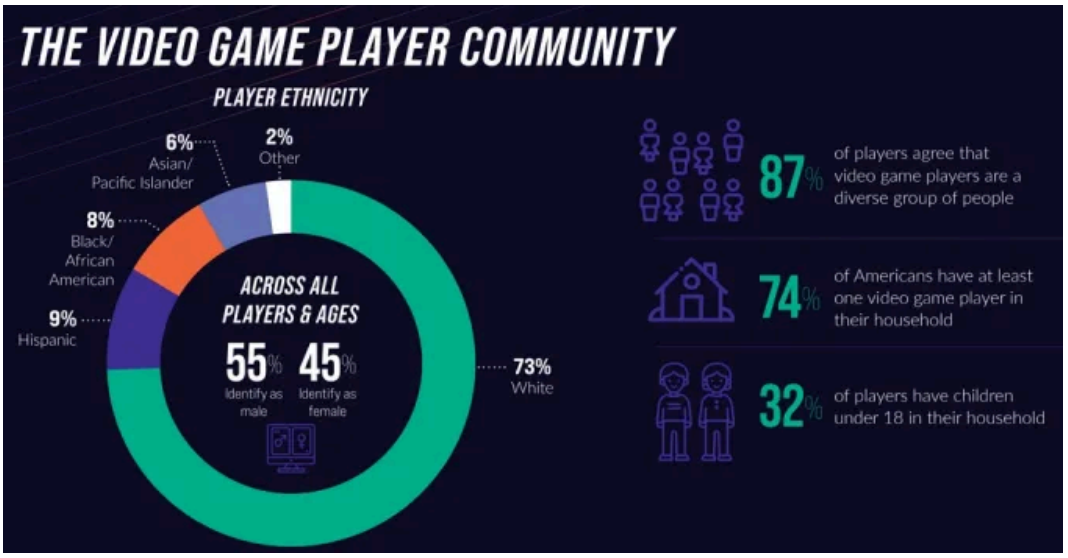


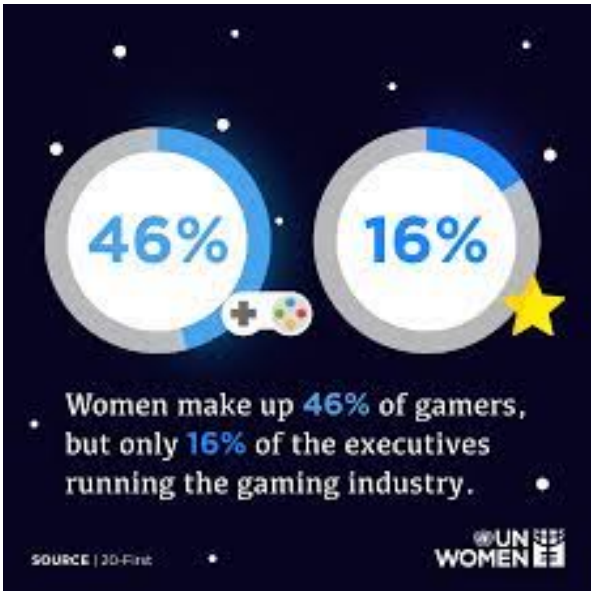
3. TECHNOLOGICAL GAMING CULTURE

Women in both STEM and the gaming industry often struggle to be seen as competent professionals, reinforcing the stereotype that technical fields are inherently masculine. In gaming, this is evident through character representation: fewer than 20% of video game characters are female, with only 3–9% taking on leading roles. Moreover, 59.9% of female characters are sexualized, in stark contrast less than 1% of male characters are portrayed in a similar manner. Approximately 83% of male characters are depicted as violent, and studies from Stanford University indicate that even brief exposure—around 15 minutes—to games featuring objectified female characters significantly increases the likelihood of players harassing women online.

These behaviors mirror broader cultural patterns in STEM, where women also face exclusion and hostility. In gaming spaces, such harassment frequently escalates to more severe forms, including doxxing, threats of violence, and targeted online abuse, all of which contribute to a hostile environment that discourages female participation.

The lack of gender diversity in leadership—evident in the fact that 84% of executive positions in the gaming industry are held by men—further sustains these dynamics and limits systemic change.





CONCLUSION

As technology becomes a bigger part of our everyday lives, we need to tackle the intersection of artificial intelligence and gender equity with both urgency and purpose. AI has the power to champion women's rights, enhance access to STEM education, and open up inclusive opportunities. Whether it's through personalized healthcare, remote learning, or digital entrepreneurship, innovation can truly empower us when it's developed with care.

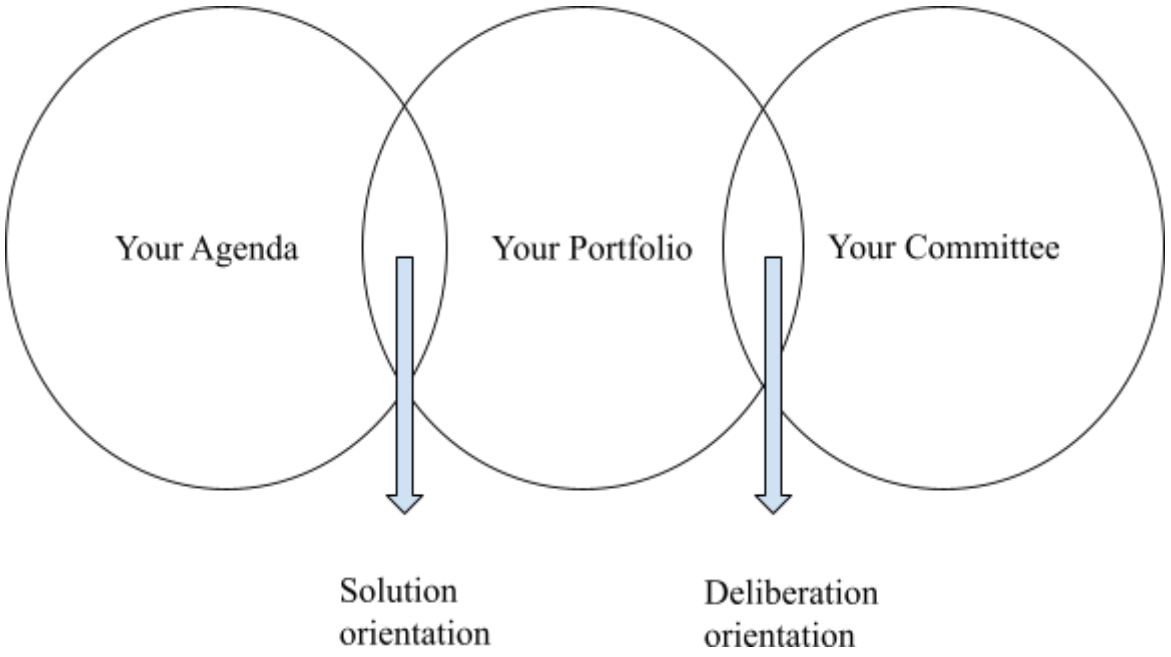
But we have to be cautious, without the right safeguards in place, AI can end up reinforcing and even worsening existing gender inequalities. Issues like algorithmic discrimination, biased data sets, limited digital access, and the underrepresentation of women in tech leadership create significant barriers. Technologies used in hiring, surveillance, and content moderation can unintentionally put women at a disadvantage, particularly those from marginalized communities. Plus, the digital world has become a new battleground for gender-based harassment, with AI tools often falling short in protecting users or filtering out abusive content.

The challenges that AI brings to the table aren't just about technology; they're also deeply rooted in social and political issues. Tackling these challenges means we need to focus on ethical AI development, push for inclusive policy changes, and hold both governments and private companies accountable. It's crucial that women play a significant role in shaping, regulating, and governing AI to make sure their rights are safeguarded and their voices are amplified. Institutions, whether national or international, need to collaborate to create frameworks that foster fairness, transparency, and equity in the realm of digital innovation.

In conclusion, artificial intelligence has the potential to create a more inclusive and fair world, but only if we are intentional in how we use it. By integrating gender perspectives into technology, we can make sure technology empowers everyone rather than reinforcing the old practices of exclusion.

HOW TO RESEARCH

Understanding the 3 Areas of Research:



A delegate must research about all three areas by-

1) Mapping their Agenda statement, scope, study guide the questions it raises, etc.
2) Mapping their Country/Company/ Portfolio given geography and resources, current affairs, form of government, stance, past resolutions, etc.
3) Mapping their Committee, enemies and allies, foreign relations, inspiration from *their* past resolution, humanitarianism, points of consensus, etc.

Suggested Websites

After being thorough with your Rules of Procedure and Study Guide document you can research -

Your Country's Official Government Website
Your Committee's Official Website - Commission on the Status of Women
Questions a Resolutions Must Answer Section in your Study Guide
UN Official Site- https://www.un.org/en/
Reuters- https://www.reuters.com/
Britannica- https://www.britannica.com/
Council on Foreign Relations- https://www.cfr.org/
Research Gate- https://www.researchgate.net/
CIA World Factbook- https://www.cia.gov/the-world-factbook/
Amnesty International- https://www.amnesty.org/en/
BBC-https://www.bbc.com/

Jstor- https://www.jstor.org/
Internet Archive- https://archive.org/
Google Scholar- https://scholar.google.com/
Best Delegate- https://bestdelegate.com

What the Bureau Appreciates

Evidence-Based reliable data sources and methodologies to support findings must be utilised. Use statistics and comparative studies because we appreciate when a delegate shows, doesn't just tell.

Inclusivity to ensure diverse perspectives, especially from marginalized communities, are represented. Think out of the Box.

Action-Oriented recommendations that can inform policy and practice.

Relevance of Research addressing current and emerging issues affecting women and girls globally.

It is to be noted by the delegates that any use of AI and Plagiarism is punishable and strictly prohibited by Shishukunj MUN and if a delegate is found using the same, severe consequences will be imposed.

QUESTIONS A RESOLUTION MUST ANSWER

1. How can the global community meet the judicial and complying use of its women as human resources ?

2. How can regulations ensure that monetization of personal information of women is reduced or eradicated?

3. How can nations come together to remove AI stereotypes and bias in text-to-image generation while creating an internet environment which does not have censorship on women for freedom of expression?

4. What policies or mentorship programs can ensure genuine inclusion rather than performative gestures?

5. How can organizations ensure equal access to leadership roles for women?

6. How can institutions promote a more inclusive approach to scientific research?

7. How can educational institutions and workplaces dismantle stereotypes discouraging women from STEM fields?

8. What policies can ensure equal opportunities for women across industries?

9. What legal and policy measures can be implemented to combat online gender-based harassment?

10. What strategies can counter gendered misinformation while preserving freedom of expression?

11. What preventive measures can counter digital regression, so that gender biases improve over time rather than deepening?

12. What measures can prevent the commodification of women through AI-generated content, facial recognition, and targeted marketing?

13. How can regulations ensure that ethical AI principles be integrated into machine learning models to promote fair and unbiased content creation?

14. What strategies can prevent facial recognition bias and decline its error rate?

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