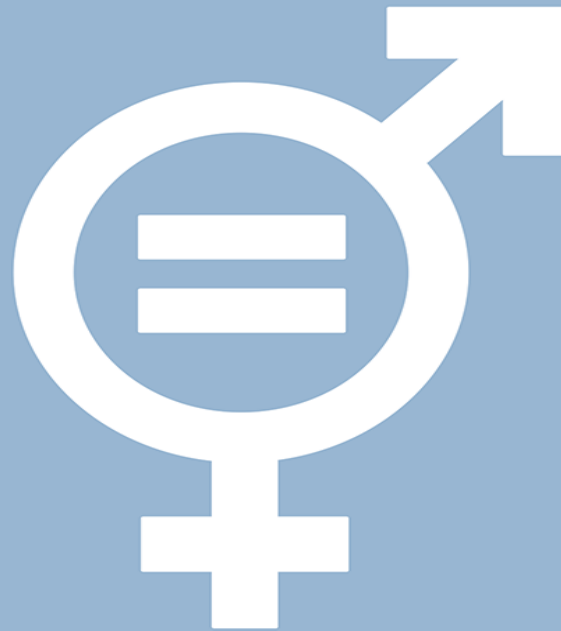


5

**GENDER
EQUALITY**



MODEL UNITED NATIONS

**SOCOMUN
XXXIII**

FRESHMAN #5

TOPIC: GENDER EQUALITY IN THE
WORKFORCE



SOCOMUN XXXIII



Freshman Committee #5 Gender Equality in the Workforce

Hello delegates! My name is Niaz Rahnama, and I am your head chair for this year's Freshman Committee #5 for SOCOMUN XXXIII. I am a junior at Santa Margarita Catholic High School and this will be my third year in the Model United Nations program. I have participated in numerous MUN conferences including the recent UC Berkeley conference earlier this spring. I love MUN because it has taught me to step outside my comfort zone. It also teaches you communication skills you can use both inside and outside of committee. Last year, I was a rapporteur for SOCOMUN, so I am excited about this opportunity to work as your head chair! This conference is a learning experience where you gain basic skills needed to be successful in MUN. Outside of MUN and classes, I am a third degree black-belt instructor in Tae Kwon Do. I also love hanging out with my friends and going to the beach. I hope you all have a great experience in this committee and if you have any questions, please do not hesitate to contact socomunfresh5@gmail.com.

Hello delegates, I am Sienna Martinez, and I will be your Vice Chair for this year's Freshman Committee 5 for SOCOMUN XXXIII. I am a junior here at Santa Margarita Catholic High School, and this will be my third year in MUN. I was the Rapporteur for this exact committee last year! Outside MUN, I am on the tennis team, and I love hanging out with my friends and going hiking. This is a great introductory conference to MUN and really showed me the basics my first year here, I hope you all have an amazing time at our conference and learn a lot and do great.

Hello delegates! My name is Jennifer Don, and I am so excited to be your rapporteur for SOCOMUN XXXIII, Freshman Committee #5. I am a sophomore at Santa Margarita Catholic High School and started MUN in freshman year. Besides MUN, I am also involved in the golf team. I am so excited for SOCOMUN 2024 and hope to meet all of you soon!

This committee explores gender equality in the workforce which outlines Sustainable Development Goal (SDG) number 5, Gender Equality. Delegates will begin the committee by presenting speeches that contain a quick introduction to the topic, your country's stance on the issue, and solution ideas. In between these speeches, informal and formal caucuses will take place in which delegates will firstly discuss similar country policy and solution ideas. Typically, in informal caucuses, delegates will collaborate and work to create resolution groups with other delegates who share similar solutions. In formal caucuses, delegates will vote on a specific subtopic to speak on for an allotted time. These delegates will work together to create a resolution paper, which will be presented to the whole committee. After delegates listen to the resolution papers, the committee will enter Voting Bloc, in which all delegates must vote on the resolution papers. Once again, if you have any questions, please do not hesitate to contact socomunfresh5@gmail.com. On behalf of the entire bureau, we are thrilled to meet all our delegates and we are so excited for Freshman Committee #5! Good luck delegates!



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Background

One of the sixteen Sustainable development Goals (SDGs) the United Nations focuses on is Gender Equality and the empowerment of women. Since 2015, the United Nations has established Sustainable Development Goal #5, which was adopted by the UN Member States with a deadline to achieve gender equality worldwide by 2030. However, this goal has become unrealized due to a lack of commitment from the global community. Thus, making it difficult to female empowerment in male dominated work fields. This largely is due to patriarchal ideals from the early seventeenth century in which women and men were treated and viewed very contrarily. Society in this time created a “box” of standards in which men and women must adhere to otherwise they would be frowned upon. Consequently, women were given minimal roles in decision making regarding family and marriage. Since women’s jobs were often cleaning their houses and attending to their husband, women were not permitted to work non-domestically until the mid-1800s. During this time, they often worked high hours and received unequal and low pay in industrial factories. For American women, it was not until 1963, in which the Equal Pay Act was passed which promises equitable wages for the same work regardless of race, religion, and sex. Furthermore, *Title VII*, of the Civil Rights Act was passed in the United States in 1964 and prohibited employment discrimination. This includes hiring individuals based on race, sex, color, or religion.

Despite the establishment of frameworks like the Equal Pay Act and *Title VII* in many nations, women still face inequities in the workplace such as wage discrimination, gender gaps, and sexual harassment. These cumulative differences in employment have a detrimental effect on women as it contributes to lower lifetime earnings and a greater risk of old age poverty. In 2021, it was reported that the gender wage gap was at an 11.9% difference across the globe. Furthermore, this means that on average, a woman working full-time receives eighty-eight cents for every dollar a full-time working man makes in earnings. Factors such as horizontal segregation, where women tend to be overrepresented in low-wage fields, and vertical segregation, where men tend to be overrepresented in management and leadership roles, play into a woman’s confidence in the workplace. Additionally, women working part-time jobs are less likely to receive raises or promotions. It is also less likely for them to change jobs, which further reduces lifetime earnings as changing jobs results in pay raises. Moreover, after having children, mothers tend to take longer leaves of absence than men, resulting in working half-time. Consequently, the difference in pay wage is known as the “motherhood penalty.”

Women of color also commonly suffer the most in the gender wage gap. In addition to receiving less pay because of her gender and if she has kids, a woman’s identity also factors into how much she receives regarding her earnings. For example, in 2021, Black women were paid 64% of what non-Hispanic white men were paid. Moreover, during the pandemic, millions of female workers were forced out of the workforce due to an increase demand for caregiving. This caused women of color to sustain the greatest economic loss.

Globally, regions in the Middle East and North Africa have the least gender equality in their work force. Countries such as Algeria, Iran, Palestine, Saudi Arabia, Syria, Qatar, and Palestine have a female workforce of less than 35%. The sub-Saharan African region’s workforce shares over a 50% account of women in their workforces. These statistics prove that gender equality is a tangible goal, however, the international community must work together to empower women to feel more included in their workplace through several means.



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Potential Solutions

The solutions are the most important part of your research, as this is what you will present in your speech and discuss in committee. The bureau has crafted three general solution ideas to help you. Firstly, we encourage companies to promote equal wages through regular pay audits. These audits will be used to discover and address gender pay gaps throughout the company. These audits are a form of transparency between the wages of men and women. This allows companies to be more open in sharing information about the current compensation their workers receive. The bureau highly encourages the implementation of this solution because wage transparency addresses key issues like the wage gap and builds trust in the workplace and the intersection of women's safety. The second solution the bureau created is a short-term solution of implementing policies. These policies are intended to help families by encouraging flexible working hours, job sharing, and equally paid parental leave for both mothers and fathers. When addressing implementation of policies, it is important to note that some countries will not agree with these policies so try to think of methods to get opposing countries to comply. Lastly, the bureau encourages free childcare services to working mothers. Studies show mothers experience a 60% drop in earnings compared to fathers. Mothers can be unable to work due to having to look after their children if they cannot access a caregiver. Therefore, providing free childcare services allows women to work more and receive more pay, thus reducing the pay inequality between mothers and fathers. Childcare services can be stationed locally in all countries around the world to ensure the wellbeing of mothers and their children. With these three solutions, gender inequality in the workforce will be reduced.

The bureau would like to remind all delegates that these solutions are extremely general to solving the problem and are not to be copied. These solutions do not discuss implementation, and we expect to see implementation in the solutions you present. We smile upon all delegates creating unique and attainable solutions as it is what we look for in committee. Delegates should not focus on funding their solutions because at SOCOMUN, the United Nations funds all ideas. Though we strongly recommend partnering with NGOs regarding the means of implementation. Additionally, be sure your solutions align with your country's policy. For example, a delegate representing Iran, a country who does not encourage closing the gender pay gap, would not present similar solutions as a delegate representing Denmark, a nation who encourages closing the gender pay gap. Finally, formulating both short-term and long-term solutions is highly beneficial. Creating all short-term solutions points to a lack of detail and implementation and once these solutions are implemented, a longer lasting solution must take its place. Establishing all long-term solutions can be difficult to implement with lack of details so it is important to be as descriptive as possible. In conclusion, having short-term and long-term solutions that are detailed and follow your country's policy will lead to successful solutions.



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Questions to Consider

Below are some questions listed to help guide you in your research. These questions do not need to be formally answered, but they should still help you gather more information for your paper.

1. What is your country's stance on women's participation in the workforce?
2. Are there any preexisting solutions your country has implemented related to the topic?
3. Has your country created any non-governmental organizations (NGOs) that work to alleviate or bring more women into the workforce?
4. Does your country support separate gendered workplaces?
5. In what ways has your country acted on gender inequality, if any?
6. How can you incorporate the International Labor Organization (ILO) into your solutions? If not, why?
7. How can your solutions be altered to help women post-pandemic?
8. Has your country established laws to protect women? If so, what are the consequences of those who refuse to follow these laws?
9. Are your solutions short-term, mid-term, and long-term?
10. How can your solutions be more inclusive for every woman of color or gender? If so, what makes it unique from your other ideas? If not, why?

Sustainable Development Goal #5 Targets:

- 5.1** End all forms of discrimination against all women and girls everywhere.
- 5.2** Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.
- 5.3** Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation.
- 5.4** Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.
- 5.5** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic, and public life.
- 5.6** Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Program of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences.
 - 5A** Undertake reforms to give women equal rights to economic resources as well as access to ownership and control over land and other forms of property, financial services, inheritance, and natural resources, in accordance with national laws.
 - 5B** Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.
 - 5C** Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.



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MUN Impact

On behalf of Freshman Committee #5, we all hope this MUN conference is a wonderful experience for all the delegates. Our goal is for every delegate to hone their skills in this committee and learn new tricks or even how to act like a delegate in committee. We also encourage everyone to participate in MUN impact which focuses on each of the SDGs and takes actions to alleviate them. If you are interested in MUN impact, please check out https://munimpact.org/wp-content/uploads/2018/05/MUN-Impact-Guide_v2.pdf to learn more and help take action to reduce Gender Inequality.



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