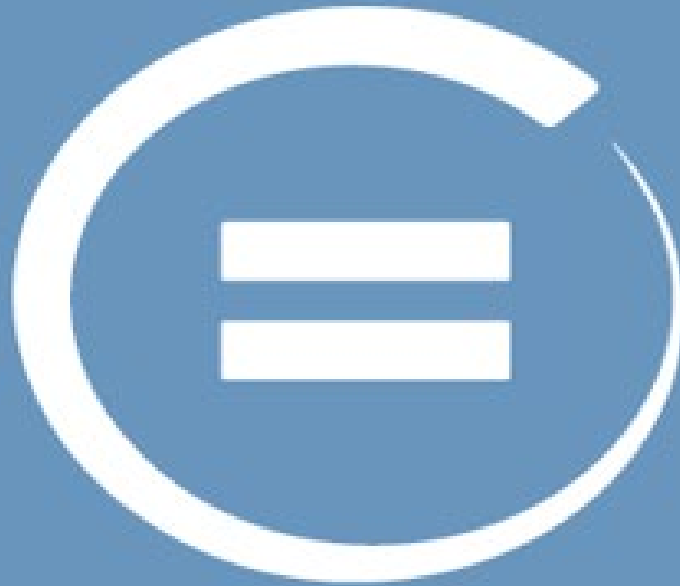


10 REDUCED INEQUALITIES



MODEL UNITED NATIONS

SOCOMUN
XXXIII

FRESHMAN # 10

TOPIC: PROMOTING INCOME
EQUALITY FOR WOMEN



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Freshman Committee #10 Promoting Income Equality for Women

Hi delegates! My name is Lauren Farris, and I am looking forward to being your head chair! I am a current senior at SMCHS and this is my fourth and final year in MUN. In MUN, I've been able to improve my public speaking skills, research interesting and worldly topics, compromise on solutions, and learn diplomacy. Outside of MUN, I am on the Varsity Volleyball team at SM and I'm committed to play D1 volleyball at Columbia University! In my free time, I enjoy reading, listening to music, hanging out with my friends, going to the beach, and watching The Hunger Games. I hope you all will have a great time at the conference, and I'm so stoked to meet you all! Good luck!

Hello delegates, I am your vice chair, Olivia Fiore. I am a junior here at Santa Margarita, and this is my third year in MUN. I have had a wonderful experience in the Model UN program, as I have attended nearly 10 conferences and even participated in travel with MUN. I play club volleyball and beach volleyball, and I also enjoy playing tennis. I enjoy going to the beach, hanging out with my friends, and shopping! These past years, MUN has greatly impacted my life, academically and socially, for it has helped me develop my research, public speaking, socialization, debate, and writing skills.

Hey delegates, my name is Brennan Wagner. I am a Sophomore at SM, and this is my second year participating in MUN. I love to live by my favorite teacher's motto: MUN is FUN. I play basketball and golf for SM, and I love to surf in my free time.

We are all so excited to see you in committee! Even if this may be your first conference in MUN, don't worry! This is a learning conference, and we will be there to guide you through committee procedures and the MUN process. To help prepare for the conference, we recommend researching your topic, country policy, and solutions so you are prepared to participate in committee. In committee, you can expect to introduce your solutions in a speech, comment on other delegates' speeches, discuss certain issues on the topics within mods, collaborate with other delegates to form a resolution paper, and to vote on the resolution papers. We highly encourage you to try to participate at all times, as that is how you will learn the best! If you have any questions or concerns about committee or any other worries, feel free to reach out to the email socomunfresh10@gmail.com and we will get back to you as soon as possible. Again, we look forward to seeing you all in committee and good luck!



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Background

As of 2022, a woman receives 82 cents for every dollar a man makes. This gap has steadily decreased over the years, for in 1982, a woman got 65 cents for every dollar a man earned, and in 2002, this increased to 80 cents for women. Women typically start earning around the same wages as men do when they begin their jobs, yet as time goes on, the gap increases. If progress moves at the same pace, it is likely that the gender wage gap will remain how it is for 257 years.

There are several factors that contribute to this wage gap. A challenging barrier for women to overcome is parenting. Compared to women of the same age range, it is less likely for mothers to be in the workforce. If mothers are in the workforce, they typically work less hours than other women of their same age, limiting the amount of money they earn. Interestingly, compared to men of the same age range, it is more likely for fathers to be in the labor force, and, with that, they work more hours. This is due to the fatherhood wage premium, where pay seems to increase for fathers, increasing the wage gap between the two genders. Another factor that contributes to the wage gap is age. Women typically begin their careers making close to the same as men, but this value consistently decreases as women get older. Race is another factor in the pay gap. For every dollar paid to a man, black women receive 69 cents, Latina women receive 57 cents, and native women receive 59 cents. Other reasons for the wage gap include segregation and simply discrimination to one's gender.

Education, while it can affect the type of job and pay one might receive, is not a main barrier to this wage gap. Women are more likely to have more experience within education than men and on average have shown to be more likely to have higher degrees compared to men. In general, to receive the same amount of money as a man in the same career, a woman has to receive another educational degree.

COVID-19 has also been another barrier to this wage gap, pushing around 95 million people into poverty. Due to this rate, for every ten women, one is living in poverty, and if the rate continues as it is going, then by 2030, around 342.4 million women will have just under \$2.15 a day to live off of.

The United Nations has developed International Equal Pay Day, which is celebrated annually on September 18th, to help raise awareness of the efforts that have gone into lessening the wage gap. Additionally, EPIC (Equal Pay International Coalition) works to lessen this wage gap by working specifically with organizations and governments to achieve this.

More governments have begun to address this global wage gap and made measures to deal with it, especially with transparency. According to the ILO Equal Remuneration Convention, it is essential for women to receive equal wages for work they do of an equal value to men. This includes work that could differentiate the task but does not change the value of the task. This therefore extends to jobs that could require different skills or have different conditions, yet still need equal pay for both sexes. Remuneration also includes wages such as bonuses, insurance, allowances for traveling, and more. New Zealand has made steps in this direction, as they passed the Equal Pay Amendment bill in 2020 that requires equal wages for equal work.



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Potential Solutions

When forming solutions, consider your country's policy and stance on the issue. The more detailed your solutions are, the better, and this comes from your research and knowledge of the topic. These are some general ideas to start with when you formulate solutions. These are not final solutions but are supposed to help guide you to create your own creative and unique solutions. Funding should not be your primary concern, though your solutions should be feasible.

With the gender wage gap, consider how to improve current laws or implement new legislation into countries or businesses. This includes pay transparency, which can be included in negotiating salaries and helps to ensure the ILO's Equal Remuneration Convention's goal of equal pay for equal work value will be successful. Laws that help mandate certain levels of pay for men and women can also help to achieve equal pay.

Another factor to consider when forming solutions is how gender equality can be promoted. Opportunities in leadership can be a great place for women to advance in the workforce. This includes the implementation of certain policies, and other means to raise general awareness on the issue. Consider turning to NGOs as a way to help support these solutions, as there are several who work to help close the wage gap. Partnering with NGOs is also a great way to help achieve certain aspects of your solutions.

Due to COVID-19, there has also been a decrease in the amount of education women have been able to receive, pushing some to extreme poverty and decreasing their opportunities. Consider ways to tackle this issue and, in your solutions, address the ways that COVID-19 has affected education and the gender wage gap. Try to encourage women to be educated in fields typically dominated by males and find new ways to help women achieve the training and requirements they need.

With the hiring of women for new jobs or promoting women in their current fields, employers can often have unconscious biases. Try to think of ways you can limit this unconscious bias within employers and other aspects of the world. Are there any policies you can implement to help tackle this issue? Additionally, consider the unconscious bias employers might hold to women of other races, and think of possible solutions to help shift cultural respects to improve women's pay gap.



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Questions to Consider

There are some questions to help guide your research and to help focus your solutions and think about your country policy. You are not required to formally answer these, and your solutions do not have to be answers to the questions. The questions are here to help you, and we recommend that you focus your research on them when preparing for the conference:

1. What are some of the root causes of the gender wage gap? Has your country contributed to the wage gap? What are some ways you can try to eliminate or reduce the root causes?
2. What has your country done in response to the gender wage gap? Has your country been affected by the wage gap? Is your country working to improve the wage gap?
3. How has COVID-19 affected the gender wage gap, and what are some ways your country can help reduce these effects? Are there any positive effects that have emerged from COVID-19? If so, how can you continue to encourage those?
4. How has education affected the wage gap, especially after COVID-19? How can your country improve education and training levels for those in rural or isolated environments?
5. How do unconscious bias and stereotypes affect the gender wage gap? How can you eliminate this in the workforce?
6. How does family life contribute to the gender wage gap? What are some ways you can improve conditions for mothers in the workforce?
7. How will you ensure consistent progress with your solutions? What measures can you take to confirm that progress is being reached?

SDG #10 Targets

10.1 By 2030, progressively achieve and sustain income growth of the bottom 40 per cent of the population at a rate higher than the national average

10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status

10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies, and action in this regard

10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality

10.5 Improve the regulation and monitoring of global financial markets and institutions and strengthen the implementation of such regulations

10.6 Ensure enhanced representation and voice for developing countries in decision-making in global international economic and financial institutions in order to deliver more effective, credible, accountable and legitimate institutions

10.7 Facilitate orderly, safe, regular, and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies

10A Implement the principle of special and differential treatment for developing countries, least developed countries, in accordance with World Trade Organization agreements

10B Encourage official development assistance and financial flows, including foreign direct investment, to States where the need is greatest, in particular least developed countries, African countries, small island developing States and landlocked developing countries, in accordance with their national plans and programs.



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10C By 2030, reduce to less than 3 per cent the transaction costs of migrant remittances and eliminate remittance corridors with costs higher than 5 per cents.

MUN Impact

We strongly encourage you to learn more about the MUN Impact program! In this program, you can directly help with issues the United Nations works to improve and learn more about the Sustainable Development Goals. If you want to learn more about the program and its goals, please visit <https://socomun.org/munimpact>.

We are hopeful that you learn more about MUN at SOCOMUN, and that it is a learning experience for all of you! We hope to add to your passion of solving and debating world issues. Bringing these ideas to real world situations is very important to us. If you wish to partake in working towards these goals with issues all around the world and are considering taking this step of becoming a part of the MUN Impact Program visit, <http://munimpact.org/> To learn about what MUN impact is doing now relating SDG #10 look here! <http://munimpact.org/sdg-10/>



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