Country: Cambodia

Committee: CSW

Topic: Assurance of Equal Pay for Services of Equal Derivative Values Between Men and Women

Background

Since the Industrial Revolution, there has been an increase in the Gender Pay Gap and it is an important problem in today’s World. The main reason that lies under this problem is the mindset of people which is around the idea that women are suitable for “less-valuable” jobs or that the women’s main job is “caregiving”, but that is completely wrong and unacceptable. Two genders doing the same valuable work deserve the same pay. This discrimination is affecting a lot of women all around the World, for example, a woman of color is earning less than a man doing the same job with her just because of her race. We need to break these stereotypes to achieve progress.

Cambodia’s Position at the Topic

The delegation of Cambodia believes that every woman deserves equal pay as their male peers. Also, the Cambodian government is to elaborate and implement laws, policies, and measures intended to support the ability of women and men to enjoy equal opportunities and rights. Lastly, our delegation looks forward to sharing our solutions and hearing other delegations as well.

How To Assure Equal Pay Services of Equal Derivative Values Between Men and Women?

1. MoWA (the Ministry of Women’s Affairs of Cambodia)
2. Empowerment of Women in Male-dominated sectors
3. Showing Companies how to close the Pay Gap
4. Creating an Organisation to check the pay gap at workplaces

MoWA (the Ministry of Women’s Affairs of Cambodia)

The Ministry of Women’s Affairs of Cambodia (MoWA) is spearheading a comprehensive policy project aimed at narrowing the nation’s gender gap. MoWA executed a series of research projects, namely the Cambodia Gender Assessment (CGA) report. The report aims to ensure access to the necessary data and evidence required for creating and implementing more gender-responsive policies. For example, information on education and behavioral change, legal protection, violence against women, health, women’s leadership and participation in the public sector, women’s economic empowerment, and assistance for disadvantaged groups of women and girls. Using this evidence, consultative workshops were held to draft relevant policies. We could authorize more researches similar to the one MoWA did to help change policies into better formats that assure equal pay for equal work.

Empowerment of Women in Male-dominated sectors

It’s especially hard to achieve the decrease of the Gender Pay Gap in male-dominated sectors. And the reason for that is in those sectors the mindset of women being the “caregiver” in the family dynamic is more generalized. Due to that, it is harder for women to get a raise or to level up in employment positions. The solution for this is that with conferences, advertisements, or with the showcase of successful businesswomen that mindset could be changed. Another solution is that start of a business with women leading could be created with the help of funds or investors and entrepreneurship. After this is generalized that sector would become equally dominated by men and women.

Showing Companies how to close the Pay Gap

We can eradicate the problem directly in the workplace by showing the companies or the authority of the workplaces how to close the Pay Gap. Awareness is the first step to solving the problem. The workplace needs to do a pay audit and analyze the compensation by gender and race so the authority can see the pay gaps. Auditing reviews and promotions regularly to ensure the company is not systematically rating men more highly and promoting them more quickly. Training managers so they understand the impact of gender bias on their decision-making, and put clear and consistent criteria in place to reduce bias in staffing decisions and performance reviews. Make sure the women in the organization have equal access to the people and opportunities that accelerate careers and are not saddled with a disproportionate amount of “office housework,” such as organizing events. Lastly, encourage women to negotiate and look for their rights.

Creating an Organisation to check the pay gap at workplaces

To assure that the steps that we have mentioned in the previous solution are enforced there can be an organization created to check these. That organization would be given the funds by UN Women and they would be assigned companies that are detected with the increase of the pay gap. They would do monthly or annual checks to make sure the steps are enforced and annually they would report to the organization’s head office which would be set up in a developed country.

Country: Cambodia

Committee: CSW

Topic: Extending the Reach of Economic Leadership of Women in Developing Countries

Background

Similar to all the gender inequality cases this one is also caused by stereotyping. Although it is caused by stereotyping educating has an important role too. Because of stereotyping girls in underdeveloped countries are not sent to school or are unable to get a proper education. Due to that girls are mostly given the role of “caregiver” and “home keeper” and after that, the social norms become stronger. In the end, it turns into a cycle of stereotyping. After we analyzed that we must prioritize education for girls and women everywhere

Cambodia’s Position at the Topic

The delegation of Cambodia believes that women have an important role in society and should be given the proper education to use their skills to the fullest which could help the economy of an underdeveloped country. That’s why we should empower women and give them opportunities so they can help the economy achieve its full potential.

How to Extend the Reach of Economic Leadership of Women in Developing Countries?

1. Create a program to help girls get an education
2. Using social media to decrease stereotyping

Creating a program to help girls get an education

We can create a program focused on girls in underdeveloped countries which would be funded by UN Women or UNICEF. First, there would be analyses to determine where the uneducated girls are populated and with the funds, we can build schools. And for the teachers, the program could send teacher trainers to give basic lessons which would be taught to girls. If the first school example is successful this could be generalized and can be copied to other required areas. This way girls in the underdeveloped countries could get a chance to improve themselves and even help improve their country’s economy.

Using social media to decrease stereotyping

We can reach out to powerful women of economic leadership and interview them, empower them to decrease stereotyping by showing that women can be powerful in economics too. This way we would gather a crowd that listens to our case and when the government or the individuals that have a prominent place in the country’s economy. With the support from them, we could get more women to contribute to the economic leadership.