**COUNTRY:**

***Azerbaijan Democratic Republic***

**COMUTIEE:**

***CSW***

**TOPIC:**

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

**How Pay Gap Is An Huge Issue During the Pandemic**

The pay gap between women and men is an urgent issue right now since people can not even afford to buy essential food like bread. In addition to that 305 million full-time jobs have been lost because of the pandemic. Woman makes the majority of workers who got affected negatively by COVID-19. For every 1 dollar, men earn women only make 82 cents. Race also plays a big part since wocs experience more difficulties, get affected by systematic oppression. Also, the gap tends to be larger in developing countries. It will take 257 years to achieve economic gender parity if finding the solutions for it keep being this long.

**Azerbaijan’s Policy**

Azerbaijan intends to repeal the old list of occupations that women cannot work at, and to replace it with a much shorter list of occupations and work environments in which women will not work only during pregnancy and lactation due to possible health hazards. This will help the country to make a breakthrough in equal treatment of women, and equal employment opportunities for women, and to ensure a faster approximation of the median wage of women to that of men.

**Making jobs**

Creating online workspaces due to pandemics is an efficient way of helping people who got fired from their jobs and also for the woman who has to look after children especially single mothers. Instead of forcing the woman to come to work when they clearly can not allowing them to work from home and checking on their progress via programs like zoom, etc. will have a positive impact on their productivity.

**Educating women**

Informing women about the pay gap by seminars about what causes it how can we be part of the change. Most women in developing countries don’t even know what a pay gap is. Informing and educating them will help them not be a victim of it. That way majority of women in underdeveloped countries can start to question the condition that they are living in and acknowledge the problem instead of being blind to it.

**Creating organizations and making companies show their payment to the public eye**

Making companies guarantee that they are not lying about their policy of equal pay. Cooperating with popular brands, making discounts building promotions, and arranging big campaigns. Using the money that’s earned from these activities to give paychecks to a woman who used their maternity leave

**Creating and celebrating international women’s day**

Creating a national holiday to celebrate women’s hard work where people wouldn’t have to go to work. It would be like a break day for a woman and men.

**Making Fridays half off for women with children to spend more time with them**

Creating a safe environment for work is an important issue. People’s work improves when they are in a happy, stable mood. This means more and more efficient work. Not only it will improve our economy it also builds a bridge to the pay gap.

**Arranging professional development sessions**

Arranging sessions to come up with idealtogethergether as united nations.

**Country: Azerbaijan Democratic Republic**

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**Topic:** **Extending The Reach of Economic Leadership of Women in Developing Countries.**

The lack of women participating in economic activities is concerning all over the World. Many obstacles to the leadership of women in developing countries are found, as fallowing

Woman’s cooperation is forced to combine with child-rearing and home-based activities, This situation affects the opportunity to devote all their time to business

Gender stereotypes that have hindered women from being treated as business partners

Religious stereotypes also have a negative impact

Azerbaijan Democratic republic encourages women to take lead when it comes to business. The number of women entrepreneurs has grown steadily as a result of protecting woman’s rights. In addition to that 21% is the percentage of entapreaurs is a woman in Azerbaijan. That’s a high static considering the history of Azerbaijan and not forgetting the fact that we are a developing country so percentages will get closer and are getting closer to each other each day.

We think that encouraging females to open an all-female company is a great way of fixing things in the short term. Since it’s an all-woman country there will be less discrimination and sexism against women. Creating a safe workspace increase productivity. 15 percent of all profits will be directly sent to the government. Using this income government will donate the money to universities’ more specific “art faculties”. This Money will be used for making cartoons and comic books to teach women’s rights into smaller age groups.

In the long term while encouraging all-female companies to educate smaller age groups with cartoons, a comic book instead of seminars. In this way not only we are investing in the future but also improving the present.