

## **UNWOMEN**

**AGENDA ITEM: GENDER PAY GAP**

**CHAIR-BOARD MEMBERS: SUDE AŐIK, Rosanna Maria Alvarez Cavagliano**

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# Getting Prepared

## Research Part:

Individual research is one of the most important ways to prepare for your committee to actively take a role in the discussions. Therefore, in order to be able to actively partake in the committee proceedings, you need to read essays and reports. What I mean is; to achieve more, you should read more. Although, in this study guide, you will acquire enough background information about the agenda item, you should add individual work. You can start with looking the official websites of UN, non-governmental organizations reports, country reports, the CIA World Factbook can give you a general overview of your country's socio-economic characteristics, the website of your country's government the website of your country's embassy to the United Nations, speeches made by embassy staff or government officials that are relevant to the agenda items, resolutions that affect your topics, other study guides and resolutions about the same topic.

# Welcome Letters

Dear esteemed delegates,

A very warm hello from the dais of UNWOMEN. I am Sude Aşık, the president chair of JUNWOMEN. Let me introduce myself: I am 19 years old and a Political Science and Public Administration student from Bilkent University. I always loved being part of diplomatic debates not only to enhance my leadership skills but also to learn all the time. I hope, in this prestigious conference we all can obtain new perspectives and contribute to world policies.

Again, welcome to the 2022 TED Bodrum College Model United Nations Conference! This year, I am blessed by the honor of being with you. As your chair, I am looking forward to meeting with all of you one by one and hearing your words to solve world issues.

Political activities may only be held by conflict and cooperation. Since each state has unique interests and concerns, it is challenging to write, negotiate, and pass resolutions. Every stage of the process demands creativity and diplomacy. Nevertheless, I am sure that you are all capable of coming up with original solutions. Thanks to the MUN, you may be able to develop your analytical, problem-solving, public speaking, and writing skills. Addition to those, you will acquire worldly knowledge and some new friends from different backgrounds.

As a political science student I may say that becoming acquainted with world issues will distinguish you from others due to globalization. You all can be sure that we will always be there for you as your committee chairs. We will do our best to help you to understand the agenda item and the procedure of MUNs. You can ensure that the views of all delegates are heard and respected. Looking at all the positives, here we are honored to chair this respected committee. With the experience we have related to the understanding and pursuit of responding to these topics at hand, as well as with public speaking and debates, we will both make sure every delegate helps in contributing to excellent solutions and in producing and sharing knowledge in a way that we all have something positive to learn and take from the three days of our time invested in the conference in person. The UN Women Committee is honored to have you as a diplomat to achieve this common goal together through consensus. We are looking forward to seeing you all at the committee sessions! Feel free to contact us over email with any inquiries or thoughts.

Sincerely,

Sude Aşık

e-mail address: [sude.asik@ug.bilkent.edu.tr](mailto:sude.asik@ug.bilkent.edu.tr)

Dear distinguished delegates,

I would love to start this letter by welcoming all of you. I am Rosanna Cavagliano, the vice chair of UNWOMEN. Allow me to introduce myself, I am a 17-year-old Dominican student. I've been involved with the whole process of MUNs since I was 11 years old, I've been gathering experience through all these years, gaining new skills and learning how to use them to improve the world we're living in and make real changes, even if it's little by little. I'm hoping that in this highly regarded and honored conference, you will all be working to solve one of our world's most unfair problems regarding women. Not only that, but it's important to remember that this type of events, specially the Model United Nations, always bring something fundamental to every single individual. Here, you will be able to obtain new skills, such as leadership, diplomacy, negotiation, public speaking and many more. You will be able to become acquainted with global issues and learn how to find possible solutions for them. I can speak from experience when I say that participating and getting involved with the United Nation and the models have affected me in many positive ways, it has made me a more logical and rational person but also a more caring and conscious person. It has helped me with my problem-solving abilities and, most meaningful to me, it has made me aware of the reality of the world. As your vice chair, I'm looking forward to meeting all of you and hearing all your possible solutions, watching you participate in every session and helping you with all you might need, guiding you through the process, which I know will be rewarding to us. Besides acquiring new skills, I'm hoping you will be able to acquire new friends as well, since this conference will be filled with many people with different backgrounds and origins. As your chairs, it will be our honor to guide you through this entire process, helping those who haven't participated before in a MUN to understand the procedure and the topic, and for those who do have previous experience participating in models, we would love to see you enhance and engage with this committee; nonetheless, we will make sure that every delegate's voice, point of view and possible solutions are heard. Always remember that the point of these models is to share our knowledge and experience the process of the United Nations, but also to enjoy, have fun and make new friends. The UN WOMEN is honored to have you as the diplomats who will help solve the gender pay gap. We are looking forward to meeting you and hearing your voices! If you have any inquiries or need help with anything, feel free to contact us over email.

Kind regards,

Rosanna Cavagliano

Vice Chair of UNWOMEN

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# Introduction to UNWOMEN

## 1. What is UNWOMEN:

In the resolution of July 2010 United Nations General Assembly, it was decided to create another entity, UN WOMEN (United Nations Entity for Gender Equality and the Empowerment of Women) in order to focus on gender equality and women's empowerment.<sup>1</sup>

## 2. History of UNWOMEN:

For many decades, the United Nations faced serious challenges to overcome the consequences of gender inequality. Inadequate donation numbers and neglect to the direct activities lead delegates to create UN WOMEN in order to address the challenges which women face.

In doing so, UN Member States took an historic step in accelerating the Organization's goals on gender equality and the empowerment of women. The creation of UN Women came about as part of the UN reform agenda, bringing together resources and mandates for greater impact. It gathers the important work of four former various parts of the UN system, which mainly focuses on gender equality and women's empowerment:<sup>2</sup>

- Division for the Advancement of Women (DAW)
- International Research and Training Institute for the Advancement of Women (INSTRAW)
- Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI)
- United Nations Development Fund for Women (UNIFEM)

Thanks to the leadership of Ban Ki-Moon, promoting gender equality, expanding opportunities for women and girls, women's empowerment, and tackling discrimination against women have become one of the priorities of United Nations. Secretary-General Ban said, "I have made gender equality and the empowerment of women one of my top priorities — from working to end the scourge of violence against women, to appointing more women to senior positions, to efforts to reduce maternal mortality rates."(Scaddan 1). Over many

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<sup>1</sup> <https://www.jposc.undp.org/>

<sup>2</sup> <https://www.unwomen.org/>

years, UN has made important agreements for gender equality, such as the Beijing Declaration and Platform for Action and the Convention on the Elimination of All Forms of Discrimination Against Women. Being aware of women's problems, which they are exposed to, are not only a consideration of women's rights but also human's rights. Since women's activities enhance the socio-economic status of societies throughout the world and they are a crucial part of humanity, their warfare should be emphasized more.

### 3.Functions of UNWOMEN:

UN Women has 3 main ideas, which are:

- To provide normative support to international bodies, such as the Commission on the Status of Women (CSW), in their formulation of policies, global standards and norms,
- To provide programme implementation support to Member States who request support in implementing these standards, by providing technical expertise and financial resources,
- To negotiate with the UN system's work on gender equality to enhance coherence as well as to promote accountability, including through regular monitoring of system-wide progress and coming up with suggestions for the empowerment of women.<sup>3</sup>

In addition to those, strengthening global norms and standards, increasing women's leadership and political participation in both national and international realms, enhancing women's economic empowerment, demolishing patriarchal norms of society which obstacles women to be treated equally, ending violence and discrimination against women, engaging women in all aspects of peace and security processes and humanitarian action. UN WOMEN supports UN Member States due to the fact that they set global standards for achieving gender equality, and works with governments and civil society to make laws, policies, programmes and services for girls and women who need to be supported. The vision of the "Sustainable Development Goals" wants women's equal participation in all aspects of life. These are some of the key elements which UN WOMEN is going to achieve eventually:

- Women lead, participate in and benefit equally from governance systems.
- Women have income security, decent work and economic autonomy.

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<sup>3</sup> <https://www.jposc.undp.org/>

- All women and girls live a life free from all forms of violence .
- Women and girls contribute to and have greater influence in building sustainable.
- Peace and resilience, and benefit equally from the prevention of natural disasters and conflicts and humanitarian action.<sup>4</sup>

## Agenda Item: Gender Pay Gap

### 1.Introduction to Agenda Item:

For many decades, some people were subordinated by hegemonic ideologies due to their race, gender, religion and so on. Even though they tried to overcome the consequences of bias and traditions, discrimination still exists. To fight with discrimination against minorities, a lot of entity has been established and UNWOMEN, which mainly focuses on gender equality and women empowerment, is one of them.

### 2.What is Gender Pay Gap:

Before the industrial revolution, women were seen as wife or mother figures who are homemakers. Women were understood by societies as their only accomplishments were giving birth to children, cleaning the house and objects of patriarchal beliefs. However, after the industrial revolution they became a part of society socio-economically as much as men. Therefore, women's labor force participation has grown significantly. For many decades, women have been working longer hours and pursuing higher career opportunities. However, despite this progress, significant wage gaps between men and women are still there. According to the World Economic Forum's Gender Gap Report, the difference between men's and women's pay will be equalized in 100 years<sup>5</sup>. Secretary General of United Nations emphasized that women's lives depend on this gender pay gap and it should immediately be solved.

Gender pay gap refers to the difference in earning of men and women.<sup>6</sup> What I mean is, the gender pay gap symbolizes inequality between men and women in the workforce. Although their work of value is the same with men, they still earn less. The gender pay gap is an indicator of women's position in the economy compared to men. The gender pay gap is the

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<sup>4</sup> <https://www.un.org/>

<sup>5</sup>[https://ifs.org.uk/publications/15657?gclid=Cj0KCQiAjJOQBhCkARIsAEKMtO0p-x7xoc8gkQxszfNwv7H1r3yoQuyL7tr4L5-QhecfX-kuVF7saAshQEALw\\_wcB](https://ifs.org.uk/publications/15657?gclid=Cj0KCQiAjJOQBhCkARIsAEKMtO0p-x7xoc8gkQxszfNwv7H1r3yoQuyL7tr4L5-QhecfX-kuVF7saAshQEALw_wcB)

<sup>6</sup> <https://www.americanprogress.org/article/quick-facts-gender-wage-gap/>

result of the social and economic factors that combine to reduce women's earning capacity over their lifetime. According to Bureau of Labor Statistics data, in 2020, women's annual earnings were 82.3% of men's, and the gap is even wider for many women of color<sup>7</sup>.

It shows that we're still far from closing the pay gap even between women and women.

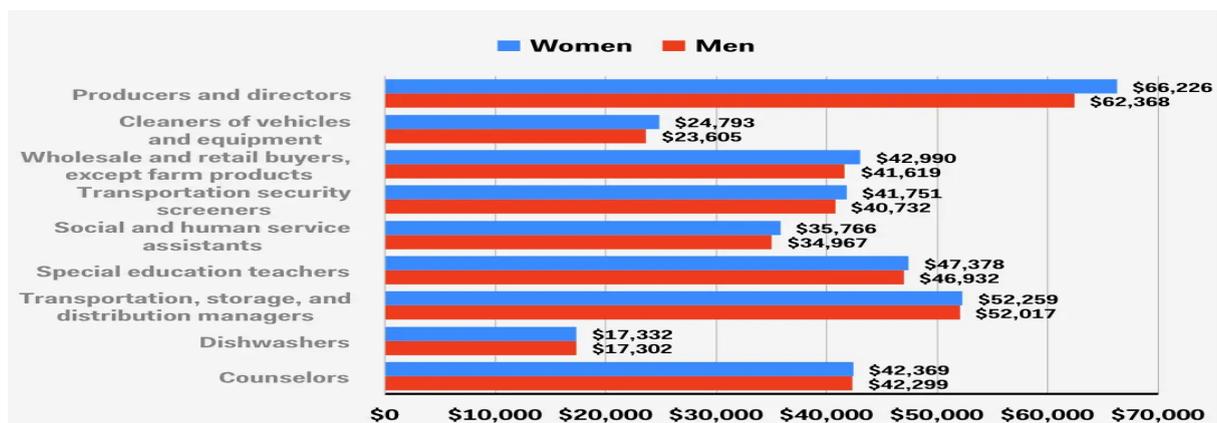
FIGURE 1

### The gender wage gap is more significant for most women of color

Comparing 2018 median earnings of full-time, year-round workers by race/ethnicity and sex



This graph shows the difference in earning dollars per hour. It can be understood that race, ethnicity and sex impact the value of work. Women from different ethnicities earn less than other women, even though their education level is the same. Furthermore, Women earn less than men in nearly all occupations. You can see how much women's earnings less than men in the picture below. There are only a handful of occupations where women earn slightly more than their male counterparts, such as health care social workers. There are only a handful of occupations where women earn slightly more than their male counterparts, such as health care social workers.



The gender pay gap often starts when women first enter the workforce. A combination of factors affect women's lifetime economic security and makes it likely that over a lifetime

<sup>7</sup> <https://blog.dol.gov/2021/03/19/5-facts-about-the-state-of-the-gender-pay-gap>

women will earn less than men, be less likely to advance their careers as far as men, and accumulate less retirement salary and savings than men, and will therefore be more likely to live in poverty in old age.<sup>8</sup>

### 3. What Causes to Gender Wage Gap:

The wage gap analysis reflects the development of societies. In developing countries it may seem that the difference in wage gap is bigger than in developed countries. Nevertheless, the important point is the existence of gender pay gap rather than the numbers. To solve the issue of income difference between men and women, it should be evaluated for the reasons of it.

#### 1. Variety of the Jobs that Women and Men Work:

Occupational segregation of women and men are different. It is said that women generally work in the realm of “non-educational or medium level of education” businesses such as waitress, barista, hairdressers or etc. By contrast, men work in the “higher level” occupations such as firms, academics... The reason behind why women are in lower level jobs is that they are symbolized by the image of a housewife mother. Therefore, it is harder for them to get a raise in their education and jobs.

By calculating a wholistic wage gap, researchers can see effects of occupational segregation, or the funneling of women and men into different types of industries and jobs based on gender norms and expectations. So-called women’s jobs, which are jobs that have historically had majority-female workforces, such as home health aides and child care workers, tend to offer lower pay and fewer benefits than so-called men’s jobs, which are jobs that have had predominantly male workforces, including jobs in trades such as building and construction. These gendered differences are true across all industries and the vast majority of occupations, at all levels, from frontline workers to mid level managers to senior leaders.<sup>9</sup>



<sup>8</sup> <https://www.wgea.gov.au/the-gender-pay-gap>

<sup>9</sup> [https://www.dol.gov/wb/resources/occupational\\_seggregation\\_and\\_wage\\_gap.pdf](https://www.dol.gov/wb/resources/occupational_seggregation_and_wage_gap.pdf)

## 2. Differences in Work Experiences:

Women are labeled by the responsibility of taking care of children and household chores which make them isolated from work. Therefore, they are disproportionately driven out of the workforce to accommodate caregiving and other unpaid obligations and thus tend to have less work experience than men. Access to paid family and medical leave makes women more likely to return to work—and more likely to return sooner. However, as of March 2019, only 19 percent of civilian workers had access to paid family leave through their employers and only 40 percent had access to short-term disability insurance benefits to deal with their own medical needs.<sup>10</sup>

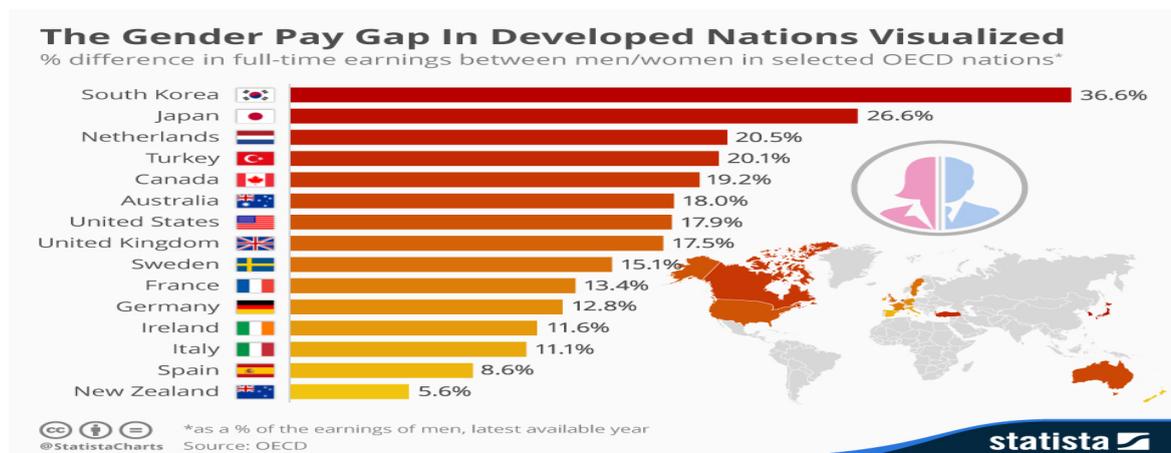
## 3. Differences in Hours Worked:

Because of sociological stereotypes women tend to compensate for unpaid obligations like cooking and cleaning the house, they work fewer hours than men. Addition to this, women generally seek part-time jobs which causes a gender wage gap which means lower hourly wages and fewer benefits compared with full-time workers.<sup>11</sup>

## 4. Discrimination:

Gender-based pay discrimination has been illegal throughout the world particularly for women of color. However, it is still an issue at schools, workplaces and houses. Discrimination against women can be seemed in workplaces as not being hired, or being given a lower-paying position because of gender identity or sexual orientation. Being held to different or higher standards, or being evaluated more harshly, because of gender identity.

These were some of the basic reasons for the gender wage gap. It is important to evaluate all of them to find solutions to empower women and close the wage gap deficit. Lastly, here is a chart of the percentage difference in full time earning between men and women in some of the OECD countries.

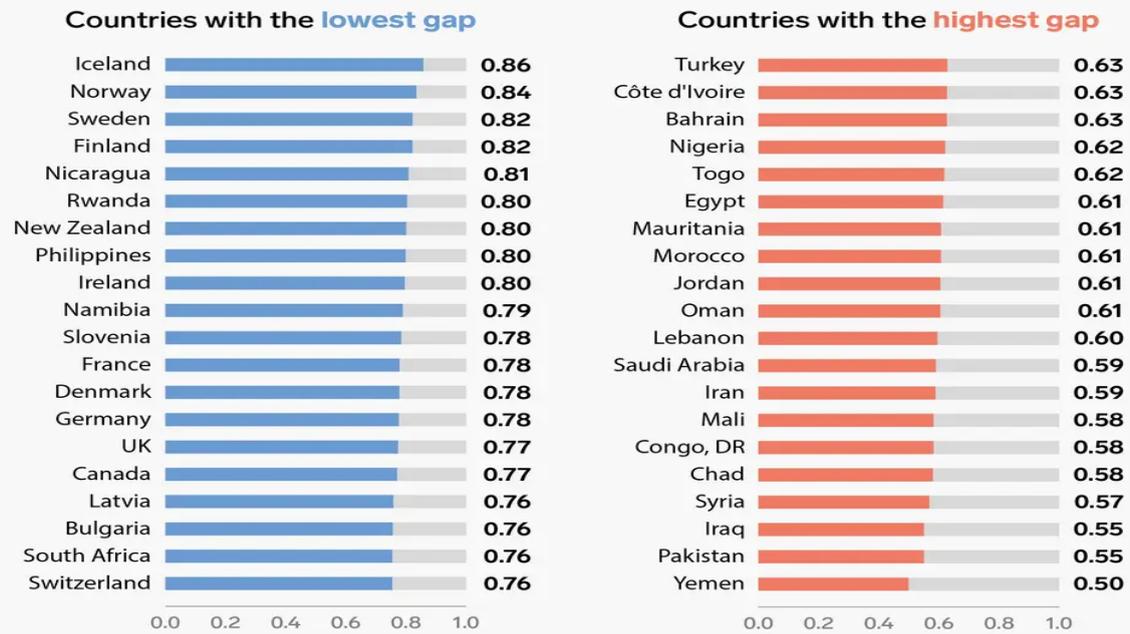


<sup>10</sup>[https://americanprogress.org/issues/women/reports/2017/01/05/295908/paid-sick-days-and-paid-family-and-medical-leave-are-not-job-killers/?\\_ga=2.103976000.1163525365.1644503655-1040541729.1643893918](https://americanprogress.org/issues/women/reports/2017/01/05/295908/paid-sick-days-and-paid-family-and-medical-leave-are-not-job-killers/?_ga=2.103976000.1163525365.1644503655-1040541729.1643893918)

<sup>11</sup><https://nwlc.org/resources/part-time-workers-are-paid-less-have-less-access-to-benefits-and-most-are-women/>

## Countries with the highest and lowest gender gap

The Global Gender Gap Index examines the gap between men and women in four categories: Economic participation/opportunity, educational attainment, health/survival and political empowerment



Source: World Economic Forum 1 = parity 0 = imparity

Insider Inc.

Gender equality is fundamental to the achievement of human rights and is an aspiration that benefits all of society, including girls and women. The universal advantages of gender equality have been well-documented, and several international frameworks have affirmed its centrality to human rights and sustainable development. This graph can inform you about the policies of countries which have the lowest and highest gender wage gap to produce solutions to overcome this issue.

#### 4. What to Do about Gender Wage Gap:

After several decades of documented gender pay inequality, there is an enormous request for policymakers to do something about it. Despite strong evidence that the policies can be effective, any progress on closing the gender wage gap is likely to remain at the state and local level, or within the corporate sector, for the time being. Indirect policy routes can be pursued as well. Many research groups found crucial solutions in order to narrow the gender pay gap. Women are more likely to be concentrated in occupations that pay the minimum wage and in tipped occupations. Family-friendly policies, such as paid family and medical leave, affordable child care, and early childhood education programs coupled with equal pay policies could significantly reduce the gender wage gap while helping single mothers with children.

### **Present and Ongoing International Solutions:**

- Beijing Platform of Action: There are 12 important areas where action is required in the sphere of women's rights. Women and the Economy is one of such sectors, with a focus on women being forced into low-paying employment and job instability. Which suggests you don't have steady employment.
- CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women) is an international treaty that aims to eliminate all forms of discrimination against women. CEDAW, Adopted in 1979, is working on a plan to abolish prejudice in all countries.
- Sustainable Development Goals aims to "Achieve gender equality and empower women and girls." and "All women and girls must be empowered." The United Nations Department of Economic and Social Affairs hosts a number of events and releases materials on a variety of topics throughout the year for equality between men and women.<sup>12</sup>

### **Present and Ongoing National Solutions:**

In 1963, Congress passed the Equivalent Pay Act, which made it unlawful for companies to pay women less than men for labor of equal value. Employees are entitled to claim for damages directly under this statute.

Most nations have labor laws prohibiting unequal compensation for equal work, although the mechanism for determining an employee's value differs.<sup>13</sup>

Here are the other ideas to minimize the gender wage gap between men and women.

- Raising minimum wage
- Increasing Pay Transparency
- Unionizing Workplaces
- Implementing Fair Scheduling Practices
- Expanding Paid Family and Medical Leave
- Increasing Access to Child Care
- Stopping Basing Employee Pay on Salary History
- Improving Work and Life Balance
- Fixing Pay Disparities<sup>14</sup>

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<sup>12</sup> <https://www.unwomen.org/en/news/in-focus/csw59/feature-stories>

<sup>13</sup> [https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/equal-pay/causes-unequal-pay-between-men-and-women\\_en](https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/equal-pay/causes-unequal-pay-between-men-and-women_en)

<sup>14</sup> <https://www.moneyunder30.com/strategies-for-narrowing-the-gender-pay-gap>

# Questions to be Answered:

- 1-What does gender wage gap mean?
- 2-How to collect more datas about the gender wage gap by both UN and nationally?
- 3-What is the difference between “equal pay” and the gender wage gap?
- 4-What are the reasons for the gender wage gap between women and men?
- 5-How different ethnicities, sexual orientation and gender affect the income of people?
- 6-How can governments make a policy about women employees to protect their rights both economically and socially?
- 7-How can the gender wage gap be overcome by local administrations?
- 8-What are the solutions that can be taken by international establishments to minimize gender wage gap?

## Useful Links:

- <https://data.oecd.org/earnwage/gender-wage-gap.htm>
- <https://www.payscale.com/research-and-insights/gender-pay-gap/>
- <https://parenting.firstcry.com/articles/magazine-what-is-the-gender-pay-gap-and-how-to-end-it/>
- <https://www.epi.org/publication/what-is-the-gender-pay-gap-and-is-it-real/>
- <https://genderpolicyreport.umn.edu/what-causes-the-wage-gap/>
- <https://www.abacademies.org/articles/gender-discrimination-the-gender-wage-gap-9746.html>
- <https://www.thebalancecareers.com/understanding-the-gender-wage-gap-in-the-legal-profession-4000621>
- <https://www.financialsamurai.com/gender-wage-gap/>
- <https://www.stlouisfed.org/publications/regional-economist/october-2000/the-gender-wage-gap-and-wage-discrimination-illusion-or-reality>
- [https://www.researchgate.net/publication/335244909\\_Gender\\_Wage\\_Gap\\_Causes\\_Impacts\\_and\\_Ways\\_to\\_Close\\_the\\_Gap](https://www.researchgate.net/publication/335244909_Gender_Wage_Gap_Causes_Impacts_and_Ways_to_Close_the_Gap)
- <https://www.unwomen.org/en/digital-library/publications/2016/3/the-persistence-of-the-gender-pay-gap>
- [https://www.ituc-csi.org/IMG/pdf/the\\_gender\\_wage\\_gap\\_en.pdf](https://www.ituc-csi.org/IMG/pdf/the_gender_wage_gap_en.pdf)
- [https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---ilo-ankara/documents/publication/wcms\\_756660.pdf](https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---ilo-ankara/documents/publication/wcms_756660.pdf)

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- <https://www.americanprogress.org/article/quick-facts-gender-wage-gap/>
- <https://blog.dol.gov/2021/03/19/5-facts-about-the-state-of-the-gender-pay-gap>
- <https://www.wgea.gov.au/the-gender-pay-gap>
- [https://www.dol.gov/wb/resources/occupational\\_seggregation\\_and\\_wage\\_gap.pdf](https://www.dol.gov/wb/resources/occupational_seggregation_and_wage_gap.pdf)
- [https://americanprogress.org/issues/women/reports/2017/01/05/295908/paid-sick-days-and-paid-family-and-medical-leave-are-not-job-killers/?\\_ga=2.103976000.1163525365.1644503655-1040541729.1643893918](https://americanprogress.org/issues/women/reports/2017/01/05/295908/paid-sick-days-and-paid-family-and-medical-leave-are-not-job-killers/?_ga=2.103976000.1163525365.1644503655-1040541729.1643893918)
- <https://nwlc.org/resources/part-time-workers-are-paid-less-have-less-access-to-benefits-and-most-are-women/>
- <https://www.unwomen.org/en/news/in-focus/csw59/feature-stories>
- [https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/equal-pay/causes-unequal-pay-between-men-and-women\\_en](https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/equal-pay/causes-unequal-pay-between-men-and-women_en)
- <https://www.moneyunder30.com/strategies-for-narrowing-the-gender-pay-gap>