

UN WOMEN

Agenda Item : Empowerment of
Women's Rights in Business Life



ŞÖHİL MUN

Büşra Danış

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Letter from Secretary General,

Distinguished delegates,

I am greeting you with respect . I am Ahsen Yüksel, Secretary-General of ŞOHILMUN'21. As Istanbul Martyr Omer Halisdemir Ladies Anatolian Imam Hatip High School, we are honored to see you in our Model United Nations Conference, which will be held on 28-29-30 January. I would like to welcome you all on behalf of Nil Bahar Özdemir invaluable Director General , Academic Advisor Ahmet Doruk Akbaş, Deputy Secretary General Safa Merve Zehiroğlu and all of the academic and organisation team.

Best Regards

Secretary General

Ahsen Yüksel

Letter from Under-Secretary-General

Distinguished participants,

As the Under-Secretary-General of the UN-Women Committee, I would like to welcome you all to SOHILMUN'21. I'm glad to be a part of this conference and meeting all of you. I'm Büşra Danış I live in Izmir, Turkey. I am 15 years old and I'm in 10th grade. I am keen on communication with different cultures. I like to join different events and meet new friends. Also, this is my second MUN year and MUN conferences are the best things I've ever done. These conferences are teaching policies and relations between countries all over the world for the future. I am so excited to meet all of you and to be Under-Secretary-General of this committee. I want all of you to read all of this study guide and do some researches about your country's politics before the conference. It would be better for you.

Do not hesitate to contact me via busra.danis25@gmail.com

Best Regards

Under Secretary General

Büşra Danış



1.Introduction of UN Women: Entity for Gender Equality and The Empowerment of Women Committee:

The United Nations Entity for Gender Equality and the Empowerment of Women, also known as UN Women, was established by the UN and membership of 41 countries on the 2nd of July, 2010. UN Women purposes of gender equality and empowerment of women. Gender inequality includes low employment, sexual harassment, violence, gender wage gaps, and under-represented in economic and political lives. All around the world women and girls are routinely denied access to education and healthcare. UN Women's main working areas are Leadership and political participation, economic empowerment, ending violence against women, humanitarian action, peace and security, governance, and national planning.

2.Introduction of the Agenda Item: Empowerment of the Women's Rights in Business Life

With the strengthening of education, economic and social life year by year, women and men are not still in the same stages and do not have equal rights. When human history is examined, you can see that in educational life and business life women are not in the same position as men. Most of the time the community accepts that raising children and doing housework are responsibilities of women. Technological and economical developments helped the women to take part in business life. But women demonstrated to be successful without common duties. But there are still many inequalities between women and men in business life. These inequalities happen in many sectors; wage inequality, sexual harassment, violence in the workplace, and dismissing women during economic crises, and getting married or pregnant at work. Many communities and workplaces refer to 'workwoman' or 'man(who is working in somewhere)' of jobs. Generally 'woman' is a cheap-rate, provisional, unqualified employee. By contrast with 'men' is high paying, covered, and qualified employees.

There is some statistical data for inequalities in business life. According to a poll which was conducted by Young Women's Trust in 2018 statistic is as follows:

- 23% of women have sexual harassment but only 8% reported this.
- 43% of women were exposed to motherhood maternity discrimination.
- 52% of women have mental and psychological problems at work compared to 42% to men.

According to 2017 statistics; While 42% percent of women subjected to gender discrimination in business life, 5% of men said the same things.

3. Wage Inequality

Wage inequality happens by the same qualified workers who do not get equal pay. In business life, the most frequent type of inequality is wage inequalities. Most companies or offices pay women's wages less than men. If women's working hours are more than men or are above men in business, women still have fewer wages. This situation is seen in many countries.

a. Reasons for women's fewer wages:

- Marriage and motherhood are seen as impediment.
- Most of the time accepted, women are not above from men.(Being Ceo, director, etc.)
- The thought that men earn more than a woman in society.
- The motherhood and childbearing penalty.

According to the Equal Pay Act; 25% of women stated that they have earned much less than a person doing the equal task even as simply a 5% of fellows stated they have earned much less than a woman doing the equal task. The studies additionally suggest that girls take ownership of lower paying positions than men.

b. Statistics of Gender Pay Gaps

According to the Organisation for Economic Cooperation and Development (OECD), the wages gap of countries between women and men in business life is as follows:

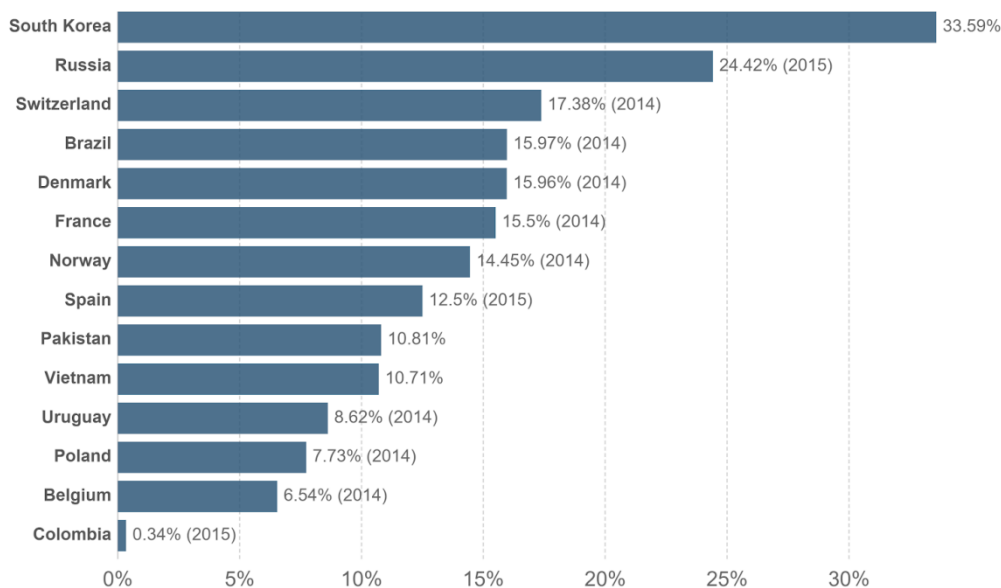
- Luxemburg, Belgium, Greece, Italy, France, Denmark, Norway have the least rates of gender wage gap 3.4% between 10%.
- Spain, Switzerland, Netherlands, Portugal, Australia, Ireland, Germany, Czech Republic, United Kingdom, United States of America, Canada have rates between 11% to 20%.
- Japan and North Korea have gender wage gap rates between 25% to 35%.
- North Africa and Middle East countries have the highest gender wage gap rates between 20% to 40%.

The educational level is one of the factors of wage inequality. Wage inequality is seen among men and women with the same level of education (high school, professional, doctoral, etc.). Such as high school graduates men and women workers have not equal pay. A high school graduated woman has an average of \$20.499 for a year and a high school graduated man has an average of \$26.789 for a year. According to the International Standard Classification of Occupation statistics of wage inequality in educational level;

Unadjusted gender gap in average hourly wages, 1981 to 2016

Gender wage gap, unadjusted for worker characteristics. Estimates correspond to the difference between average earnings of men and women, expressed as a percentage of average earnings of men.

Our World
in Data

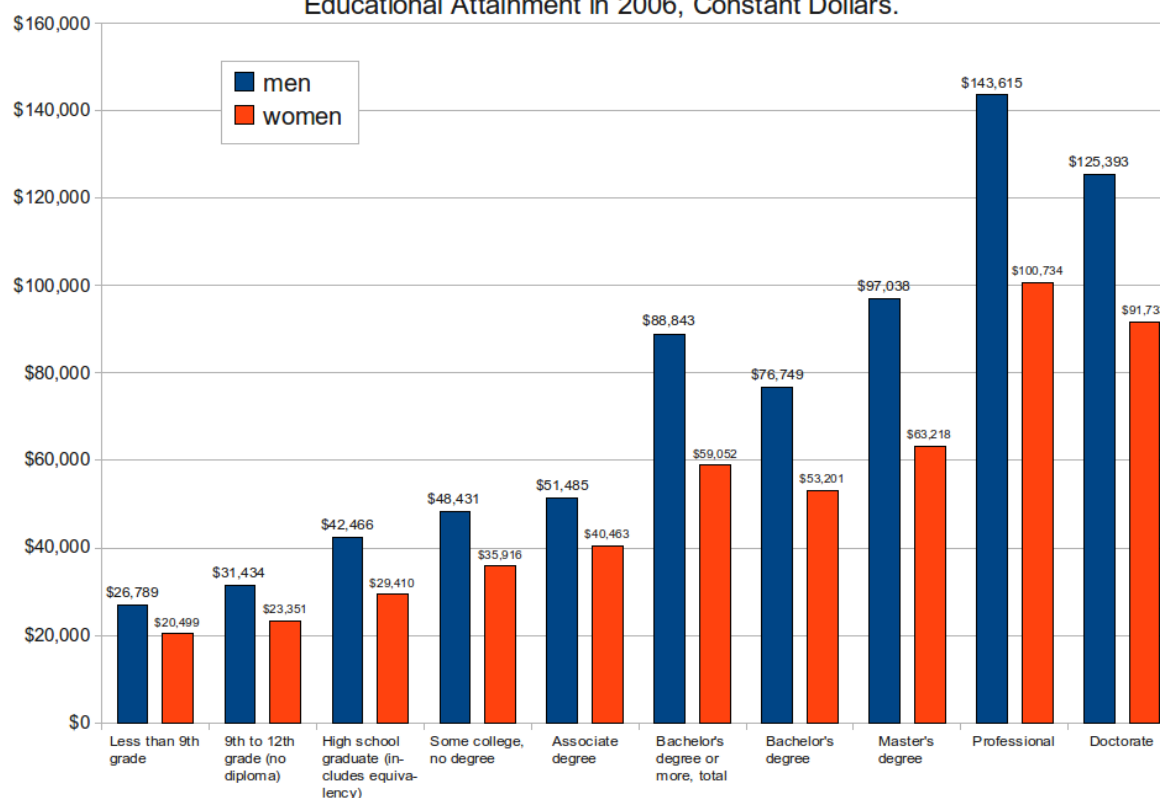


Source: ILOSTAT

Note: The data corresponds to gross hourly earnings and includes both full-time and part-time workers.

CC BY

Average Earnings of Full-Time, Year-Round Workers by Educational Attainment in 2006, Constant Dollars.



Source: Statistical Abstract 2009.

4 . Unemployment of Women

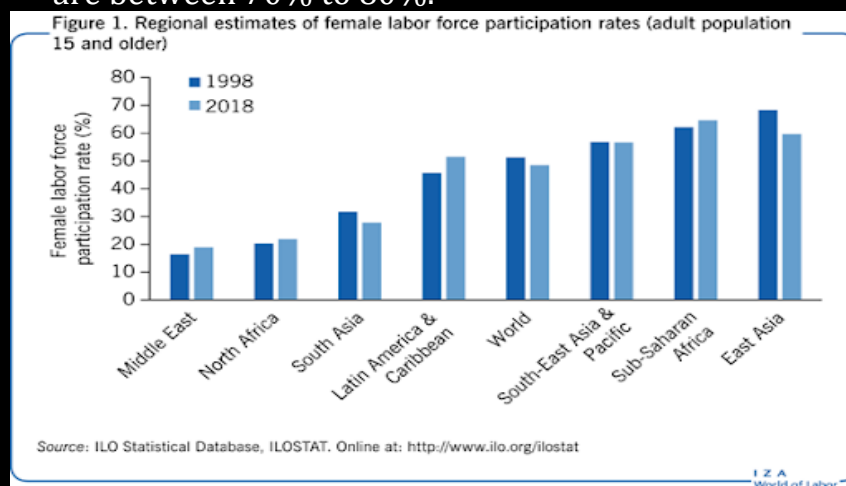
Around the world, finding a job is much more difficult for women than it is for men. The current global participation in the business rate for women is near to 49%. The rate for men is 75%. Generally, women say that the biggest impediment to business life is family responsibilities (childcare, cleaning, cooking).

Increasingly women have to quit their jobs due to family responsibilities or because of family responsibilities, women cannot take part in business life. 11 million 741 thousand women specified they can not take part in business life due to family responsibilities in 2019. However, the total number of women who can not participate in business life is increasing every year. The total number of women who could not participate for various reasons increased from 20 million 160 thousand to 20 million 691 thousand from 2014 to 2019.

The economic crisis is one of the factors of the direct dismissal of women. Some of the reasons for this problem are; It is observed that female employees have low ability and position against any crisis. In the economic crises of countries, the female unemployment rate is 24.2% in Greece, 11.8% in Italy, and 29% in South Africa. In European Union countries, an average of 7.1% increase was observed.

a. Statistics of labor force participation rates in countries;

- In the United States, labor force participation rates for women are 55.7%, and men are 69.8%.
- In the United Kingdom, Germany, Italy, France, Czech Republic, Russian Federation labor force participation rates for women are changing between 50% to 55% and men are changing between 60% to 70%.
- In the Middle East; Iran, Saudi Arabia, and Iraq labor force participation rates for women are between 15% to 20% and men are between 70% to 80%.



5 . Sexual Harassment and Violence in Bussiness Life

a. What is Sexual Harassment and Violence:

Sexual harassment can be defined as unwanted sexual advances or another verbal physical contact of a sexual nature creates a hostile or disturbing environment. Violence is a behavior involving physical or physiological force to someone.

According to Connect Worldwide (CWW) research, 60% of women could experience sexual harassment in business life. But almost 58% of harassed women did not file a complaint. Victims of abuse are 6.5 times more likely to change their jobs. 77% of women harassed, while 51% of women were touched without permission. 25% to 85% of all American women have experienced sexual harassment in business life in 2019. 13% of women in the UK have experienced various forms of verbal or visual harassment at work. And in 10% of all cases, women received embarrassing comments about their bodies or clothes.

Women employees could experience sexual harassment or violence from other workers or employees because of their job in business life. Including;

- Someone they work with.
- A customer, a contractor, or a member of the public.
- A manager, supervisor, or someone else in a position of authority.
- Someone high profile influential.

In other words, It doesn't matter who makes this offense regardless of which position Ceo, Manager, customer, contract, etc. The most impressive of sexual harassment in business life; sharing sexually inappropriate images or videos. Making sexual comments about appearance, clothing or body parts, and gender identity.

b. Effects of sexual harassment:

Experiencing sexual harassment can impact psychological health, career effects, and physical effects. Psychological and physical reactions to being harassed may include; Psychological impacts; panic reactions, depression, anxiety, shame, confusion. Career effects; decreased job satisfaction, change in career goals or jobs, drop in academic performance due to stress.

According to data compiled by Equal Rights Advocates, a women's law center in the U.S, 90 to 95% of sexually harassed women suffer from debilitating stress reactions, including anxiety, depression, weight loss. Also, victims of sexual harassment lose 4.4 million dollars in wages and 973.000 hours in unpaid leave each year in the United States.

c. Statistics of Sexual Harassment and Violence:

A survey published in Hong Kong in February 2007 showed nearly 25% of women workers interviewed suffered sexual harassment with one-third of men. And 20% of women reported them.

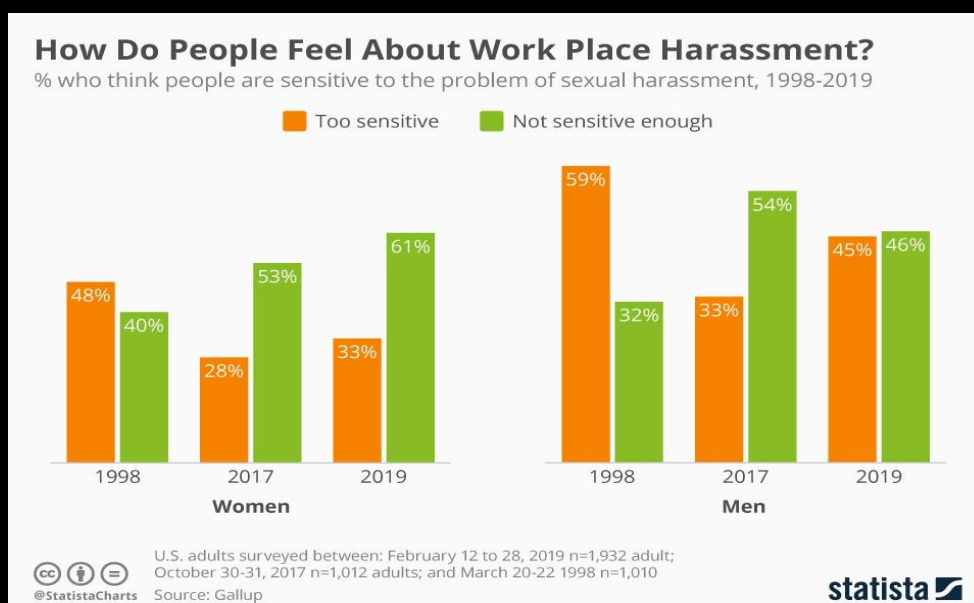
According to a 2004 report issued in Italy, 55.4% of women in the 14-59 age group reported having been victims of sexual harassment. One out of three female workers specified it usually happened by a co-worker or supervisor.

In the European Union, 40-50% of women have reported some form of sexual harassment at the workplace.

According to a survey carried out by the Australian Equal Opportunity Commission women aged between 18 and 64 years said they had experienced sexual harassment in the workplace. Of those experienced sexual harassment, 62% were physically harassed and less than 37% were likely to report this abuse.

The Equal Employment Opportunity Commission (EEOC) in the USA received 12,025 complaints of sexual harassment at the workplace. This is a 100% increase in just 5 years with 15.4% of these complaints filed by men.

According to The World Health Organization (WHO), evaluate that violence in this sector makes up a quarter of all assaults that take place in the workplace and a quarter of all assaults that take place in the workplace. Such as; a recent report from the United States 54% of emergency nurses reported experiencing violence in the workplace within seven days of their participation in this study alone.



6.Situation of Countries

a.United States of America

The gender pay gap is seen in the United States. According to the Bureau of Labor Statistics, women employees earn 77- 81% as far as men employees earn. The gender pay gap is seen differently from department, education, age, race, maternity leave, motherhood penalty. As of September 2020, approximately 6.03 million women in the United States were unemployed, the impacts of this problem are the same as the gender pay gap. According to the Equal Employment Opportunity Commission and related state agencies received 12,510 new charges of sexual harassment on the job in the USA. From 2010 through 2016, men made approximately 17% of sexual harassment complaints filed with the EEOC. In 2017 31% of people in the USA have been sexually harassed in the workplace; 45% of women said they were sexually harassed.

b. Latin America and Caribbean States

According to the International Labour Organization, the unemployment rate of women is 10-15%. Colombia, Brazil, Chile, Mexico, and Argentina are in the low ranks. The percentage a woman earns compared to a man in Colombia, Peru, Venezuela, Brazil, Mexico, and Argentina is between 68% and 49%. In other words, women in these countries earn from 49 to 68 cents for every dollar a man makes. According to the Ministry of Work of Colombia indicated that 13% of people surveyed had suffered sexual harassment in the workplace, of which 63% were women. However, only 10% of victims raised a complaint or denounced the incident.

c. Middle East

The Middle East countries(Saudi Arabia, Syria, Iran...) are historically known for their restrictive policies towards women, adequately. The unemployment rate among women is more than twice that of men in the Middle East. According to the International Labor Organization (ILO), the female labor participation rate is 10-22% for the last 10 years. Impacts of this reason are demographics, social effects, infrastructure. The gender pay gap is between 20-40%; this rate is the lowest level among all regions.

d. South Africa

According to the International Labour Organization, the unemployment rate of women is 30% in South Africa. The gender pay gap 20-30%.

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e. Europe

Women in the European Union (EU) are less present in the labor market than men. The gender employment gap stood at 11%, with 68.2% of women across the EU being employed compared to 79.2%. The gender pay gap in the EU even earned 39% less than a man overall in 2014. Approximately 30% to 50% of female employees have experienced some form of sexual harassment or unwanted sexual behavior.

f. Asia

According to the Organisation for Economic Cooperation and Development, the gender pay gaps are 25% in Japan, 36.6% in Korea. The problem of sexual harassment is highly prevalent in workplaces, as 53% of women employees reported that they have faced the problem of sexual harassment in their workplaces.

7. Questions to Consider in A Resolution

- a. What kind of inequalities women in your country are facing?
- b. How the government of your country faces women inequalities in business life?
- c. What is the opinion of people in your country about gender inequality?
- d. What is the main reason for gender inequality in your country?
- e. What are the past actions of your country according to the women's inequalities?
- f. What are encouraging strategies of women's rights? Are these supports sufficient ?
- g. What kind of solutions can be proposed to the empowerment of the women's rights in business life?

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