



Committee: UN Women

Topic: Facing occupational segregation and gender wage gaps.

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Introduction

The United Nations institution that is committed to empowering women and promoting gender equality is titled UN Women. UN Women's objective is to create laws, policies, and programs, so as to fulfill their needs on a global scale faster. UN Women works as a support for the UN States to achieve the needs of girls and women that often are not met, including labor life and all the aspects experienced daily by them. This is achieved by following the 4 strategies that the organization has implemented:

- Women are equally represented in the government.
- Women have security and economic authority.
- Free of violence in all of its forms.
- Women contribute to bringing peace and resilience to the world.

In addition to being a fundamental human right, ensuring gender equality has significant socioeconomic implications. Productive economies are driven by the empowerment of women, which increases production and expansion. However, there are still significant gender disparities in every community. Women struggle with gender wage discrepancies, occupational segregation, and access to decent employment. Too frequently, they are excluded from basic healthcare and education. Worldwide, violence and discrimination against women are a problem. In both the economic and political judgment call processes, they are underrepresented.

By examining how past employer characteristics are related to present earnings, and if differences in men's and women's work histories are associated with the persistence of the gender wage gap. Women are more exposed to lower-paying industries and firms during their careers than men are, and this history is linked to middle-aged income disparities between men and women. Using unique administrative employer history data to evaluate the impact of former employer features compared to present employer characteristics, both within the means and across the payment distribution.

They are far too frequently denied access to fundamental healthcare and education. Violence and discrimination against women are issues everywhere. As well as being underrepresented in political and economic decision-making processes.

Development

Many variables, including enduring structural impediments, socioeconomic and technical change, as well as economic shocks and influence, contribute to gender inequalities in the workforce. Even though more women are entering the workforce and rising to positions of leadership; cultural expectations, company regulations, the legal system, and the affordability of childcare around the world continue to have a major impact on how women choose their educational paths and career paths. Researchers can observe the impact of societal inequalities, or the division of labor between men and women based on gender standards and expectations, by estimating a multifaceted wage difference. Home health care and child care providers are examples of "women's jobs," which traditionally have had a majority of female employees. These positions usually offer lower salaries and wages than "men's jobs," which historically have had a majority of male employees. All businesses and the great majority of vocations, at all ranks, from front-line employees to middle-level supervisors to senior leaders, exhibit these gendered inequalities.

To enable caring and other unpaid duties, women are overwhelmingly forced out of the job, and as a result, they typically have less professional experience than males. Women are more likely to return to work sooner and with greater likelihood when they have access to compensated parental and medical leave. However, as of March 2019, just 40% of civilian employees had access to short-term disability insurance coverage to cover their medical expenses, and only 19% of employees had a right to paid family leave through their employers.

It is vital to keep in mind that discrimination against gender and sexual orientation, race, or ethnicity can affect many of these factors either directly or indirectly. Women's employment is commonly impacted by institutional and social sexism, for example; these pressures also indicate that women typically perform the most unpaid jobs like childcare, housework, as well as other labor which men do not. Therefore, it's critical to realize that discrimination likely accounts for much more of the wage gap than the 38% that can't be accounted for by hours worked or years of experience. Following the global Financial Crisis Of 2008, a decade of austerity tightened restrictions on sectors that form the backbone of social infrastructure, influencing how families and main caregivers—often women—performed throughout the pandemic. Climate change and geopolitical conflict both have disproportionate effects on women. The worsening of this problem has a greater impact on women since they are expected to accumulate more wealth slower than men. The research examines the condition of gender gaps in the industry

using new indicators created in partnership with LinkedIn, Coursera,

Hologic, and WTW, as well as additional data from the Economy Profiles, given the high potential of an engulfing catastrophe.

Despite being illegal since 1963, gender-based pay discrimination is nonetheless a common, pervasive procedure for women of color. It can flourish particularly in organizations that forbid open discussion about pay and where workers worry about retaliation. Since we may infer that gender wage inequalities follow people from job to job, it is clear that companies occasionally discriminate in salaries in addition to making open judgment decisions based on past salary and position. This affects women more than males, according to the ILO (International Labor Organization), it is estimated that for every dollar that a man makes, 77 cents are made by a woman in the world.

No one has reached a definite solution to this problem, but Iceland is the country with the biggest success of 89% closure in this topic, there are other countries like Sweden, Ireland, or Finland that are also good at creating solutions to this topic but not as close as Iceland. Industries with the biggest gender pay gaps are Finance with 77 cents of difference, agencies, and consultancies with 87 cents difference, and warehousing with 87 cents difference.

108 of the 195 countries that exist worldwide have improved their scores, some of them by putting more women in senior roles like parliaments, even though, of the 35,127 seats, only 25% of them are occupied by women. In the private and public sectors, only 36% of the managers are women, it also appeared that in some positions or jobs women are not effectively used with them having the needed skills for the job.

Due to the pandemic, there have also been changes in the world's economy, with more than 114 million jobs lost, and the majority of the countries decreasing their GDP in 2020 mainly in the health and care sector, being women the most affected by it. To this day there is a difference in the healthcare sector with women having 24% fewer earnings than men, taking into account that this sector fought COVID-19 with the risk of infection higher than ever.

Measures that Iceland is implementing to close the Gender Wage Gap:

The best-known implemented policy is the Equal Pay Certification, which requires that companies with 25 or more employees need to present annual proof of equal pay for men and women.

Iceland also states that in all publicly traded companies (Google, Tesla, Apple) there must be a gender balance, as well as a certain percentage of employees of each gender. While this policy is more focused on gender equality, it is a step forward and is helping with the promotion of equal pay.

Conclusion

Closing the Gender Wage Gap would lead to improved growth at an organizational level, promote gender equality, and help change the public perception of other gender, racial, or ideology problems. The numerous biases that impede females, especially women of color, LGBTQ women, and women with other different identities—and their families must be addressed to reduce the wage gap. Economic security and equality are at stake, and women and their families cannot wait for either.

Therefore, eradicating wage gaps between men and women contributes a lot to gender inequality and attaining sustainable development for all nations. To achieve these goals, businesses are essential. They directly set employment and advancement policies and, eventually, salary disparities because they are the economic agents who create employment.

The gender gap has increased due to the pandemic and now will require 135.6 years to eradicate it globally if things continue as they are.

Viable Solutions

- Implement the Equal Pay Certification policy in the whole world. This can be achieved with the help of the UN, by giving countries that have the lowest percentage of wage gaps the minimum help they need, unlike countries that have laws or methods that are working and don't need as much help, focusing more on the countries with larger wage gaps.
- Make governments persuade employees to send reviews on the policies and work environment of their companies to make sure they are following them correctly, giving out rewards can also help the people that give helpful information about their companies.
- Increasing the minimum wage, depending on each country. This will make companies pay better salaries to the employees that make less money and that are more often women, and it will have an immediate positive impact on the gender wage gap

We highly encourage all delegations to take a look at the sources listed on the last page and to do their research regarding gender wage gaps not only in your states but also in international laws and regulations.

References & Useful Links

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