



Committee: UN Women

Topic: Facing occupational segregation and gender wage gaps.

Chair: Ananda Vázquez De La Peña

Moderator: Ana Galilea Huereca Cruz

Introduction

UN Women is the UN institution devoted to gender parity and women empowerment. The Committee works to flourish and endorse standards to design an environment where every girl and woman can practice their human rights and live at their whole purpose and potential. The committee's panel consists of Executive Director Sima Bahous, Deputy Executive Director Asa Regner, and Deputy Executive Director Anita Bhatia. (*UN-Women Executive Board: Members*, n.d.)

In agreement with the United Nations General Assembly, this organization is governed by a multi-tiered intergovernmental governance structure. (*Governance*, n.d.) Diverse international agreements guide the work that needs to be done by the UN women's committee, some of the agreements being the UN Women's 2022-2025 strategic plan, the Convention on the elimination of all forms of discrimination against women, and the Security Council. (*UN-Women Executive Board: Members*, n.d.). The UN Women's board is composed of 41 Member states, such as America, Europe, and Africa. This committee boosts projects worldwide and nationwide over government individuals, NGOs (Non-governmental organizations), other UN committees, and through UN Women itself.

Every program is developed over a consultation process between allies and colleagues worldwide. These projects must follow UN Women's strategic plan. UN Women deals with different proposals and various expressions of interest to develop a project. Between 2015 and 2021, there have been many partnerships in the development of new projects and programs between UN Women and the European Union. Some of the current projects are Women's economic empowerment in Pakistan, accelerating the implementation of the convention on the rights of people with disabilities, and disability-inclusive development goals. (*Programme Implementation | About Us*, n.d.)

Statement of the problem

Women in the worldwide workforce are mostly full-bodied in lower-skilled and lower-paid employment, without greater job security and diminished decision-making roles.

Job-related spaces are predominantly constrained by men and oftentimes have better pay than fields where women predominate, even when those jobs require the same level of education and skills. This issue is mostly shown in women, and many different groups of women around the globe experience many contrasting gaps in payment every single time. Women over the years have infiltrated traditionally male-dominated fields, but they tend to go into the lower-paying specialties, no matter if they received the same preparation as males. Some of the many reasons that this occurs, are discrimination against women's gender, race/ethnicity, education, and age. Due to segregation in jobs, women earn fewer funds than men do, this is not fair for them, as they have the same abilities at their jobs as men do.

Development

The term occupational segregation refers to people of the same gender occupying specifically designated positions, to separate them from the other gender. Foregoing studies have tried for many years to find the reason why there's segregation between gender, especially for the women gender. One of the biggest reasons occupational segregation is applied, based on a research paper made by Duke University, is the variations in aptitudes between women and men such as the sense of touch, abilities, and depth perceptions. Even though segregation has been largely investigated on the branches of race, ethnicity, and age, it has been proved that occupational segregation is mainly shaped by sensory, motion, and spatial aptitudes. An example of segregation based on these aptitudes is that when a person of any gender goes to a job interview, they get asked the same questions, as to see what they know and what they don't know. These questions sometimes help measure your cognitive demands, physical state, orientation, time flexibility, etc.

Segregation is also driven by racism, discrimination, and prejudices. Black, Asian, indigenous, LGBT communities, disabled people, and pregnant women are usually the ones more exposed to negative impacts. Race-based segregation has its very begging in the slavery era. The civil rights act of 1964 banned occupational segregation and prejudice/discrimination against race, gender, nationality, and age. In 1963 another act was established, this time for employers to pay the same wages, and for them to not change based on their gender orientation. A few years later, in 1978 the pregnancy act was established, prohibiting discrimination against women related to their childbirth, medical conditions, etc.

The crowding hypothesis says that the centralization of a certain group of people, like black women, builds an overflow of their labor in their occupations, which lessens their wages. This theory states that certain types of work done by certain groups of people, such as women, are undervalued because they are undervalued in society.

As well, in 1990 an act now about disabilities was settled, prohibiting discrimination against people with disabilities. (*Fast Facts: Occupational Segregation – AAUW: Empowering Women Since 1881*, n.d.) Today, in the Equal Employment Opportunity Commission in mostly male-dominated industries, women are more exposed to sexual harassment, this shortens the opportunity for jobs for women, as they may decide to leave the job because they are not comfortable with it.

Gender wage gaps refer to the difference in earnings of men and women in their respective jobs, or if they are in the same job and same position. Recent research made by the University of Minnesota found that some of the main causes for wage gaps are time away from work, employment clusters, time demands, and general demands of the job. Besides these reasons, there are many others with more specific explanations about why and how they are like that.

There are certainly more men in senior positions who are being paid more than women in these positions, as well as men and women in junior positions being paid less than the senior positions. A solution for this issue might be to develop senior roles available for anyone that wants the position. Sometimes women prefer to choose to work in low-paid jobs, to prevent suffering from segregation such as wage gaps. Also, because of lower-paid jobs, they have more accessibility to permits and a more flexible schedule.

A solution for this might be to do averagely-paid jobs and implement accessibility and flexibility to the work hours. Women in actuality are being paid less than men, even if they work in the same positions, this is because most women have children and take care of them as well, a thing that most men do not do, as they usually work and go home at night, while women tend to cook breakfast, lunch, and dinner, take the kids to school and extracurricular activities, pick them up, take care of the house, plus their work. That's why it's necessary to stop paying women less than men for the same roles, they are doing the same thing, if not more, while still executing it properly

A ground-breaking set of international standards was included in the ILO Domestic Workers Convention of 2011, which was enacted with the intention of enhancing the working conditions of millions of domestic workers all over the world, the vast majority of whom are women. These workers will be entitled to the same fundamental labor rights as workers in other industries, according to the agreement: normal working hours and

conditions, fair payments, clear employment terms and conditions, and respect for fundamental workplace principles and rights.

In 2021, women earned 77 cents for every dollar that men did. This is a considerable amount of inequality and will take around 70 years, estimated, to close this gap. This must change since, as forenamed, women face many responsibilities from work such as from their personal lives.

Conclusion

As previously described, women are not earning the same amount of money as men do while practicing the same jobs. Since this is a global problem, requiring an immediate solution, the committee is inviting your delegation to find the best solution to this problem.

UN Women contributes to women's economic empowerment. On the basis of this understanding, evidence shows gender equality makes an important improvement to increment economies and continuous development. The programs, which collaborate with a variety of partners, encourage women to be able to get decent jobs, build wealth, and influence the institutions and public policies that control growth and development. UN Women works with civil society organizations to reach out to the women who need it the most in all of our economic empowerment programs. Women who live in rural areas, domestic workers, migrants, and low-skilled women are among the most marginalized groups. Our goal is to make it possible for these groups of women to have higher incomes, more control over their resources and access to them, and greater security, including protection from violence.

We invite delegates to discuss the whole spectrum of facing occupational segregation and wage gaps. Delegates should take into consideration the possible advantages and disadvantages of the topic.

Delegates should also discuss the following:

- Possible solutions for facing occupational segregation and wage gaps.
- The effects of wage gaps today and in the future.
- Make alliances with other delegations to solve the problem.

- Help other countries financially to give them support.

As spoken of earlier, a possible solution might be allying with the interested countries. UN Women will also be supporting them through promotion and publicity, so whatever they want to promote will get to more people. With this alliance, it will be easier to find ideas and possible solutions as a team, economic support for research projects, and for campaigns to eradicate the segregation and wage gaps around the world.

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