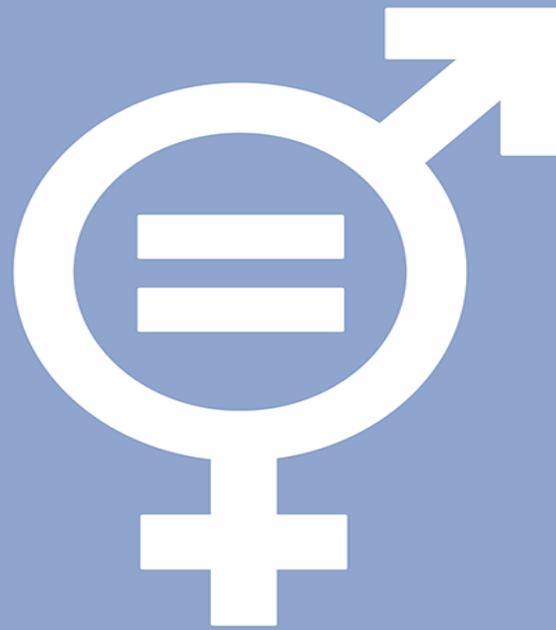


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**GENDER
EQUALITY**



MODEL UNITED NATIONS

**SOCOMUN
XXVIII**

FRESHMAN #5

TOPIC: GENDER EQUALITY IN THE
WORKFORCE



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Freshman #5

Gender Equality in the Workplace

Hi! My name is Lindley Kate Mckenzie and I am a senior at SMCHS. I will be your chair for SOCOMUN 2019. In addition, to MUN I enjoy theatre and community service. Through MUN, I have gone to UCSB and Montreal. I am super excited to hear your speeches and solutions for Gender Equality in the Workforce and I look forward to introducing you to MUN. In committee, delegates participate in speeches and formal and informal caucuses. Make sure you research the topic and your country's policy on the topic before you get here. Also, I would love to hear some new and unique challenges that could be implemented to increase gender equality in the workforce. If you have any questions email me at socomunfresh5@gmail.com. I look forward to seeing you all at the conference!

Hi! My name is Jen Scheithauer and I'm a senior here at Santa Margarita Catholic High School. I'm your Vice-Chair for SOCOMUN 2019. I'm looking forward to meeting everyone and hearing solutions on the topic of Gender Equality in the Workforce. This is my fourth year in MUN and I'm excited to share my experiences to help you get ready for the upcoming year of MUN!

Hello, I am Darius Vera and I will be your rapporteur at SOCOMUN! I am a senior at SMCHS, and this will be my first year participating at SOCOMUN, but my fourth year in MUN. SOCOMUN was a conference that helped me figure out what MUN was, and I hope I can help all of you in your MUN career! I really like MUN because it keeps me involved and informed about what is going on in the world. Other than MUN, I played baseball at SMCHS for two years and I am involved in several clubs.

Background:

Gender Equality in the Workplace is a goal that we must constantly work to obtain. The United Nations knew this was an issue and therefore made an entire Goal apart of their Sustainable Development Goals which are a set of Goals to achieve prosperity in 2030. The Sustainable Development Goals were created after the Millennium Development Goals ended. Goal 5 is supposed to achieve gender equality and empower women. The UN aims to empower women so that there are less structural issues that inhibit women's progress.

The UN has found certain statistics to be true relating to Women in the Workplace. There is only 23.4% of women in national parliaments. Less 1/3 of middle or higher management positions are held by women. Also, women do three times as much domestic work and unpaid care as men. This is work in the home or for the family such as planning meals, caring for children, or skipping work to take care of a family member. From these statistics, it is clear there is gender discrepancy in the workplace.

The Australian government defines gender equality in the workplace when there is equal pay, all barriers are removed in order to allow equal participation, access to industries and eliminating discrimination based on gender. Many things influence women in the workforce such as education, discrimination, wage gap, and a lack of gender diversity in high positions. As of 2014, women held 4.4% of CEO positions in Fortune 500 Companies. While many companies see that this is an issue, they believe that it takes too much work or money to accomplish. However, it has been shown that companies that



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have greater gender equality have made on average 18% more profit. At the London School of Economics, they found that women are more 'risk adverse.' Thus, it would be logical for women to serve on boards.

Currently, there are several gendered issues in the workplace. Recently, the movement #MeToo brought to light the sexual assault epidemic. Also, there is a proven interview bias against women. There have been numerous social experiments that found given the same qualifications a man will have many more job offers than a female candidate. Also, women are expected to be the caregivers in a family and there could be employment bias because of that. There is also an identifiable wage gap. Women also will not be promoted as often as men. In addition, instead of seeing a woman as a boss, they will see her as bossy. Madeline Heilman, a NYU psychologist found that women who are less competent at their jobs are seen as more likeable. In conclusion, there are many gendered issues which contribute to gender inequality in the workplace.

The UN has been working on economically empowering women by increasing women's education, giving equal opportunities in today's markets, working to close the gender gap, and other ways. The UN also recognizes and works to limit the laws which restrict women's jobs and increase laws to prevent against sexual harassment. In 2018, the UN assessed 189 economies and in 18 husbands can legally prevent their wives from working.

Out of a UN conference in Ottawa, the Empower Women NGO began which has Women's Empowerment Principals which companies can sign saying they are working towards gender equality in leadership, workplace, marketplace, community, and transparency. Specifically in the workplace women and men should have equal access to employment and promotion. There is also a zero tolerance for sexual violence and additional safety measures are put in place.

Possible Solutions:

There are a multitude of solutions for women's equality in the workplace. Some things to consider are maternity leave/paternity leave, sexual assault, and discrimination in hiring. You should also consider workplace experiences for gender non-conforming individuals or transgendered individuals. Does health insurance favor certain genders over others? When considering solutions, it is important to note that funding is not an issue since you will receive funding from the UN. Also, note that the following solutions should give you ideas to build off of please do not just try and copy the solutions. It is important that any solution you bring to committee is well developed and you should be able to answer any questions other delegates may have about your solutions. Also note, that this topic is prevalent in different ways and degrees in different parts of the world. For instance, the issues women have in the workplace in Kenya or the Middle East differ from issues women have in the workplace in the Netherlands or the USA. When developing solutions it might be helpful to go through the WWWW (Who, What, When, Where, Why and How) in order to create fully thought out solutions. Some delegates choose to create an acronymed program to address issues and you may choose to do so but it is not required.



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A possible solution to increase gender equality in the workplace is creating an initiative for developed countries to have adequate maternity and paternity leave. Many companies and countries offer maternity leave while most do not offer paternity leave.

A easier report system for sexual assault in the workplace. We should encourage businesses to implement anonymous assault reports. In these reports, the individual can leave their name known or unknown. They will detail the incident, who their attacker was, and whether or not they feel comfortable taking legal action. In addition, the bottom of these forums will provide information on who to contact to legally take action as well as information on how to complete a rape kit if necessary. Also, it will provide the victim with names and numbers of crisis centers if they need counseling. To provide victims with all of these resources and the ability to speak up, we hope that more victims will be able to come forward.

Encourage women to enter stem fields. Internationally, there is a paradox between gender equality overall and women in stem jobs. If a country has high gender equality, then they likely have low amounts of women in the STEM field. This can be explained because a majority of women in STEM fields in these countries are there because they need to be economically independent from their husbands. Even so, we need to increase gender equality in STEM workplaces by decreasing the discrepancy between men and women in these workplaces. We can do this through a multitude of ways. One way to increase the amount of women in STEM positions is through redesigning children's toys especially toys marketed towards young girls to increase dexterity and expose them to STEM topics at an early age. For example, we can market more engineering toys such as blocks or trains or circuit toys to young girls. Or we can redesign toys young girls are already marketed for such as dolls or teaching kits and create science labs or fix it dolls where they have to find what is wrong with the doll medically. Another way we can increase the amount of women in STEM fields would be by offering a workshop for working single mothers so they can learn the skills needed to be given STEM positions.

Questions to consider:

The following questions are provided for you to consider as you research, but are not necessary to explicitly answer at the conference.

1. How has the wage gap changed in recent years? What can we still do?
2. How does your country feel about maternity leave? Child care?
3. How do men and women differ in profession types?
4. How does the interview process differ for men and women?
5. How are gender non-conforming people treated in the work place?
6. How are sexual assaults handled in the work place? For men? For women?
7. What gender biases are held in the workplace?
8. How do workplace experiences differ across the world?
9. What is pink collar?
10. What is the 'glass ceiling'? What is the 'glass escalator'?
11. What solutions has your country already implemented regarding women in the

- workplace?
12. How can men be discriminated against in the workplace?
 13. What NGOs (non-governmental organizations) would you partner with in order to improve gender equality in the workplace?
 14. What does your country perceive as gender equality in the workplace? How is it measured?
 15. How will you increase gender equality in the workplace and still respect social or religious cultures and values?
 16. What incentives will you provide to businesses who advocate and practice gender equality?
 17. What is occupational segregation and how can we combat it?
 18. How do gender stereotypes play into the jobs women are in?
 19. What is the 'Second Shift'? How can it effect work performance?
 20. How can we encourage more men to complete higher education and how could this impact future pay gap?
 21. What types of sexual harassment in the workplaces exist? How can we combat them?
 22. What is socialization and how can it effect what career a person goes into?

Targets and Indicators

TARGETS

INDICATORS

5.1

End all forms of discrimination against all women and girls everywhere

5.1.1

Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex

5.2

Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation

5.2.1

Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age

5.2.2

Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence

5.3

Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation

5.3.1

Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18

5.3.2



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Proportion of girls and women aged 15-49 years who have undergone female genital mutilation/cutting, by age

5.4

Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate

5.4.1

Proportion of time spent on unpaid domestic and care work, by sex, age and location

5.5

Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

5.5.1

Proportion of seats held by women in national parliaments and local governments

5.5.2

Proportion of women in managerial positions

5.6

Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences

5.6.1

Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care

5.6.2

Number of countries with laws and regulations that guarantee women aged 15-49 years access to sexual and reproductive health care, information and education

5.A

Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws

5.A.1

(a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, by type of tenure

5.A.2

Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control

5.B

Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women

5.B.1

Proportion of individuals who own a mobile telephone, by sex

5.C

Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels

5.C.1



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Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment

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