



ITSMUN'22

UNWOMEN

STUDY GUIDE

Guide by the Under Secretary General:  
Nisan Bader Emre

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## **Welcome Letter from the Secretary-General:**

Dear Delegates,

It is my pleasure to welcome you all to ITSMUN'22, the fifth annual session of Izmir TAKEV Schools Model United Nations Conference. We are more than thrilled to meet you at our conference between the 10th and 12th of April, 2022.

Our theme for this year's ITSMUN is "Future Awaits", representing the notion of hope in a chaotic world. We chose "Future Awaits" because we sincerely believe that our world is waiting for its young leaders, pioneers, and collaborators like you to find solutions to the most crucial global problems.

ITSMUN'22 will draw attention to creating new and applicable solutions for current and past world issues and work on creating better solutions for the past, present, and future. The delegates at ITSMUN'22 will be representing various countries and debating on solutions as they are in the committees and councils of the United Nations.

At ITSMUN'22, we are sure that you will be meeting a future version of yourself, someone full of enthusiasm and joy and eager to learn from others. We are looking forward to meeting young ideas and great debates this April.

We aim to create the conference experience we all have missed over the last two years and hope to exceed your expectations doing so. We hope that ITSMUN'22 becomes a memorable experience for all.

Yours Sincerely,

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Secretary-General of ITSMUN'22

## **Letter from the Under Secretary General:**

Dear Delegates,

First and foremost, I am honored to greet and welcome you all to ITSMUN 2022 and specifically to the UN Women Committee. This year, we're handling with a very important issue, which we also feel will be extremely interesting to discuss during our sessions; gender pay gap.

MUN is all about expressing yourself around others and finding your own authentic solutions to the problems of the world agenda. Attending MUN conferences will not only help your public speaking, you'll also gain new aspects of looking at matters which a lot of people lack nowadays. It is a great opportunity to take action on your dreams and let the world know about it.

I expect each of you to contribute with innovative ideas, challenge each other in the spirit of true diplomacy and offer effective solutions. I hope that this study guide will help you gain a more profound insight into the topic and will serve as a compass for your preparation. Thorough research based on the outlines of the study guide and on your country's policy, solid knowledge of the Rules of Procedure, good negotiation skills and a fresh perspective are the tools that make for a great delegate.

As the Under Secretary General of UN Women , my role is to assist you and answer any of your questions, so, therefore, please do not hesitate to contact me. I can't wait to meet you all in person and live with you a highly constructive experience!

Sincerely,

Nisan Bader EMRE

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## **Introduction to the Committee**

UN Women -or United Nations Entity for Gender Equality and the Empowerment of Women- was created in July 2010 by the United Nations General Assembly through the merger of four distinct UN bodies which were focusing on women's empowerment. Its main purpose is divided in five prioritized areas which are: support women's leadership participation, combat violence against women, ensure the participation of women in all peace and security processes, empower women economically, and make sure the inclusion of gender equality to national agendas. Generally, it functions in a parallel manner with other UN bodies and tries to ameliorate their actions in terms of gender equality. More specifically, UN Women assists inter-governmental bodies with their work, provides Member States with technical and financial support when they request it, and -lastly- give guidance to other UN bodies in order to sustain their accountability towards gender sensitive issues. It consists of 41 Member States which are elected for a three-year term and the latter is distributed geographically. Current executive director is Phumzile Mlambo-Ngcuka from South Africa.

## **United Nations Commission on the Status of Women**

UNCSD is a global intergovernmental body dedicated to the promotion of gender equality and is significant in promoting women's rights, documenting the reality of women's lives throughout the world, and shaping global standards on gender equality and the empowerment of women. The Commission adopts multi-year programmes of work to appraise progress and make further recommendations to accelerate the implementation of the Platform for Action. These recommendations take the form of negotiated agreed conclusions on a priority agenda . The Commission also contributes to the follow-up to the 2030 Agenda for Sustainable Development .

## Topic

### *Definitions*

The following definitions are critical to engaging in a conversation on the issue of equal pay for everyone.

**Gender discrimination:** It describes any form (either a law (de jure) or a practice (de facto)) of distinction, exclusion or restriction related to one person's sex. Gender discrimination is opposed to the recognition and exercise of fundamental freedoms and human rights in political, economic, social and other fields.

**Gender equality:** Gender equality (the opposite of gender inequality, not of gender difference) is one of the most fundamental human rights and simultaneously is considered as both a precondition for and an indicator of people-centered development. By gender equality, it is meant that both sexes have equal rights, responsibilities, opportunities and participation in all spheres of both public and private life. Gender equality respects the right to be different and hence recognizes and values the diversity of different groups of females and males. The preferred terminology within the UN is gender equality, rather than gender equity.

**Gender Equity:** According to the European Institute for Gender Equality, gender equity is the “provision of fairness and justice in the distribution of benefits and responsibilities between women and men”. Many confuse the terms “gender equality” and “gender equity”. Although the two terms are interrelated, they are not synonyms. “Gender equality” constitutes the desired result while “gender equity” consists of the means to achieve this goal.

**Gender Pay Gap:** The gender pay gap measures the difference between the average earnings of women and men in the workforce. The gender pay gap is an internationally established measure of women's position in the economy in comparison to men. The gender pay gap is the result of the social and economic factors that combine to reduce women's earning capacity over their lifetime.

**IMPORTANT!!** Gender pay gaps are not a measure of the difference in pay between women and men for doing the same job, and should not be confused with pay equality – which is the legal right of female and male employees to be paid equally for work of equal or comparable value.

**Unadjusted Pay Gap:** It refers to the raw (unadjusted) difference between women's and men's earnings.

**Adjusted Pay Gap:** It refers to the difference between women's and men's earnings taking into account factors such as education, job experience, job sector, job position, number of hours worked etc.

## **Statement of the Problem**

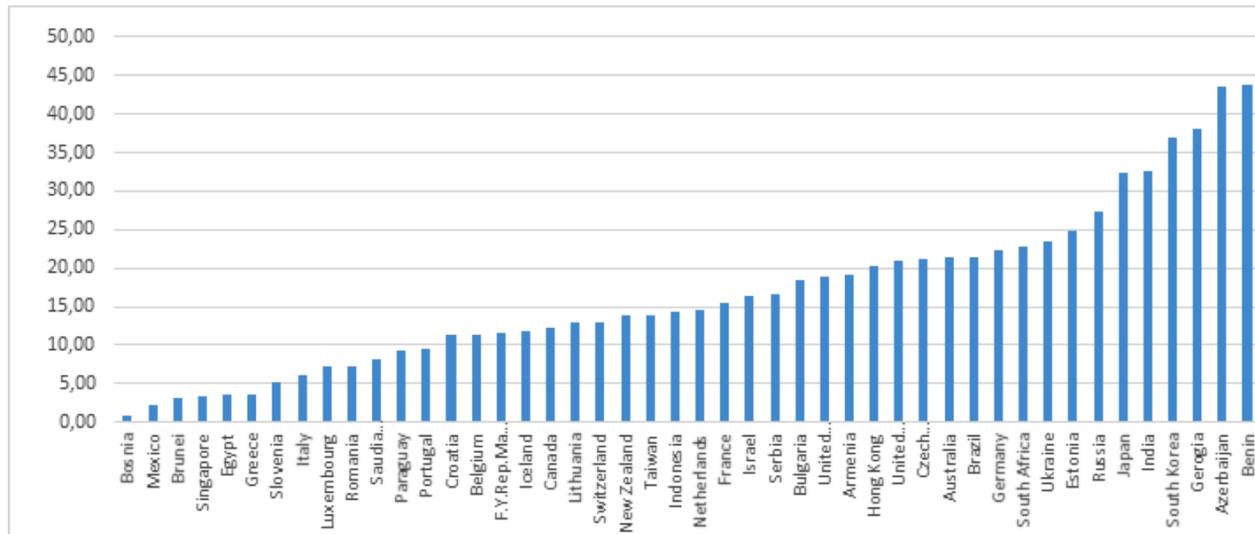
Women earn far less than men on average around the world. The income disparity between men and women is on average 23%, suggesting that for every hour worked, women get 77 cents for every \$1 earned by men. The wage disparity is much wider in some nations. For example, women in Japan and South Korea earn more than 30% less than men for the same amount of hours worked, and in Azerbaijan and Benin, the salary disparity is larger than 40%! Pay disparities are even greater for women of color, disabled women, indigenous women, and migratory women.

Women are more likely to be poor because of their lower salary, which is compounded by their larger concentration of part-time, informal, and precarious labor, as well as career gaps or job loss due to their disproportionate share of unpaid care work. It also contributes to their decreased social security contributions, resulting in insufficient or non-existent social security benefits, leaving them vulnerable in old age. In the EU alone, women's pensions tend to be 37 per cent less than men's.

Despite women's achievements in the labor market in many nations, salary disparities between men and women persist, rarely changing on an aggregate basis during the last 15 years. The wage gap has narrowed by 12% in Latin America and the Caribbean since 1990, yet women still earn a quarter less than males in this region. Gender wage

disparities are expected to persist until 2069, according to global estimates. This rate of progress is unacceptably slow, necessitating immediate action to reduce the income gap between men and women.

*Chart: Gender gap in hourly wages in selected countries*



## International Labour Standards Relevant to Addressing the Gender Wage Gap

**The Equal Remuneration Convention (C100):** It states that signatories must encourage and ensure that men and women workers are paid equally for work of similar value.

**The Discrimination (Employment and Occupation) Convention (C111):** It states that signatories should encourage equal job opportunities and eliminate discrimination based on race, color, sex, religion, political opinion, national origin, or social origin.

**The Workers with Family Responsibilities Convention (C156):** It states that signatories should strive to make it feasible for people with family responsibilities to exercise their right to work without facing discrimination and, to the degree practicable, without having to choose between work and family responsibilities. In addition, the following Recommendation (R165) states that efforts should be made to establish or promote affordable childcare, home-help and home-care services, and other family services.

**The Maternity Protection Convention (C183):** It states that signatories must ensure that women have the right to return to an equivalent work with comparable pay following maternity leave. They should also ensure that pregnancy and maternity are not used as justifications for discrimination or dismissal.

**The Minimum Wage Fixing Convention (C131):** It lays out the variables to consider when determining the minimum wage, including the demands of workers and their families, the country's overall wage level, the cost of living, social security benefits, and the relative living standards of other socioeconomic groups, as well as economic factors. It specifies that they should be designed in collaboration with social partners and that they should be enforced by competent labor inspectors and punishments for non-compliance.

#### **Freedom of Association and Protection of the Right to Organize Convention (C87):**

Workers' rights to organize and bargain collectively are protected by the Right to Organize and Collective Bargaining Convention (C98) and the Collective Bargaining Convention (C154).

### **Organizations that Calculate Gender Pay Gaps**

**The Eurostat:** The statistical office of the European Union measures the unadjusted gender pay gap, defined as “the difference between the average gross hourly earnings of men and women, expressed as a percentage of the average gross hourly earnings of men.”

**The Organization for Economic Co-operation and Development:** OECD gender pay gap methodology uses median full-time, annual earnings figures to calculate gender pay gaps. The gap is unadjusted and wherever possible, based on full-time adult earnings. However, inconsistencies between countries in regards to the size of the national gender pay gaps could be due to different earnings data used. The OECD defines the gender pay gap as: “...the difference between the mean average annual earnings of men and of women as a percentage of men’s mean average annual earnings, for men and women with a given level of educational attainment.”

## **Causes of Gender Pay Gap**

The wage disparity between men and women is a sign of a larger cultural problem in the workplace. It reflects the historical and systemic undervaluing of women's contributions in the workplace, as well as the considerable impediments that contribute to women's underrepresentation in top executive and managerial positions.

The gender pay gap is influenced by a number of factors, such as but not limited to:

- conscious and unconscious discrimination and bias in hiring and pay decisions
- women and men working in different industries and different jobs, with female-dominated industries and jobs attracting lower wages
- lack of workplace flexibility to accommodate caring and other responsibilities, especially in senior roles
- high rates of part-time work for women
- women's greater time out of the workforce for caring responsibilities impacting career progression and opportunities.
- women's disproportionate share of unpaid caring and domestic work

## **The Connection Between Race and Gender Pay Gap**

Race and gender intersect to result in wider pay gaps for women of color. For the uncontrolled gender pay gap, American Indian and Native Alaskan women (who make \$0.71 to every \$1 white men make) and Hispanic women (who make \$0.78 for every \$1 white men make) have the widest gender pay gaps. When data are controlled for compensable factors, Black women have the widest gender pay gap (\$0.98).

As a result, American Indian and Native Alaskan women, as well as Hispanic women, are more likely to work in low-wage jobs. Despite having the same level of experience and other compensable qualities as white males doing the same work, black women are more likely to be paid less.

## **The Connection Between Age and Gender Pay Gap**

Women do not earn as much as males when they begin their occupations, and the pay discrepancy only grows as they become older. Women get \$0.86 for every \$1 earned by men between the ages of 20 and 29. This is owing to the fact that women are employed in lower-paying jobs than men. In the 20-29 age group, women and men earn comparable compensation after controlling for job title and other compensable criteria.

However, the pay gap widens for women between the ages of 30 to 44, with women overall earning \$0.82 compared to every \$1 men earn. When controlling for job title and other compensable factors, women earn \$0.98. At age 45 and older, the gender pay gap widens further for the uncontrolled group, with women making only \$0.73 compared to every \$1 men make.

## **The Motherhood Penalty**

Women who are parents experience a larger pay gap. According to an online salary survey, they asked respondents to identify if they were a parent and leveraged this sample to analyze the pay gaps amongst men and women with or without children. The wider gender pay gap amongst women with children compared to those without children is called “the motherhood penalty” or “childbearing penalty.” When women indicated they were a parent or primary caregiver, we observed an uncontrolled pay gap of \$0.74 for every dollar earned by a male parent. When the data was analyzed, mothers earned \$0.98 for every dollar earned by fathers with the same employment characteristics.

Wage advancement for mothers is hampered by a variety of factors. According to research, women's income declines as a result of reducing their working hours (more than males) to balance child-rearing duties. Working mothers are also subjected to stereotypes that they are less committed to their jobs, which can stymie career advancement. Meanwhile, after having children, some men get paid more.

## **Country Examples of Tackling the Gender Wage Gap**

**Germany:** Germany implemented a national minimum wage in 2015, which had a substantial impact on raising the incomes of female workers who were disproportionately concentrated in low-paying jobs. This policy was implemented in response to recent reforms that made paid parental leave more accessible to males and introduced a bonus if both parents used their leave entitlements, as well as policies that improved access to formal childcare facilities.

**Chile:** In the last decade, a number of policies have been implemented that have reduced the gender wage gap. These include expanding child care coverage to make it easier for women to work, reforming maternity leave to extend it to 24 weeks and allowing some of it to be transferred to fathers, passing a Gender Equality Law, and establishing a Gender Equality Service.

**France:** The French government declared in March 2018 that enterprises with more than 50 employees will be required to install software that examines their payroll systems for inappropriate pay disparities. Companies would be compelled to publish information about pay discrepancies on the internet, and if they do not address the gaps within three years, they might face fines of up to 1% of their wage bill.

**Iceland:** Starting in January 2018, companies with 25 or more employees must demonstrate that they pay male and female employees equally and without discrimination, or face daily fines.

**Rwanda:** Rwanda's constitution, adopted in 2003, established gender equality principles and the elimination of all forms of discrimination against women, as well as a policy of gender mainstreaming in all sectors. It was also determined that women hold at least 30% of roles in decision-making bodies at the national, regional, and local levels. There are currently 53 policies and other enabling frameworks in place to support gender equality in resource access, education, health, social and economic issues, and women's agency.

## **Questions To Ponder**

- What are the effects of childhood gender discrimination on gender pay gap?
- What are the different local reasons for the wage gap around the world?
- Under abnormal situations (pandemics, wars, natural disasters, etc) how do incomes of women get affected?
- How can global companies force small supply companies to prohibit gender pay gaps?
- Is there a relationship between religion and gender pay gap?
- According to some social beliefs, women can not perform some occupations and cannot work productively as men; do these statements suit your country's policy?
- Women are exposed to gender discrimination and pay gap more frequently in some business sectors. Which are these sectors in your country? What are the background reasons for this?
- What measures should be taken until 2030 and 2050?

## **Suggestions For Further Research**

Further research, all the delegates should research historical, social, and economical background information about the gender pay gap. There are lots of different reasons for wage gap around the world. These local and global reasons should be understood by all delegates. Also, it would be better if you search evolution of gender pay in your country and around the world. There is an important connection between gender discrimination and pay gap. This connection should be taken into consideration during the research and committee sessions. Finally, possible solutions for decreasing the gender pay gap should have been thought before the conference. Here are some useful links for your research:

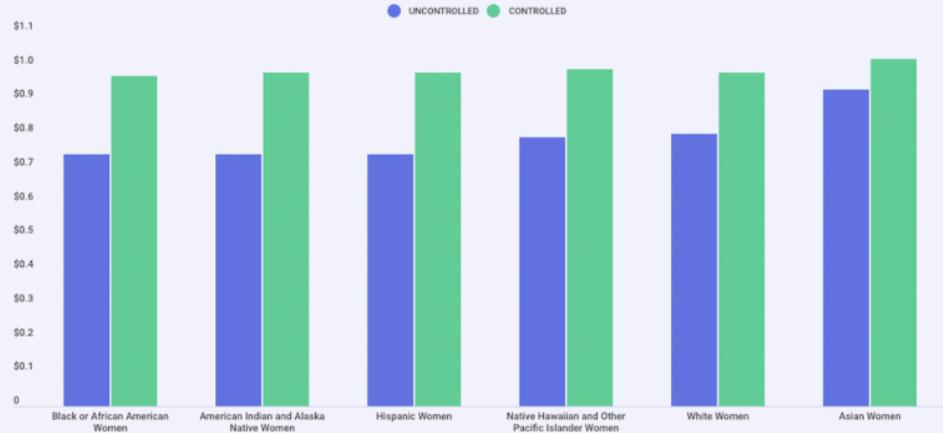
[https://ec.europa.eu/info/sites/default/files/factsheet-gender\\_pay\\_gap-2019.pdf](https://ec.europa.eu/info/sites/default/files/factsheet-gender_pay_gap-2019.pdf)

<https://www2.gnb.ca/content/dam/gnb/Departments/eco-bce/WEB-EDF/pdf/en/ThePayGap.pdf>

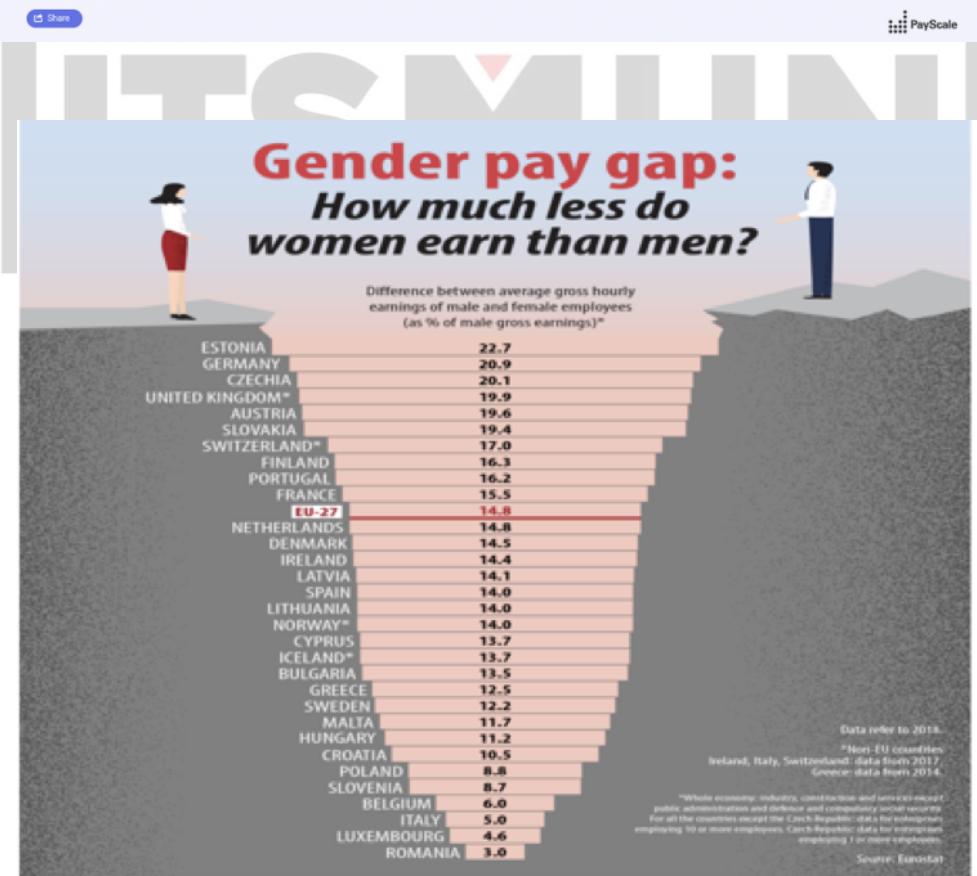
<https://www.unwomen.org/en/news/in-focus/csw61/equal-pay>

<https://www.payscale.com/research-and-insights/gender-pay-gap/>

## GENDER PAY GAP BY RACE, RELATIVE TO \$1 EARNED BY WHITE MEN



\*includes only those with at least a bachelor's degree  
UNCONTROLLED PAY GAP: This measures median salary for all men and women regardless of job type, seniority, location, industry, years of experience, etc.  
CONTROLLED PAY GAP: This measures pay for men and women with the same job and qualifications.



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