

N A M U N ' 2 1

CSW

Study Guide

#jointheworldsheartbeat



Table of Contents

Welcoming Letters

- 1. Introduction to CSW(Commission on the Status of Women)**
 - 1.1. What is CSW?**
 - 1.2. History of CSW**
 - 1.3. Functions of CSW**
- 2. Assurance of Equal Pay for Services of Equal Derivative Values Between Men and Women**
 - 2.1. What is “Equal Pay for Work of Equal Value”?**
 - i. Introduction to Equal Pay for Work of Equal Value**
 - ii. Unequal Pay for Work of Equal Value for Different Races**
 - iii. Unequal Pay for Work of Equal Value for Working Mothers**
 - iv. The Difference Between Gender Pay Gap and Equal Pay for Work of Equal Value**
 - 2.2. Why Do We Have Unequal Pay for Work of Equal Value?**
 - 2.3. Present Solutions for Equal Pay of Women**
 - i. International Solutions**
 - ii. National Solutions**
- 3. Extending The Reach of Economic Leadership of Women in Developing Countries**
 - 3.1. What does Economic Leadership Mean?**
 - i. Examples of Behaviors in Economic Leadership**
 - 3.2. Why Women Have Less Effect on Economic Leadership**
 - i. Reasons Why Women Are Less Educated**
 - 3.3. Stereotypes**

- i. **What does Stereotype Mean ?**
 - ii. **Examples of Stereotypes in Economic Leadership**
 - iii. **Present Solutions for Stereotypes**
- 3.4. Supporting Women in Economic Leadership**
- 3.5. Effects of Increasing the Ratio of Women in Economic Leadership to General Economy**
- 4. Women's Involvement in Global Politics as a Minority**
 - 4.1. Hegemonic Gender Roles, Other Obstacles and How They Contribute to the Misinterpretation of Women in Politics**
 - 4.2. Importance of the Representation of Women**
 - 4.2.1. Benefits of Gender Equality in Politics**
 - 4.2.2. The Representation Gap with Data and Statistics**
 - 4.2.3. Arguments Supporting the Participation of Women**
 - 4.2.4. Representation of Women from Minority Groups**
 - 4.3. Increasing the Involvement of Women in Politics**
 - 4.3.1. Sufficient Education and Opportunities**
 - 4.3.2. Addressing the Public's Stance**
- 5. Questions to Be Answered**
- 6. References and Useful Links**

Cherished participants of NAMUN'21,

I, İdil Yüzbaşıoğlu, the secretary general of this year's Nesibe Aydın Model United Nations (NAMUN) would like to welcome you all to the 10th annual conference of NAMUN. Our academic and organization team both gave it their all to make this conference educational and fun for every attendee. All of our teams are more than grateful to welcome you all to our 10th year anniversary of NAMUN!

We faced many difficulties along the way, overcoming them one by one with the support we gave to each other. With both the academic and the organization team's hard work, we bring you NAMUN with its well planned committees and well planned coffee break activities to help you relax after a long session. This year NAMUN offers five committees: two beginner, three intermediate and finally a J.MUN. UNEP (United Nations Environmental Programme) , UNCSTD (United Nations Commission on Science and Technology for Development) , NATO (North Atlantic Treaty Organisation) , UNHCR (United Nations High Commissioner for Refugees) , CSW(Commission of Status of Women) our JMUN. UNICEF (United Nations Children's Fund). All of these committees are fit to talk about the UN's Sustainable Development Goals as we seek out solutions to real life problems we see everyday on the news.

In conclusion, our teams invite you to experience unforgettable memories, enhance your academic skills of presentation and debate, learn other people and countries' views of the world, and join the world's heartbeat.

Welcome to NAMUN'21! Ten years, going strong.

Secretary general,

1. Introduction to CSW

1.1 What is CSW?

CSW (Commission on the Status of Women) is a global intergovernmental body that has the specific purpose of promoting gender equality and the empowering of women. It is a functional commission of ECOSOC (Economic and Social Council) since 21 June 1946.

CSW has an annual two-week session at UN headquarters in New York. The UN Member States, civil society organizations, and other UN entities participate in this commission. After the session, the outcomes and other recommendations are sent to ECOSOC for follow-up.

1.2 History of CSW

Since it has started, ECOSOC extended CSW's mandate. ECOSOC decided that CSW should take a leading role in the *Beijing Declaration and Platform for Action* where they would monitor and review its progress. CSW also started to mainstream gender perspectives during UN activities.

CSW has been a multi-year programme since 1987. A new programme has been developed and announced for 2021-2024.

1.3 Functions of CSW

This years' priority theme is *Women's full and effective participation and decision-making in public life, as well as the elimination of violence, for achieving*

gender equality and the empowerment of all women and girls. The review theme is Women's empowerment and the link to sustainable development.

Some of the current methods of CSW are: Engaging in general conversations about the status of women and identifying the goals attained, discussing emerging issues that require timely consideration, reporting on the aspects relating to gender equality and the empowerment of women of the agreed main theme of the Economic and Social Council.

2. Assurance of Equal Pay for Services of Equal Derivative Values Between Men and Women

2.1 What is “Equal Pay for Work of Equal Value”?

i. Introduction to Equal Pay for Work of Equal Value

Equal pay for work of equal value is a concept that workers of equal value should be given equal pay. It is related to labor rights and, in most cases, the gender pay gap. In CSW, we will focus on women getting paid less than men for equal value. Equal pay doesn't only mean getting the same salary but having an equal amount of benefits, allowances, bonuses, etc.

Found in a World Economic Forum's Gender Gap Report, the difference between men's and women's pay will be equalized in 100 years. As the Secretary-General of the UN has warned, this change is way too small for women that have their lives depending on it.

When wage labor became popular during the Industrial Revolution, the pay difference between men and women became obvious. During the first-wave feminism(19th - 20th century) the principle of equal pay for equal work started. During the 19th century, trade unions started to protest for equal pay.

One of the criticisms about “equal pay for work of equal value” is the methodology of the measurement. It is said that women mostly work “lower-level” jobs(barista, waitress, etc.) while men have jobs that are “higher-level”. It is also said that women mostly take breaks from their work to take care of their families, which makes it harder for them to get a raise.

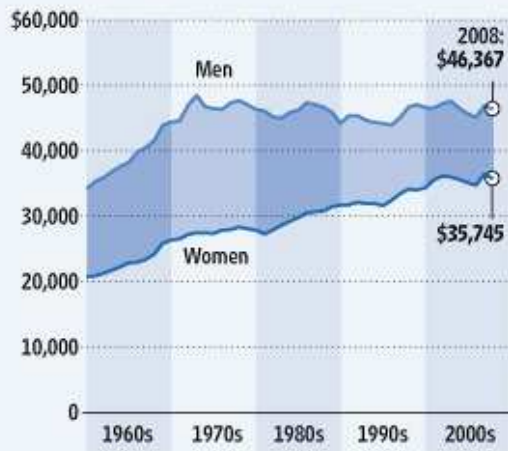
In contrast, the supporters of equal pay say that differences between the job titles of men and women are on their own evidence of discrimination. They also say that even in the same job title, women mostly gain less than men.

One of the biggest problems of equal pay advocacy is that most private corporations refuse to give information about their employee’s salaries and other benefits. While we have some statistics, they may not represent reality. One of the solutions for this is to have the government mandate where all corporations and organizations need to give information about their wages.

Unequal Pay

While the difference in pay between genders has narrowed, it is still pronounced, especially in certain fields.

Median earnings of full-time U.S. workers, 2008 dollars:



Source: Census Bureau

PROFESSION	WOMEN'S EARNINGS COMPARED WITH MEN'S	WORKERS WHO ARE FEMALE
Programmers	92.7%	23.3%
Cashiers	80.9	72.2
Waiters	79.4	66.6
Chief executives	74.5	19.7
Lawyers	73.7	31.7
Beauticians	69.6	87.6
Dentists	67.4	21.3
Retail sales	67.2	40.3
Financial analysts	64.6	34.0
Physicians	60.8	30.6

ii. Unequal Pay for Work of Equal Value for Different Races

Women of color get paid even less than men even when they have the same level of education. In fact, the US Bureau of Labor Statistics found that Black and Latina women that only have bachelor's earn 65% of what white men with only bachelor's earn. Black women that have advanced degrees earn 70% of what white men earned with an advanced degree.

Some of the ways to solve this problem are in the same way to solve racial discrimination in the workforce: having a mandating body where the companies are asked to delete the names of candidates, give information about the percentage of POC(People of Color) in their workforce and how much they get paid in relation to their white coworkers.

iii. Unequal Pay for Work of Equal Value for Working Mothers

According to the Census Bureau, to earn what fathers earned in 2020, mothers need to work until June 4, 2021. Working mothers are mostly unable to get raises and promotions. In the latest Bright Horizons' annual Modern Family Index it was found that 69% of American workers say that working mothers are most likely to be passed up for a promotion and 60% of American workers say that career opportunities are given to less qualified employees instead of working mothers who may be more skilled.

The biggest reason for working mothers not getting promotions is that employers believe mothers will need to take care of their family which means that they wouldn't make their job a priority. According to Chidi King, Director of the Equality Department of the International Trade Union Confederation, the government can bring universal social protection which would most likely help women and men. Universal social protection covers paid maternity leave, child care, health care, etc.

iv. The Difference Between Gender Pay Gap and Equal Pay for Work of Equal Value

The gender pay gap is the difference between women's incomes and men's incomes. The difference between the gender pay gap and equal pay for an equal amount of work is that the gender pay gap is the average pay difference between men and women, while equal pay for an equal amount of work is the average pay difference between men and women that do equal amounts of work.

2.2 Why Do We Have Unequal Pay for Work of Equal Value?

There are many reasons why women get paid less for work of equal value. One of them is stereotypes; many employers believe that women are the only (main) caregiver, which means they can not work many hours or have a demanding job.

Another one is similar to stereotypes: discrimination. As reported by Fawcett, 54,000 women were forced to leave their job every year after becoming a mother. This is mostly because of the belief that women will not work as much as they did before being a mother.

The next problem is that many senior roles are accompanied by men. This is mainly because of how senior roles are designed; women are mostly pushed into taking care of their children and parents while the men would work without a no-call day. As reported in Timewise, 87% of full-time workers say that they either work flexibly or they want to. At this point, making senior roles flexible would be the best for women and men.

Lastly, many of the jobs that women work in, for example; nurses and teachers, are mostly less paid. People mostly undervalue feminine skills(people and caring skills) while they are as important as “masculine” skills. To fix this problem we need a long-term solution which is to change the view of feminine skills as unimportant through advertisements, informative classes, etc.

TABLE 1

Underlying causes of the gender wage gap

Findings of Francine Blau and Lawrence Kahn

Potential driver	Share of effect on gender wage gap
Industry differences	17.6%
Occupational differences	32.9%
Region	0.3%
Race	4.3%
Education	-5.9%
Union membership	-1.3%
Experience	14.1%
Unexplainable	38.0%

Source: Francine D. Blau and Lawrence M. Kahn, "The Gender Wage Gap: Extent, Trends, and Explanations," Working Paper 21913 (National Bureau of Economic Research, 2016), available at <http://www.nber.org/papers/w21913>.

While these are the main reasons why women get paid less than men, according to the research done by the National Bureau of Economic Research, mostly the reason why women are paid less than men is unexplainable. There is more research and data needed for this issue.

2.3 Present and Ongoing Solutions for Equal Pay of Women

International Solutions

Beijing Platform of Action: There are 12 critical areas about women's rights where action is needed. One of those areas is Women and the Economy which focuses on women being pushed into low-paying jobs and job insecurity which means not having a stable job.

CEDAW(Convention on the Elimination of All Forms of Discrimination against Women): Adopted in 1979, CEDAW describes what sexual discrimination is and plans an agenda to end this discrimination in all nations.

Sustainable Development Goal 5: SG goal 5 is "Achieve gender equality and empower all women and girls". The UN Department of Economic and Social Affairs has many events and publishes documents throughout the year about gender equality.

National Solutions

The US- Equal Pay Act: Congress has made it illegal for employers to pay women less than men for work of equal value by passing the Equal Pay Act in 1963. Through this act, employees are able to directly sue for damages.

People's Republic China: While PRC has laws about gender equality, it doesn't have a specific one about Equal Pay. Also, employers do not need to release information about an employee's salary which makes it harder for employees to sue the employer.

Russia-The Labour Code: Russia has a labor code that obliges employers to pay an equal amount for an equal amount of work. Though, employers are not obliged to disclose information or take any action to ensure equality in benefits and compensations.

Most other countries have some kind of labor law that bans unequal pay for work of equal value but the methodology of calculating an employee's value differs.

3. Extending The Reach of Economic Leadership of Women in Developing Countries

3.1 What does Economic Leadership Mean?

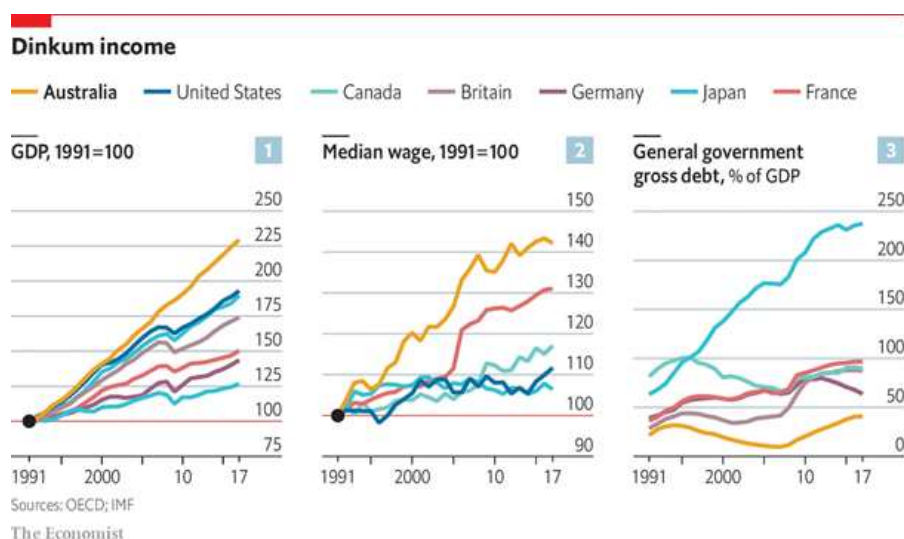
Economic Leadership is defined as a decision to develop a country's economy for its citizens, even if it means taking something away from those with a vested interest (used to refer to people or organizations that will benefit from a system, arrangement, or situation). This can include how public and private coalitions are built, how external investment is attracted and leveraged, how major redevelopment projects are defined and promoted, how skills and employment

systems are recalibrated towards new economic sectors, and how institutional reforms are devised and promoted. Therefore, it includes helping a lot of people in an economic way while letting small sacrifices happen.

i. Examples of Behaviors in Economic Leadership

Back in the 1990s, Prime Minister John Howard led the debate and made policy changes for the goods and services tax. Five years ago, he carried this idea to the election which defeated a politician named Hewson who advocated for goods and services taxes. Although it is seen as a big political loss because Hewson was defeated, it helped a lot to the economy by lowering taxes.

In the 1980s, the Australian economy was opened to international competition by Paul Keating who was criticized by that day's economists because it helped foreigners send the profit to their home country that they earned from Australia. But those arguments were proven to be wrong. As the time passed, it showed that having an international economy created competition which helped efficiency and productivity increase exponentially for local firms which created thousands of job possibilities for Australians.



3.2. Why Women Have Less Effect on Economic Leadership

Women have a less role in economic leadership; the main reasons for that are education gender ratio, stereotypes coming from different cultures.

General Distribution Due to Lessons

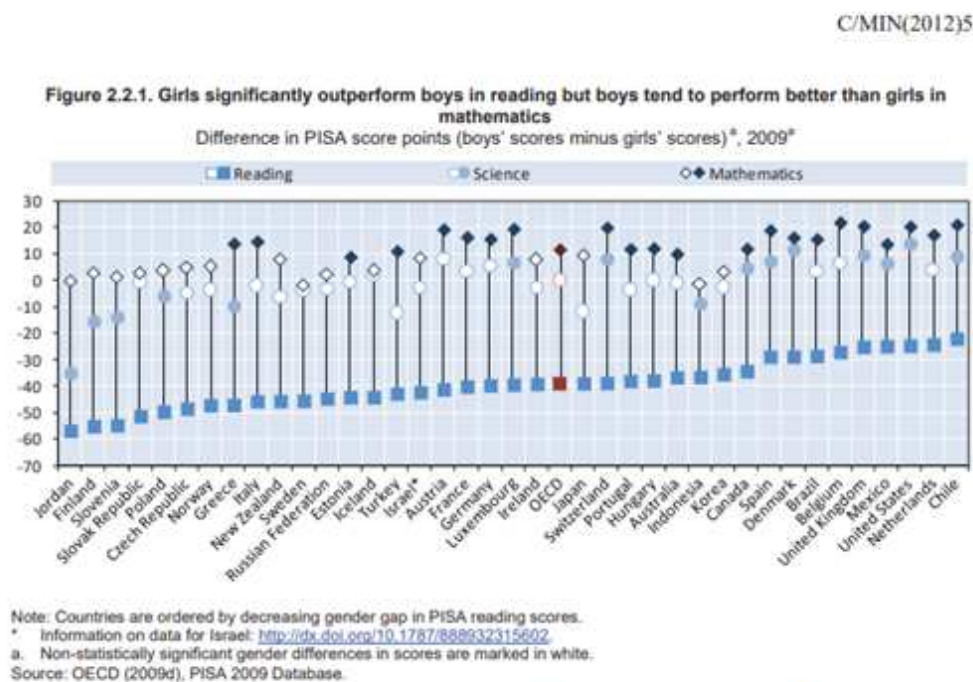
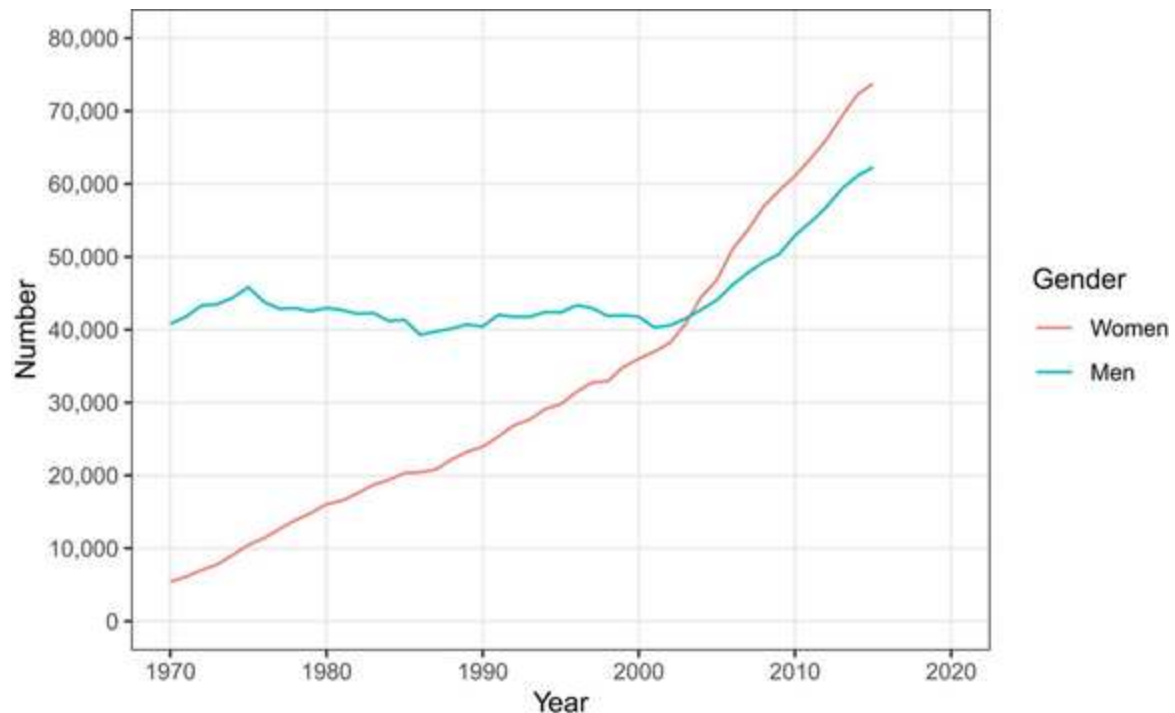


Figure 2.2.2. Girls' advantage in reading performance has not changed over time

It is seen that girls are more likely to read than boys while boys perform better than girls in math. But there is a fact that boys can read better if it is on digital. (Girls still outperform boys at digital reading). Therefore, it becomes a fact that the main reason why women have less of a role in the economy is connected to the idea that girls are less educated in math and science, even though they actually have the major ability of reading.

i. Reasons Why Women Are Less Educated

There are many reasons such as poverty, child marriage, and gender-based violence which prevent girls from going to school.



According to OECD,

The graph demonstrates the change of educated women due to time. As can be seen, at first there were less educated women compared to men. Mostly because of government policies, the number of educated women has increased constantly as time passed. A lot of governments have started programs that help women get educated. Here are some examples of it:

Various projects are applied in Turkey about equity issues. *The Girls to Schools Now* campaign started in 2003 which aimed for all girls to attend primary school. Since 2003, study books for all primary school students have been supplied free by the Ministry of National Education. Moreover, a 'Complementary Training Program' started in 2008, trying to clarify that 10 to 14-year-olds acquire a basic

education even though they have not attended a school or if they had dropped out of school.

According to OECD Week 2012 Article, since 2000, Korea has assimilated a more female-friendly science and mathematics curriculum. For example, women who were scientists or engineers were promoted and became good role models for girls, more gender-neutral language was used in textbooks. Plus, national valuations like NAEA were redeveloped to better show how girls and boys consider reading favorite books. On the other hand, learning materials that would be more interesting such as story books or students' writings were introduced in science teaching have a positive impact on both genders.

There are few establishments that could help education for girls. One of them is UNICEF. It works with communities, governments, and partners to remove barriers for girls and promote gender equality in education. Encouraging families is one of the options. The other option is that the government should make a policy about inequality in gender. The details are written in the next chapter.

3.3. Stereotypes

i. What Does Stereotype Mean ?

A stereotype is a fixed general image or set of characteristics that a lot of people believe represent a particular type of person or thing. It can be about a person or country, anything you can imagine.

In this topic you will be introduced to the bad influence of stereotypes in women's economic leadership and how it occurred.

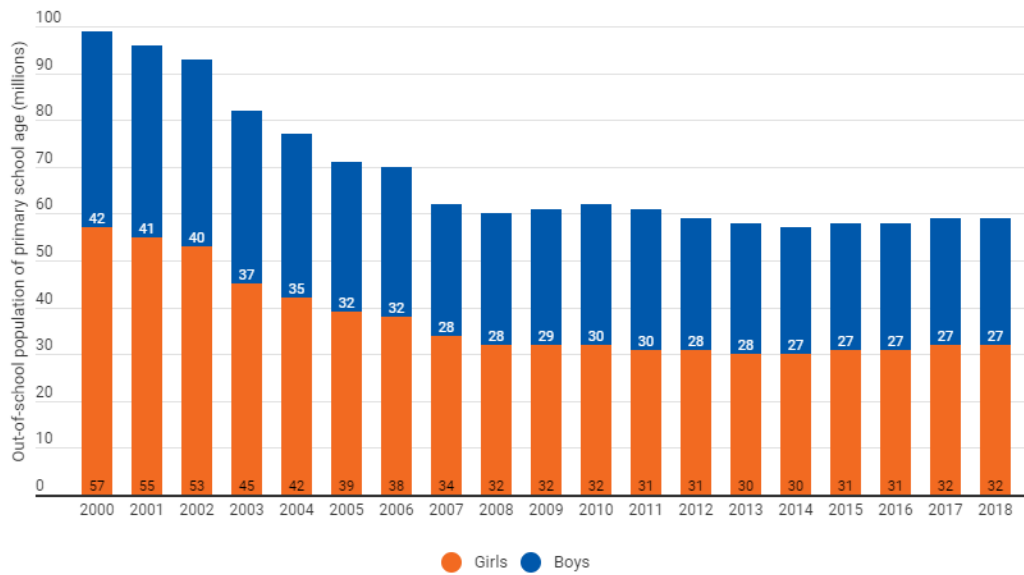
ii. Example of Stereotypes in Economic Leadership

There are infinite possibilities of stereotypes for anything or anyone. There are only 29 percent women in senior management positions worldwide, mostly because of stereotypes. Here are some more examples. (According to IBR, 2020)

In Chad and Pakistan, for example, the GPI is 0.78 and 0.84 respectively, meaning that 78 girls in Chad and 84 girls in Pakistan are enrolled in primary school for every 100 boys (According to UNICEF).

In another example, according to UNICEF, progress has been made in reducing the number of out-of-school girls of primary school age, still, there are currently 5.5 million more out-of-school girls than boys worldwide. Because of some beliefs such as girls should not be educated at schools, stereotypes can occur and may have some results. For example, because girls can not be educated, they will not be able to have the opportunity of working in any kind of job.

Out-of-school population among children of primary school age (millions) by sex, 2000-2018



Source: UNESCO Institute for Statistics global databases, 2019

In 2018, two Indians named Singh and Sebastian in their state-wide study of Gujarat found that women's origin to entrepreneurship is through the business occupations of their fathers and kinfolk. The beginning of the enterprise was not their choice and despite the participation of these women in business practices, they are not regarded as potential successors in the business world. Moreover, they can not work outside the family household which sets another negative effect of traditional attitude to career progressions of women. (According to Journals.sage pub)

iii. Present Solutions for Stereotypes

There are few ways to prevent stereotypes. For example, there are meetings online (by zoom) or face to face in a certain place and time participated from all around the world which encourages women against stereotypes or projects trying to help education for women, etc. A known one of them is UNOPS (United Nations Office for Project Services). For instance, with UN Women, UNOPS organized a panel discussion – ‘Unlocking opportunities for empowerment through gender-sensitive infrastructure’ – at the Asia-Pacific Ministerial Conference on the Beijing+25 Review. The event included senior government ministers, NGOs and high-level representatives from UNOPS and UN Women.

Besides that, a lot of companies make projects to help women. For instance, a company named ActionAid works with women and girls around the world who are treated unequally because of their gender. They are trying to disseminate behaviors to women like self awareness, self-care and caring for others, sharing power and so on to help them.

One of the other solutions is that the government makes a policy or law to avoid disadvantages at any kind of point that could discourage women from doing their jobs. For example:

The Gender Equality Law, 2011 searches for charming away discrimination in employment, training, and recruitment on the basis of gender, marital status, pregnancy, or gender and to promote the payment of equal remuneration to male and female employees who perform work of equal value.

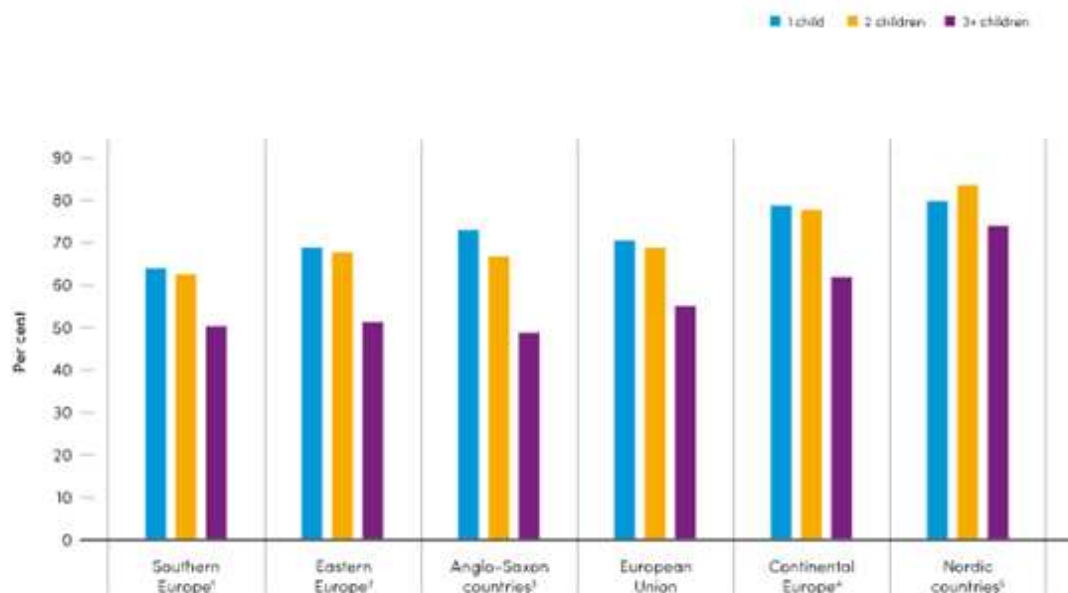
There is a fact that there have been heroes/heroines in the grand scheme of history who tried to ensure gender equality. One of them was the Magna Carta. She helped legislation of a law called The Magna Carta of Women. It is a comprehensive women's human rights law that wants to eliminate discrimination against women by recognizing, protecting, fulfilling, and promoting the rights of Filipino women, especially those in marginalized sectors.

3.4. Supporting Women in Economic Leadership

Governments all over the world have a big role in providing gender equality by making policies such as paid parental-leave entitlements, public childcare facilities, family-friendly work conditions, flexible working arrangements. Plus, ensuring equality in public service can set an example for other employers which is another way to help women get a job.

Average maternal employment rates by number of children in European Union countries, by family policy regime, 2013

→ In Europe, women's employment rates are much higher in countries where family-friendly policies are in place



<https://progress.unwomen.org/en/2015/chapter2/> According to Unwoman

3.5. Effects of Increasing the Ratio of Women in Economic Leadership to General Economy

For some developing countries, economic equality between men and women has a big role such as being a precondition for sustainable development. Moreover, women's participation supports agricultural productivity and helps create peaceful and stable societies. On the other hand, it is a fact that there is a huge loss in total if there is a big gap between men and women in the economy.

According to the World Bank Newspaper, countries can lose up to 160 trillion dollars just because of the earnings gaps between women and men. The loss can cause enormous levels of inequality in the economy due to the size of the gap.

Greater gender equality boosts economic growth and leads to better development outcomes. Plus, due to OECD, gender equality has an important role in the economic development of a country. Women help to reduce the negative effects of decreased fertility and aging populations in many developed countries.

4. Women's Involvement in Global Politics as a Minority

4.1. Hegemonic Gender Roles, Other Obstacles and How They Contribute to the Misinterpretation of Women in Politics

There are various concepts causing women to get less representation in politics. These factors consist of the pressure applied by society and its unwillingness to accommodate them, as well as the deeply rooted prejudice against them.

i. How Society Views Women in Politics and Women in Positions of Power or Authority

It is necessary to talk about the 'female image' accepted by society when talking about the misinterpretation of women in politics. Politicians, regardless of gender, need to be able to become important figures in national politics first in order to contribute to global politics in a significant way in most cases, yet these images continue to follow women and serve as obstacles, more severely in some nations than others.

The terms hegemonic masculinity and hegemonic femininity (along with the term hegemonic gender roles) and their meanings have been

discussed over many years, but they are mainly used to describe the means by which men secure their authority over women by associating the genders with characteristic traits.

The way how genders are described by these gender roles is simple. On the surface, traits like gentleness and patience for example are assigned to women over the years, and later become the expectations of society and what it considers to be normal for women. The same also goes for men and after the roles are accepted, people who do not behave accordingly face discrimination.

These gender roles prevent women from pursuing a career in politics, a male-dominated field, in different ways that can be grouped and parted into two. The first way is by discouraging women and young girls subtly in different ways.

The set of traits a politician ideally has includes skillfulness, assertiveness and dominance; and these traits are never associated with women. Men are seen as rational and powerful, and society classifying things as black and white causes the image of a woman to be mild, quiet and emotional. Considering how women are seen as the opposite of men, it is more common for people to be prejudiced against women, thinking that they wouldn't be as competent.

Another thing discouraging potential -female- politicians is the lack of role models present in the field making them unable to see themselves, or other women, in those positions.

When a woman chooses to become a politician and isn't discouraged by the reasons above, there are two likely scenarios. First is how society accepts the male image and forces it on everyone will create a stigma against her and decrease the amount of support from the public, making it harder for her to come to her desired position.

The second scenario is if a woman becomes a politician, chances are likely that she will have a harder time presenting herself as the society will either see her as a 'male' and discriminate against her as she is not following the gender's standard, see her as a mother or wife rather than a politician which would increase personal attacks against her.

The concerns of women and men that stop them from becoming politicians are different as well. According to World Federation of United Nations Associations, men tend to be concerned about the support they will get from the voters or other allies, while the biggest concerns of women are related to them being viewed as the ones responsible for their families. Money and self-assurance is a problem faced by both genders, in spite of that the concerns of men are centred around the job and the field; the concerns of women are their families and living up to the roles society assigned them to.

These are more evident in less developed countries, as well as more severe but can affect anyone anywhere. Factors like these are often compared to a glass ceiling, a metaphor used to refer to a subtle barrier that prevents women from reaching higher ranks or positions because of social reasons.

4.2. Importance of the Representation of Women

i. Benefits of Gender Equality in Politics

Gender equality in politics could have a lot of benefits, from motivation equality in decision-making would provide others with, the lack of difference between ratios of men and women would allow the governing bodies to be more inclusive, giving them more perspectives about the interests or life experiences of women, which can and usually does differ from those of men. The perspective added by women can increase awareness about situations that weren't considered to be serious problems or produce new solutions to problems.

Additionally, according to the European Institute for Gender Equality, countries with more gender equality in the governing organs are proven to be happier and have better healthcare systems, act more generously with donations in humanitarian help, less likely to be the first side resort to violence in conflict, more likely to de-escalate conflict and have overall better profiles for their citizens internationally and have higher standards of living overall.

The Representation Gap with Data and Statistics

A survey conducted by Eurobarometer in 2017 showed that sixty-one per cent of the survey takers thought that politics was a field where the men in power did not think that women were capable of succeeding, fifty-four per cent of whom believe that women should get to participate more. The second opinion was backed up by other surveys which revealed that only a minority of the takers thought otherwise. The amount of people who thought that women would be better as leaders was close to the percentage of people who thought that men were better politicians, but these opinions do not reflect to real-life well.

In other positions related to global politics, the numbers show that women are making up a small minority; and this is also evident in more male-dominated sectors such as one's regarding national and international security or seats held to higher standards, such as ministers or presidents.

As of 2019; there were only six female defence ministers and three foreign ministers. As these facts also show, the number of women in positions of authority decreases more in fields associated with men despite not being sufficiently high in 'feminine' fields in the first place.

According to the United Nations, every 100 women corresponds to a close number of men, thought to be between 101 and 105, although it may fluctuate between other sources.

The percentage of women included in the parliaments of their countries by region is 28.2% for the Americas, 27.5% for Europe, 23.9% for Africa, 19.7% for Asia, 18.2% for Arabia and 14.6% for the Pacific. Making up a global average of 23.6%, these numbers are significantly smaller than 49.6 to 50% (approximate percentage of women on Earth).

Additionally, as of 2019, only about fifteen ambassadors were female and twenty-five to thirty per cent of the defence ministers and foreign ministers were women. Some of these numbers themselves do not match with the higher estimates and goals, meaning that this is still a serious problem even though the amount has increased over the years. According to these numbers, the representation of women will not be widespread enough to reach equality between genders for at least another century.

Arguments Supporting the Participation of Women

Arguments against women's participation in politics are mostly based on the primitive societal expectations that no longer apply to our lives and characteristic traits of a gender that do not have a base other than the roles assigned by society, these cannot be made into a persuasive argument. There are no doubts about men's competence as leaders of global politics, but the inclusion of women is a must.

Justice, Representation and Encouragement

It is very clear that women make up half of the population, but these numbers do not work well with national and international politics due to the large representation gap.

The justice argument is essentially the idea that since there are equal numbers of men and women in the world, there should be equal numbers of men and women in the parliaments or other governing bodies as well.

It should be noted that the reasoning for these arguments is that the interests of women aren't being discussed, and their problems are being ignored. The cause behind this argument is that men will naturally not feel or understand what it means to live like a woman, because of the lives both genders led, and that it would be more accurate to let someone who can understand the people better do the job. Using someone who has little experience with the problems he will be required to bring to the table and offer Solutions is going to make seeing things from the perspective of who he's representing harder. Such a large fraction of this society cannot be pushed into the background and ignored.

Another argument is that not representing women enough will have other effects such as discouraging them from trying to change this and accept living that way, creating a cycle of problems like these.

As stated in the previous pages, every woman in a place like a foreign minister or politician, defence minister and etcetera is not only a goal but also

a tool, one that any person willing to become a politician or something related to see themselves in. Little girls will be able to look at her and think that they can succeed in the field as well, the way little boys do.

Representation of Women from Minority Groups

Even if women reach the positions of power we would like them to be to optimise representation and inclusion, the goals are not completely reached until it has been made possible for every woman.

While it is true that the life experiences and the interests will be similar between women, those will differ between groups, especially for women who come from groups that are less represented and less known.

These groups include women from different backgrounds such as women of colour, immigrants, disabled women and etcetera. The likelihood of how women are viewed and treated does change with the group they are associated with.

In addition to this, the women who made it as politicians both in their respective countries and the global stage are mainly of white descent and come from countries where gender inequality is less of a problem, such as Finland and Luxembourg.

When Europe and the Americas are not taken into consideration, the percentage of women in the governing bodies of their countries vary between 23.9 and 14.6% through the years 2017-2019.

What causes this difference is how women in those groups are stigmatized and discriminated against more, and have more prejudice against themselves. Women from minority groups are also more likely to be less informed, especially regarding fields requiring higher levels of education such as politics.

The likelihood of customs and norms from countries being restrictive or less open-minded towards women working, let alone partake in the making of important decisions in parliaments or councils is high. Those customs might encourage violence against women which can steer them away from being more confident and assertive or child brides, which becoming one will have a lifelong impact on the girl's chances at getting a sufficient education.

These customs could also increase the severity of some other factors that discourage women such as their responsibilities as a mother and a wife. Women who go through situations like these won't get as much support from their family, or from their teachers and professors. As a result, the amount -or lack, thereof- other women in the field will discourage women from breaking the 'glass ceiling', let alone approaching it.

Providing these women with an opportunity, aside from other long-term results, will add a new perspective to governing bodies, increase awareness

against problems other men and women may be strangers to, and introduce new solutions.

4.1. Increasing the Involvement of Women in Politics

Sufficient Education and Opportunities

The lack of confidence that drives women away from politics is a mixture of how they do not have much experience to rely on, especially in a field where important connections can make or break one's career so easily.

Politics is crucial for any nation, and the people associated with it are held to very high standards as a result of this. Trainees and interns are cherry-picked from large varieties with many different criteria and their mentors have images to maintain a public image.

The easiest way to give women a fair chance without acting unjustly is to promote politics among them. This includes both educational services such as courses and introducing them to other women to look up to or to empathise with and support each other.

Addressing the Public's Stance

As stated in the previous subtopics, regardless of their relations to the politician, other people are very important for aspiring politicians. Starting from the support and encouragement from people they can turn to such as their friends or family to the support their husband could provide them with in order to allow them to become more than a mother and a housewife as well as the support they get from

their educators to have a good understanding of what to do and how to do it, and finally the support they get from their communities to make it into the governing bodies and officially 'make it big'.

The best way to get their support is to let these capable people show it to the public in a more practical way, which would be more effective than the results any research or study can give. The root of the problem isn't the women in a direct way, it is how and what the women are thought to be. Gender roles and traits are so deeply ingrained in the daily lives of millions that changing them is going to take a long time, and the most efficient way to do so would be to go for a permanent solution rather than one that is sure to show results that can easily be washed off. This is also a solution including not just the white or privileged women, in order to avoid any kind of favouritism that can be said to cause and the corruption that could be used to benefit people with ill-intentions.

5. Questions to be Answered

1. How can there be more data about equal pay for equal amounts of work by the States and the UN?
2. How can the stereotypes about women in the workforce be dismantled?
3. In what ways can States ensure *equal pay for equal work* for women of color and working mothers?
4. What kind of policies can be made for women workers as a government
5. How could societal expectations be changed to relieve women of the pressure they are subjected to regarding domestic duties?

6. In what other ways could opportunities be distributed evenly among women who come from more 'traditional' environments?
7. How could the educational and electoral systems be changed to accommodate more women?

References and Useful Links

Assurance of Equal Pay for Services of Equal Derivative Values Between Men and Women :

<https://blog.dol.gov/2021/03/19/5-facts-about-the-state-of-the-gender-pay-gap>

<https://www.unwomen.org/en/news/stories/2020/9/explainer-everything-you-need-to-know-about-equal-pay>

<https://www.unwomen.org/en/news/stories/2017/2/take-five-chidi-king-equal-pay>

<https://statusofwomendata.org/women-of-color/spotlight-on-women-of-color-employment-and-earnings-data/>

<https://www.shrm.org/resourcesandtools/hr-topics/compensation/pages/wage-gap-is-wider-for-working-mothers.aspx>

https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/equal-pay/causes-unequal-pay-between-men-and-women_en

<https://www.fawcettsociety.org.uk/close-gender-pay-gap>

<https://timewise.co.uk/article/flexible-working-talent-imperative/>

<https://www.americanprogress.org/issues/women/reports/2017/04/04/429825/international-approaches-closing-gender-wage-gap/>

<https://www.unwomen.org/en/news/in-focus/csw59/feature-stories>

<https://www.weforum.org/reports/gender-gap-2020-report-100-years-pay-equality>

<https://www.un.org/sg/en/content/sg/statement/2019-10-29/secretary-generals-remarks-the-security-councils-open-debate-women-peace-and-security-delivered>

<https://knowledge.leglobal.org/pay-equity-laws-in-china/>

Extending the Reach of Economic Leadership of Women in Developing Countries

<https://www.oecd.org/cfe/leed/OECD-LEED-Local-Economic-Leadership.pdf#page=10&zoom=100,102,441>

<https://www.ovations.com.au/latest-news-june-2014/economic-leadership-an-essential-part-of-economic-reform.html>

<https://www.oecd.org/employment/50423364.pdf>

<https://www.oecd.org/employment/50423364.pdf>

[Progress of the World's Women 2015-2016 | Chapter 2](#)

<https://2009-2017.state.gov/s/gwi/econ/index.htm>

<https://www.worldbank.org/en/news/press-release/2018/05/30/globally-countries-lose-160-trillion-in-wealth-due-to-earnings-gaps-between-women-and-men>

<https://knepublishing.com/index.php/KnE-Social/article/view/2914/6236>

<https://journals.sagepub.com/doi/full/10.1177/2277975220975513>

<https://data.unicef.org/topic/gender/gender-disparities-in-education/>

https://www.unops.org/news-and-stories/news/infrastructure-for-gender-equality-and-the-empowerment-of-women?utm_source=trello&utm_content=en&utm_campaign=unops_SDG9

Women's Involvement in Global Politics as a Minority:

<https://ro.uow.edu.au/cgi/viewcontent.cgi?referer=&httpsredir=1&article=1149&context=artspapers>

[https://www.europarl.europa.eu/RegData/etudes/BRIE/2019/635543/EPRS_BRI\(2019\)635543_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/BRIE/2019/635543/EPRS_BRI(2019)635543_EN.pdf)

<https://asiapacific.unwomen.org/en/focus-areas/governance/political-participation-of-women#:~:text=Women%27s%20political%20participation%20is%20a.ensuring%20better%20accountability%20to%20women>

<https://eige.europa.eu/publications/gender-equality-political-decision-making>

<https://ecowarriorprincess.net/2018/01/3-reasons-why-there-arent-women-politics-improve-participation/>

<https://www.kcl.ac.uk/news/why-we-need-more-women-in-politics>

<https://mirka-kezerle.blogspot.com/2011/09/gender-roles-in-context-of-hegemony.html>

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4706037/>

[https://wfuna.org/files/inline-files/wfuna - best practices for increasing women s political participation_d....pdf](https://wfuna.org/files/inline-files/wfuna_-_best_practices_for_increasing_women_s_political_participation_d....pdf)

<https://socialeurope.eu/enhancing-the-political-participation-of-women-from-under-represented-groups>

[https://www.europarl.europa.eu/RegData/etudes/BRIE/2019/640159/EPRS_BRI\(2019\)640159_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/BRIE/2019/640159/EPRS_BRI(2019)640159_EN.pdf)

<https://www.unwomen.org/en/what-we-do/leadership-and-political-participation/facts-and-figures>

<https://eige.europa.eu/publications/gender-equality-political-decision-making>

