

ETMUN

Unraveling the Domino Effect



Committee: The Third General Assembly

Topic: Investigating Methods to Ensure Gender Equality in Regard to
the Economic Sphere

President: Suhayb Qasem

Deputy President: Sama Raed

Chair: Layan Mustafa

Table of Contents:

Letter from the President	2
General Overview	3
Useful Key Terms	4
Timeline of Main Events	5
Major Parties Involved	6
Statistics	7
Suggested Solutions	8
Guiding Questions	9
Beneficial Resources	10

Letter from the President:

Dear Delegates of General Assembly 3,

News desensitizes us as humans to lots of things: War, death, starvation and pain. This desensitization has led us to a false sense of global peace, equality and a mirage of no conflict.

Whether you like it or not you and I have been tricked again and again by this false persona of global peace. In reality peace has never been global rather since the beginning of civilization , it has been constricted to certain areas and as of now it is constricted to the West. In this committee I aim to showcase some of the most pressing issues in the modern world specifically aiming for the most prevalent issues in Asia and Africa.

Starting off with Children in war zones which face dangers of enslavement and recruitment for military purposes. Through this we are presented with a rising number of child soldiers in conflict ridden areas. This not only puts kids in dire danger but also sets back nations development and tears apart communities.

Continuing into the issue of Gender Equality in the economic sphere, this issue is present all around the world , but we will be focused on Asia and Africa where this is another obstacle in reaching overall gender equality.

Our world is torn apart by these challenges that necessitate our collective attention and action. Global peace and equality is at stake. Your role as a delegate in this committee is multifaceted, You represent the interests, policies and perspectives of your respective nations while aiming to engage in diplomacy and to create meaningful resolutions scoped at solving the conflicts presented. Let's make this conference one of the most enjoyable and most bountiful in ideas and debate.

Best Regards,

Suhayb Qasem

President of General Assembly 3

General overview:

Gender equality remains a pressing global issue, particularly in the economic sphere where disparities persist. This Model United Nations (MUN) topic aims to explore and propose effective methods to ensure gender equality in economic activities. Achieving economic gender equality is not only a matter of justice but also a crucial step towards sustainable development and inclusive growth.

Gender equality is a critical component of societal progress. It reflects basic rights that do not need any economic justification. Improving gender equality can make labour markets more competitive. Gender inequality in education has fallen in most developing regions. Yet, as gaps in inequality in education have narrowed, the importance of gender inequality in employment has increased. Narrowing the education gap further will not bring benefits if the additional educated women are not able to access productive employment. The loss of economic growth in Middle East and North Africa (MENA) in the 1990s from gender inequality in employment was around four times as large as that from inequality in education.

Women in the workforce often encounter numerous challenges related to gender equality. These challenges stem from deeply ingrained societal norms, historical biases, and systemic structures that perpetuate gender disparities, where they receive an unequal pay (they earn less than their male counterparts for the same work or similar roles, leading to a persistent wage gap), limited Career Advancement, etc. Nonetheless, it is important to note that research has shown that diverse and inclusive workforces, including the active participation of women, contribute significantly to organizational success and effectiveness. For instance, companies with gender-diverse leadership teams have been found to perform better financially. Research indicates a positive correlation between gender diversity in leadership roles and higher profitability, return on equity, and stock value.

It should be noted that wage inequality may increase competitiveness in labour-intensive export industries in the short term. In the garment sectors of Cambodia and Bangladesh, for instance, women are favoured for low-skilled jobs because they will often accept lower wages, are assumed to have natural predispositions to garment work and tend to be less likely to strike. However, it is important to bear in mind the wider economic benefits of wage equality, as outlined above, for instance, through potentially higher savings rates. Greater wage equality can also have positive impacts on the MDGs given that women are more likely to spend money on health and education.

Useful key terms:

1. **Gender equality:** The state of equal access and opportunities for people of all genders in various aspects of life, including economic participation, without discrimination or bias.
2. **Wage gap:** The disparity in earnings between men and women, often highlighting the difference in average or median income.
3. **Occupational Segregation:** The uneven distribution of men and women across different occupations, often resulting in certain professions being predominantly male or female.
4. **Glass Ceiling:** A metaphorical barrier that prevents women and minorities from advancing to top leadership positions within an organization, despite their qualifications and achievements.
5. **Gender Stereotypes:** oversimplified ideas or beliefs about the roles, behaviors, and characteristics considered appropriate for men and women in society.
6. **Empowerment:** The process of enabling individuals, especially women, to gain control over their lives, make informed choices, and exercise their rights.
7. **Unconscious Bias:** unintentional prejudices or attitudes that influence decision-making processes, often favoring one group over another.
8. **Intersectionality:** interconnected nature of social categorizations such as gender, race, class, and ethnicity, leading to overlapping and interdependent systems of discrimination and disadvantage.

Timeline of main events:

- **Late 1800s:** The first wave of feminism begins, advocating for women's rights, including the right to work and economic independence.
- **1920:** Women in the United States gain the right to vote with the passage of the 19th Amendment.
- **1945:** The United Nations is established, promoting gender equality as one of its fundamental principles.
- **1963:** The U.S. Equal Pay Act is signed into law, aiming to abolish wage disparity based on gender.
- **1979:** The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is adopted by the United Nations General Assembly.
- **1980s:** Corporate initiatives to address workplace diversity and gender equality gain momentum.
- **2000:** The United Nations establishes the Millennium Development Goals (MDGs), including Goal 3 focused on gender equality and women's empowerment.
- **2010:** The United Nations Women's Empowerment Principles (WEPs) are launched, encouraging business leaders to promote gender equality in the workplace, marketplace, and community.
- **2011:** The UN establishes the International Equal Pay Day to raise awareness about the gender pay gap.
- **2015:** The Sustainable Development Goals (SDGs) are adopted, with Goal 5 specifically addressing gender equality and empowering all women and girls.
- **2018:** The #MeToo movement gains global prominence, highlighting issues of gender-based discrimination in the workplace
- **2019:** The International Labour Organization (ILO) adopts the Violence and Harassment Convention, addressing violence and harassment in the world of work.
- **2020:** The COVID-19 pandemic exacerbates gender inequalities, disproportionately affecting women's employment and exacerbating challenges in achieving economic gender equality.

Major parties involved:

i. International organizations: The United Nations

The United Nations (UN), through entities like UN Women, sets global agendas and advocates for gender equality. Other international organizations, such as the International Labour Organization (ILO) and the World Bank, contribute by developing standards, guidelines, and financing mechanisms to support gender-inclusive economic development.

ii. Nordic countries: Iceland, Norway, Sweden, Finland, Denmark

Nordic countries consistently rank high in global gender equality indices. They have implemented progressive policies, such as generous parental leave, affordable childcare, and proactive measures to address gender imbalances in the workplace.

iii. Canada:

Canada has been a leader in advancing gender equality, focusing on issues such as pay equity, women's representation in leadership roles, and initiatives to combat gender-based violence. The Canadian government has also prioritized diversity and inclusion in various sectors.

iv. Rwanda:

Rwanda is often recognized for its remarkable progress in achieving gender parity in political representation. It implemented quotas to ensure a significant percentage of women in parliament, and it has seen positive outcomes in women's participation in decision-making processes.

v. Norway:

Norway has been a pioneer in implementing gender quotas for corporate boards, leading to increased representation of women in executive positions. The country has also prioritized policies to address gender imbalances in various sectors.

vi. Australia:

Australia has implemented initiatives to address gender pay gaps, enhance women's participation in STEM fields, and promote gender diversity in leadership roles. The country has also focused on combatting domestic violence and supporting women's economic empowerment.

Statistics:

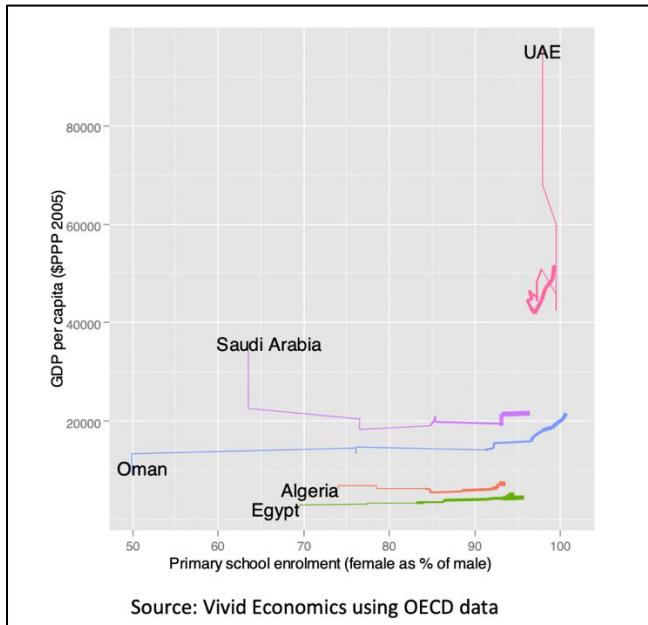


Figure 1: Decreasing gender inequality in education has not been associated with strong economic growth in many countries in MENA

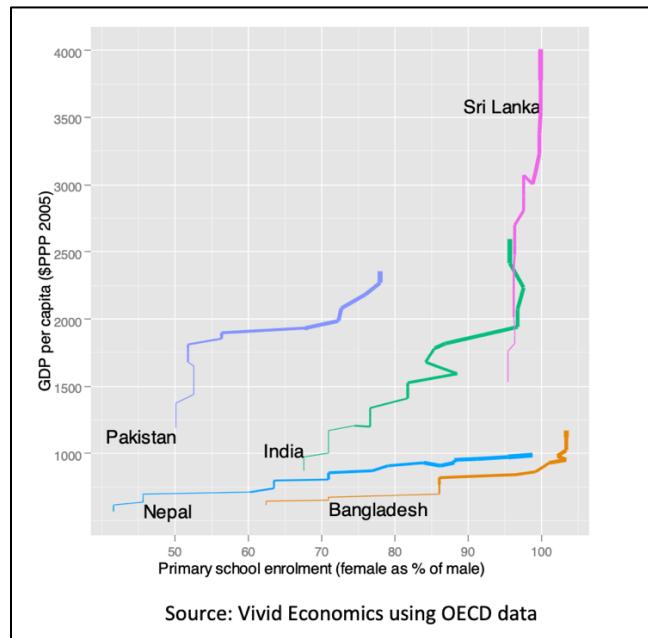


Figure 2: South Asian countries have seen decreasing gender equality in education as well as in economic growth

What to Conclude from the Graphs Above:

Maintaining gender equality is crucial for fostering economic stability, as evidence indicates a correlation between reduced gender equality, particularly in sectors like education, and economic downturns. Moreover, contrary to the misconception that gender inequality may contribute to economic growth, ensuring gender equality is indispensable for promoting a strong economy.

Suggested solutions:

1. **Encourages** member states to enact and enforce legislation addressing the gender pay gap, ensuring equal pay for equal work, in ways such as, but not limited to:
 - a) Supporting commitments made under international agreements such as the Sustainable Development Goals (SDGs) to achieve gender equality by 2030.
 - b) Implementing non-discrimination policies in the workplace to prevent gender-based discrimination.
 - i) By ensuring that hiring, promotion, and compensation decisions are made without bias.
 - c) Advocating for a comprehensive system for reporting, investigating, and verifying gender-related activities, which must encompass provisions addressing gender inequality in the workforce, through the help of the UN.
2. **Calls upon** the development of vocational training programs to equip women with skills for traditionally male-dominated industries.
 - a) Establish training centers in locations that are easily accessible to women
 - i) By considering factors such as proximity to residential areas, public transportation, and childcare facilities to remove logistical barriers.
 - b) Conduct a thorough needs assessment to identify the specific skills required in traditionally male-dominated industries.
 - i) This analysis should consider current industry trends, technological advancements, and evolving job requirements.
 - ii) Through the distribution of surveys to employers within the industries of interest, inquire about the skills they prioritize when hiring and any gaps they observe in current employees.

3. **Recommends** for the creation of international funds and partnerships to provide financial support for projects promoting women's economic inclusion.
 - a) Reach out to key stakeholders including governments, non-governmental organizations (NGOs), international development agencies, and private sector entities.
 - b) Incorporate risk mitigation strategies to address potential challenges in fund management.
 - i) Consider measures, such as the Robust Monitoring and Evaluation (M&E) System; to ensure accountability, transparency, and to track progress and outcomes.

Guiding questions:

1. What are the legal frameworks and policies in place to address gender equality in the economic sphere?
2. What are the primary barriers that women face in accessing and thriving in economic roles?
3. Are there specific industries or sectors where gender disparities are more pronounced?
4. How does intersectionality, considering factors such as race, ethnicity, and socio-economic status, impact gender equality in the economic sphere?
5. What practices do businesses and corporations employ to promote gender equality in the workplace?
6. Are there gaps in skill development opportunities for women in traditionally male-dominated industries?
7. Are there successful models or programs that have positively impacted women's economic inclusion?
8. How do global and regional collaborations contribute to promoting gender equality in economic activities?
9. Are there specific regions, industries, or companies that stand out as exemplars of gender equality in the economic sphere?

10. What role can men play in dismantling gender stereotypes and fostering an inclusive workplace?
11. What role can men play in dismantling gender stereotypes and fostering an inclusive workplace?
12. How does access to technology and digital inclusion contribute to women's economic opportunities?

Beneficial sources:

- <https://www.imf.org/en/News/Articles/2022/09/27/sp092722-ggopinath-kgef-gender-korea>
- <https://ourworldindata.org/economic-inequality-by-gender>
- https://eige.europa.eu/newsroom/economic-benefits-gender-equality?language_content_entity=en
- <https://www.oecd.org/social/gender-development/45568595.pdf>
- <https://www.americanprogress.org/article/the-female-presence-in-economic-and-political-spheres/>
- https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3944115
- <https://www.devex.com/news/2-4-billion-women-lack-the-same-economic-rights-as-men-world-bank-102756>
- <https://www.unescap.org/our-work/social-development/advancing-gender-equality-and-womens-economic-empowerment>