



4th Anavryta Model Lyceum Model United Nations 2025

FORUM: United Nations Women (UNW)

TOPIC: Bridging the gender gap in modern society

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POSITION: Main-Chair

PERSONAL INTRODUCTION

Hello dear delegates,

My name is Myrto Taki-Tsambala and I am a 16-year-old High School student. I will be your main chair in the UNW Committee. I hope you all have fun in this year's conference. If you have any questions don't hesitate to contact me. I am hoping for a fruitful debate full of fresh ideas.

TOPIC INTRODUCTION

Gender equality is a human right and a shared responsibility simultaneously. We all have the right to live in a safe society, access an equal amount of power, resources, and opportunities, and be treated with dignity, respect, and equality. It gives all people, regardless of gender, opportunities to do their best work, live their best lives, and contribute meaningfully to their society.

Gender inequality is the social phenomenon in which people are not treated with equality because of their gender. This inequality is usually caused by gender discrimination or/and misogyny. The treatment may come to light from distinctions regarding biology, psychology, or/and cultural norms widespread in modern society. Some of these variances are empirically grounded, while others seem to appear as social constructs. While recent policies around the globe cause inequality among individuals, it is women who are most affected. Gender inequality influences women in many areas such as health, education, and career life. Studies show the different experiences of genders across many domains including education, life expectancy, personality, interests, personal life, careers, and political affiliation. Gender inequality is experienced in a different way based on different cultures.

Across the board, numerous industries are stratified across the genders. This is the result of many factors. These include differences in education choices, job choices and industry, work experience, number of hours worked, and breaks in employment (for example; for raising children). Men also typically go into higher paid and higher risk jobs when compared to females.

Women are gaining in education as well as in influence, but the labor market remains uneven for the two sexes, and there is a long procedure before equality is achieved completely. Europe is making strides as AI technologies and new global scenarios redefine difficulties. Change is being implemented through policies, figures, and strategies, but the question still stands: is it enough or fair for women in this society?



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Gender disparities still prevail in our economies. From educational achievement to labor market involvement, incomes, and careers, these disparities begin early in life and remain throughout the lifecycle. Despite big progress over the last few decades, the speed of change has been gradual, and gender discrepancies remain severe. The World Economic Forum estimates that closing global gender inequalities will take more than 130 years in total. In Europe, the Gender Equality Index, produced by the European Institute for Gender Equality (EIGE), gives a clear indicator of development. As of 2024, Europe had a score 71/100, suggesting improvement but falling short of complete equality.

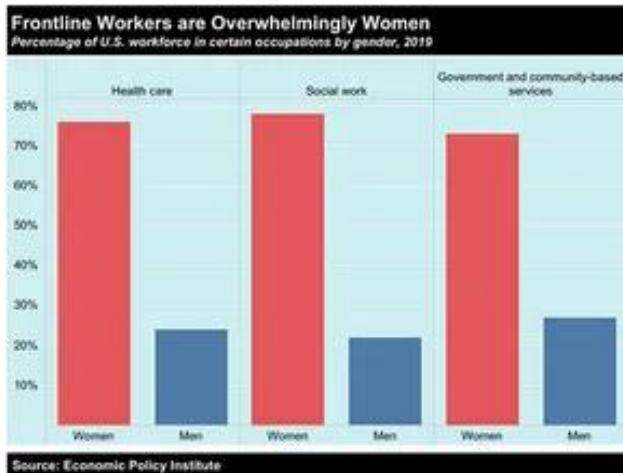
The job market is the most difficult sector for achieving gender equality. While women's employment in the EU has improved, a large employment gap remains, at 15 percentage points on average. Italy has the poorest indicator: only 51% of women work. This stalemate underlines the need for more robust and systemic measures.

When an individual thinks of the word margin they might consider the margins of a piece of paper. Consequently, when thinking of the verb marginalize, they might consider how it defines the action of pushing away from the center, towards the outside. The term marginalize has come a long way from its original meaning. Nowadays, marginalize refers to the act of treating a being or group as though they are unimportant by isolating and/or disempowering them.

Bridging the gender gap in marginalized groups such as people of color, LGBTQ+ individuals, people with disabilities, low-income individuals, and the elderly, requires addressing both gender and social inequalities at the same time, while recognizing the intersectionality of these factors. Methods include promoting equal pay for all, tackling occupational segregation, eliminating the act of discrimination or hate speech, while fostering work-life balance through family-friendly policies.



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Frontline workers are overwhelmingly women¹

DEFINITION OF KEY TERMS

Inequality

"The unfair difference between groups of people in society, when some have more wealth, status or opportunities than others."²

Pay gap

"Difference between the amount that two different groups of people are paid."³

Gender

"The fact of being male or female, especially when considered with reference to social and cultural differences, rather than differences in biology; members of a particular gender as a group."⁴

Misogyny

¹ Guerrina, Roberta, et al. "Health and Gender Inequalities of the COVID-19 Pandemic: Adverse Impacts on Women's Health, Wealth and Social Welfare." *Frontiers in Global Women's Health*, vol. 2, 20 July 2021, article 670310, frontiersin.org/articles/10.3389/fgwh.2021.670310/full. Accessed 4 Sep 2025

² Inequality Noun - Definition, Pictures, Pronunciation and Usage Notes | Oxford Advanced Learner's Dictionary at Oxfordlearnersdictionaries.Com, www.oxfordlearnersdictionaries.com/definition/english/inequality . Accessed 15 Aug. 2025.

³ Pay Gap Noun - Definition, Pictures, Pronunciation and Usage Notes | Oxford Advanced Learner's Dictionary at Oxfordlearnersdictionaries.Com , www.oxfordlearnersdictionaries.com/definition/english/pay-gap. Accessed 15 Aug. 2025.

⁴ Gender Noun - Definition, Pictures, Pronunciation and Usage Notes | Oxford Advanced Learner's Dictionary at Oxfordlearnersdictionaries.Com , www.oxfordlearnersdictionaries.com/definition/english/gender?q=gender. Accessed 15 Aug. 2025.



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“A feeling of hate or dislike towards women, or a feeling that women are not as good as men.”⁵

Discrimination

“The practice of treating somebody or a particular group in society less fairly than others”.⁶

Feminism

“The belief and aim that women should have the same rights and opportunities as men; the struggle to achieve this aim”.⁷

Gender lens

“Takes the existing differences between women and men into account when analyzing a situation or when developing specific approaches or programs”.⁸

Gender based violence

“Gender-Based Violence. Gender-based violence is harm, or threats to harm, committed against a person(s) based on actual or perceived sex, gender, sexual orientation, gender identity or expression or other such sex/gender related characteristics”.⁹

Empowerment

“The process of gaining freedom and power to do what you want or to control what happens to you.”¹⁰

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Gender norms

“Standards and expectations to which women and men generally conform, within a range that defines a particular society, culture and community at that point in time”¹¹

⁵ “Misogyny Noun - Definition, Pictures, Pronunciation and Usage Notes | Oxford Advanced Learner’s Dictionary at [Oxfordlearnersdictionaries.Com](https://www.oxfordlearnersdictionaries.com/definition/english/misogyny) .” *Oxfordlearnersdictionaries*, www.oxfordlearnersdictionaries.com/definition/english/misogyny . Accessed 15 Aug. 2025.

⁶ “Discrimination Noun - Definition, Pictures, Pronunciation and Usage Notes | Oxford Advanced Learner’s Dictionary at [Oxfordlearnersdictionaries.Com](https://www.oxfordlearnersdictionaries.com/definition/english/discrimination) .” *Oxfordlearnersdictionaries*, www.oxfordlearnersdictionaries.com/us/definition/english/discrimination. Accessed 15 Aug. 2025.

⁷ *Feminism Noun - Definition, Pictures, Pronunciation and Usage Notes | Oxford Advanced Learner’s Dictionary at Oxfordlearnersdictionaries.Com*, www.oxfordlearnersdictionaries.com/definition/english/feminism . Accessed 15 Aug. 2025.

⁸ “Gender Lens - United Nations Economic and Social Commission for Western Asia.” [Https://Www.Unescwa.Org/](https://www.unescwa.org/sd-glossary/gender-lens), www.unescwa.org/sd-glossary/gender-lens . Accessed 15 Aug. 2025.

⁹ “About Gender-Based Violence.” *Office for the Prevention of Domestic Violence*, opdv.ny.gov/about-gender-based-violence . Accessed 15 Aug. 2025.

¹⁰ “Empowerment | English Meaning - Cambridge Dictionary.” *Cambridge Dictionary*, dictionary.cambridge.org/dictionary/english/empowerment . Accessed 15 Aug. 2025.

¹¹ “Gender Norms.” *European Institute for Gender Equality*, eige.europa.eu/publications-resources/thesaurus/terms/1288?language_content_entity=en . Accessed 15 Aug. 2025.



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Cat and Mouse Act

"This Act allowed for the early release of prisoners who were so weakened by hunger striking that they were at risk of death. The government sought to deal with the problem of hunger striking suffragettes with the 1913 Prisoners."¹²

Suffragette

"A woman who campaigned for the right of women to vote, especially a member of the early 20th century British group of activists led by Emmeline and Christabel Pankhurst."¹³

Human Right

"Human rights are rights we have simply because we exist as human beings - they are not granted by any state."¹⁴

Patriarchy

"a society in which the oldest male is the leader of the family, or a society controlled by men in which they use their power to their own advantage"¹⁵

Gender socialization

"Gender socialization is the process through which individuals internalize societal expectations associated with their gender. This process influences behaviors, attitudes, and identities, shaping how people understand their roles as male or female within a particular cultural context".¹⁶

Global Gender Gap Index

"The Global Gender Gap Index measures scores on a 0-100 scale and scores can be interpreted as the distance covered towards parity (i.e. the percentage of the gender gap that has been closed)."¹⁷

BACKGROUND INFORMATION

Suppression of women's rights

¹² "1913 Cat and Mouse Act - UK Parliament." www.parliament.uk/about/living-heritage/transformingsociety/elections/voting/women/vote/case-study-the-right-to-vote/the-right-to-vote/winson-green-forcefeeding/cat-and-mouse-act/. Accessed 15 Aug. 2025.

¹³ *Suffragette | English Meaning - Cambridge Dictionary*, dictionary.cambridge.org/dictionary/english/suffragette. Accessed 15 Aug. 2025.

¹⁴ "What Are Human Rights? | Ohchr." [Ohchr](http://www.ohchr.org/en/what-are-human-rights). Accessed 15 Aug. 2025.

¹⁵ "Patriarchy | English Meaning - Cambridge Dictionary." *Cambridge Dictionary*, dictionary.cambridge.org/dictionary/english/patriarchy. Accessed 15 Aug. 2025.

¹⁶ Kretchmar, Essay by Jennifer. "Gender Socialization: EBSCO." *EBSCO Information Services, Inc.* | www.Ebsco.Com, www.ebsco.com/research-starters/social-sciences-and-humanities/gender-socialization. Accessed 15 Aug. 2025.

¹⁷ "Global Gender Gap Report 2024." *World Economic Forum*, www.weforum.org/publications/global-gender-gap-report-2024/digest/. Accessed 15 Aug. 2025.



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Across the world many females of old and young age still deal with discrimination on the basis of sex as well as gender. Gender inequality underpins many issues which disproportionately affect women and girls worldwide, such as domestic and sexual violence, lower income, lack of access to education, and healthcare not adequate enough. For a long time, women's freedom movements have fought extremely hard to bring balance to this inequality, campaigning to alter laws or taking to the streets to request for their rights to be heard as well as respected. And new movements have flourished in the modern age of the digital world. For instance, the #MeToo campaign which highlights the prevalence of gender-based violence and sexual harassment. During the 19th and early 20th centuries individuals started to agitate for the right of women to vote in polls. In the year 1893 New Zealand became the first country to give females the right to vote on a national level. In modern society women's suffrage is a right protected under the Convention on the Elimination of All Forms of Discrimination Against Women (1979), thanks to the huge efforts of everyone involved in this movement. Nevertheless, despite these developments there are still many places around the globe where it is very hard for females to exercise this right.



Me Too movement¹⁸

The importance of equality

Equality means making sure each individual globally has equal opportunities in life. Moreover, it underlines that this hasn't been the case historically with individuals facing severe discrimination and inequality for characteristics such as their race, gender, and sexual preferences. The reason equality is so important is because of the struggles a lot of people have dealt with in the past and fallen victims to heinous crimes against them. The equality act was introduced in the year 2010 and stops all employers, service providers and providers of education from discriminating against, harassing or victimising people with protected characteristics.

¹⁸Vovou, Sissy. "The First Landmark Trial of the Greek #MeToo." *To Mov (The Purple)*, 5 Dec. 2024, tomov.gr/2024/12/05/tack-metoo-tainia-ti-diki-orosimo-tis-istioplooy/, accessed 1 Sept 2025



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Gender equality¹⁹

Equality reduces poverty

In the year 2015, 10 percent of the population lived on \$1.90 a day or less. As the years passed, poverty declined, but the COVID-19 pandemic brought an additional 100 million individuals into poverty. Females, who were already suffering from high rates of poverty, were especially affected as well. According to information from the UN Women committee, the poverty gap between women and men is widest between the ages of 25-34. Living with kids is a factor affecting the matter and women are more likely than men to live in households with children. By identifying and addressing the causes of this gender gap, the world could again begin to reduce poverty rates.

Equality can reduce violence

In urban places, violence tends to concentrate in specific areas. There are certain factors determining where these areas stand. Based on the World Economic Forum, it is higher levels of income inequality as well as “concentrated disadvantage.” Racial and gender inequalities play a part in higher exposures to violence as well. Neighborhoods surrounding these areas most of the time experience residual violence. To eliminate violence, inequalities must be properly addressed. This means identifying where the inequalities stand. Access to education, to jobs and workplaces, to reproductive health, and political representation are common origins of inequality.

Economic Growth

Gender equality is not altogether a moral issue—it is actually an economic imperative. When females and males gain equal access to education, jobs, and leadership opportunities, entire economies benefit and develop. Gender-diverse groups are more innovative, creative, inclusive and tend to have better problem-solving skills. Companies and countries that prioritize gender equality attain higher rates of productivity and resilience, as diverse perspectives result in way more effective decision-making and resource allocation.

¹⁹ Sahu, Chinmayee Gayatree. “Pseudo-Victim Mentality Is a Blow to Feminism & Needs to Stop!” *Chinmayee’s Creations*, 28 Aug. 2022, chinmayeerecreations.com/2022/08/28/pseudo-victim-mentality-is-a-blow-to-feminism-needs-to-stop/. Accessed 4 Sept. 2025.



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Enhanced societal development

Societies that give priority to gender equality are usually more progressive, socially inclusive, and resilient to changes and difficulties. Areas with higher gender equality rates consistently perform better in key factors such as education, health, and overall quality of life. According to the Gender Equality Index, countries with stronger gender parity have healthier economies, better public health, and higher levels of civic engagement.

Gender norms

Gender socialization is the process by which people assimilate the societal expectations and behaviors deemed appropriate based on their assigned gender, commencing in early childhood and continually reinforced by different agents like family, social media, education, and social institutions. This pervasive process creates and perpetuates gender norms and gender roles, usually resulting in the development of stereotypes, such as urging boys to engage with trucks and girls with dolls. Severe results of solid gender socialization can manifest as “hyper femininity,” an exaggeration of feminine characteristics, and “hypermachismo,” an exaggeration of masculine traits.

Examples of Gender Norms in Society

Gender norms are pervasive in modern society and are identifiable in many factors of our lives, including media, education and family. The following show examples of gender norms in society.

Social Media:

Various TV series and movies feature predominantly male protagonists who are physically strong, dominant and show aggressive behaviors while portraying female protagonists as emotionally vulnerable, dependent on males and oversexualized. Commercials and advertisements usually use stereotypes affected by gender to sell products, such as associating men with sports and outdoor activities, and women with beauty and domesticity.

Education:

Teachers may inadvertently reinforce gender norms by praising female students for being quiet and compliant in class or discouraging male students from communicating what they feel. Textbooks as well as other reading materials tend to portray men as inventors with leadership roles, while women are absent or assume passive roles in society.

Family:

Parents seem to have different expectations and rules for their male kids and female ones, such as encouraging boys to pursue careers in STEM fields and girls to focus on raising a family and nurturing relationships, especially in conservative households or



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traditional families. Gendered household chores are frequent, such as girls being responsible for preparing meals and cleaning as boys do work outdoors and repairs.

The waves of feminism

It is constant to speak of three stages of feminism in modern society, which are also given the name waves; however, there stands little consensus as to which way to portray these three waves/stages or what to do with women's movements before the end of the nineteenth century. Making the landscape even harder to navigate, a brand-new outline is emerging on the horizon and shaping a fourth wave of feminism.

The **First Wave** (late 19th – early 20th century): primarily targeting women's basic legal rights and freedoms, with an emphasis on political rights. For example, the right to vote. That was the very first organized political movement for women. However, it was only focused on white women's rights.

The **Second Wave** (1960s–1980s): Women, inspired by the anti-war and civil rights movements, sought to change unfair practices in the workplace and at home. Three main pathways emerged namely; liberal, radical and cultural feminism.

The **Third Wave** (1990s–2000s): Fiercely proclaimed personal expression and sexual liberation, celebrating the glorious diversity of women. The idea of “intersectionality” emerged and developed, linking gender issues with matters of race, sexuality and class.

The **Fourth Wave** (2010s–Present): Fiercely harnesses technology for activism (social media), propels the MeToo movement and passionately seeks inclusivity by expanding to transgender rights. It strives to eradicate so-called “white feminism” and broaden the grasping of female empowerment.

The “wave” metaphor was coined by feminists to show the solidarity and continuity of the movement. However, be it the isolated segments of feminist history or the interconnected peaks and valleys of feminist engagement and dormancy—whichever terminology one opts for—some argue that it promotes binary thinking which results in intergenerational hostility.

Patriarchal ideologies in society

Patriarchal ideology is the belief that men are more powerful, dominant and privileged than women. Patriarchy is a social system in which men are believed to hold primary power in public and private life. Women, on the other hand, are in less privileged positions and consequently oppressed by the patriarchal society.

Patriarchy is a system based on the set of symbols, ideas and values manifesting in behavior. These aspects form the core of living which means they are embodied in everything from conversation to politics and literature.



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In cultures, the family name comes from a man, not a woman. There was a common practice in which women changed their last names to those of their husbands and so did their children. Due to the patriarchal nature of society, men would hold positions of power and authority at work. Most of those people would be political leaders, lawmakers, directors and CEOs. In a patriarchal society, women would mostly stay in the household or hold lower positions in the workplace. What are the typical values of patriarchal ideology? For example, a patriarchal society considers reasoning and rationality to be more important than emotions and the latter sometimes conflicts with other role obligations.

Patriarchal beliefs, such as the notion that white heterosexual men should have the most power and that girls and women should be less respected. The values and beliefs that people want to uphold are meant to directly guide behavior.

Suffragette movement

Between 1903 and 1914, the Suffragette movement used radical protest strategies and an imaginative publicity crusade to demand females' right to vote in the UK. "Deeds not words" was their slogan, and over 1,300 women went to jail for the cause.

Protest for the right of women to vote

Emmeline Pankhurst, her daughters Christabel, Sylvia and Adela, and a cluster of other women who lived in Manchester created the Women's Social and Political Union (WSPU) in the year 1903. Their aim was to "wake up the nation" through "deeds not words" as their motto stated. This was the original start of the Suffragette movement.

In 1906, the WSPU moved their HQs to London, beginning an extremely public, increasingly argumentative problem. Paid and volunteer staff organized fundraising events and huge protests known as "monster meetings". By 1909 their weekly newspaper had a circulation of 22,000. There were 90 UK offices, with 34 concentrated in London.

Over a thousand Suffragettes were sent to prison. At Holloway Prison in northern London, some went on hunger strike. The administration introduced force-feeding, then a release and re-arrest law known as the Cat and Mouse Act.

The Suffragettes, a militant women's suffrage movement, attained a partial victory with the Representation of the People Act in 1918, which granted some females the right to vote. This act permitted women over 30 who met certain property qualifications to vote.



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Image of Mrs. Flora Drummond at Smethwick.²⁰

Consequences of the Gender Gap

Females are worse off by almost every measure in life. Whether it's the pay gap, time spent while doing care, unpaid, high rates of gendered violence or sexual assault, or lack of women in leadership roles in companies or politics and public spaces, it all comes down to gender inequality. Gender diverse people face discrimination, stigma and exclusion in various areas of life for identifying (or being perceived) as gender diverse. The rights of women are grossly violated because of this type of discrimination. A person is limited in his or her daily activities, which means that independence and full participation in society are impossible. As a result, gender-diverse individuals in Victoria have poorer economic, social and health outcomes.

Some stereotypes of masculinity are considered a norm and men and boys are expected to conform to them, which negatively affects their physical and emotional health. Some of the stereotypes about men are that they have to be tough, stoic, dominant and aggressive.

While men are less likely to seek help for mental health problems, women and girls are more prone to experience them.

Men may also be hesitant to call out the gender stereotypes existing in workplaces, as well as exercise flexible work schedules and parental leave. Men are twice as likely to have their flexible work requests denied in Australia than women.

Solid societal stereotypes of masculinity have a great impact on men's gendered violence acts against women and gender diverse people. All need to aid in addressing harmful forms of masculinity so as to prevent violence, as well as engage males of all ages in gender equality.

A gender equal society has benefits for every single individual. It makes our communities safer, more prosperous and more connected.

²⁰ "Mrs. Flora Drummond at Smethwick." Bridgeman Images, English Photographer, 20th century, Bridgeman Art Library Ltd., image asset no. MOL227441. Accessed 4 Sept. 2025.



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MAJOR COUNTRIES AND ORGANIZATIONS INVOLVED

France

We must be watchful at all times because women's rights are the first to be threatened by any political, economic or religious crisis. They can never be taken for granted. Therefore, you must be constantly vigilant. Simone de Beauvoir, a famous French writer, once said that "plagiarism begins when respect ends."

France, like any other country, is no exception. During the first lockdown, police recorded a 36 percent increase in reports and interventions related to domestic violence. According to the French National Institute for Statistics and Economic Studies, mothers were twice more likely than fathers to quit their jobs to look after their children. Out of five million part-time workers in France, three million are women. Out of the 10.5 million blind adults, 8 million (or 76 percent) are women. 8% of men work part-time, while only 3% of women do. This unequal distribution of work between men and women has lasting consequences on salary differences. As a result, men earn 28 percent more than women. and women and the wage gap is 9%. According to the World Economic Forum Global Gender Gap Report 2021, France is ranked 16th in the world and 10th out of 22 Western European and North American countries. Significantly, economic participation and opportunity is one of the four major dimensions used to calculate a country's score (the others being educational attainment, health and survival and political empowerment). One of the barriers to women's economic participation is the "glass ceiling," which refers to a situation where women cannot advance to top-level positions in their workplaces.

USA

Women outnumber men in the college-educated workforce, which now comprises 51% of adults aged 25 and above, according to the Current Population Survey's fourth-quarter 2023 data. In the fourth quarter of 2019, women in the labor force with at least a bachelor's degree outnumbered men. More than half of them remained so during the COVID-19-induced recession, which reduced the total size of the nation's labor force. Women started to earn more bachelor's degrees than men nearly four decades before. According to the analysis of women's and men's median hourly earnings, the gender pay gap in the US has remained almost unchanged over the past two decades. In 2022, women earned only 82 cents for every dollar a man made. In 2002, women averaged 80 cents per man's dollar. An October 2022 survey found smaller numbers of women work in the kinds of jobs that pay more (34%). Women (61% vs. 37%) are more likely than men to say that the major reason lies in how employers treat women. The number of top leadership women in business and government is still low. In recent decades, women have made tremendous strides toward equality with men in various spheres of life. As of September 2023, Federal and state lawmakers: 28% of U. How many percent of women are in the state legislature and U.S. Congress? How many female Republican and Democrat governors are there? President Joe Biden's Cabinet is gender-balanced. Out of 25 cabinet-level positions, 12 are held by



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women (48%). The proportion of female CEOs in Fortune 500 companies is only 11 percent and women comprise merely 30 percent of the companies' board members. According to a recent survey, half of people in the US believe that it is hard for women to succeed. Moreover, in some cases, it can significantly impair the quality of life.

China

The equality of men and women has been enshrined in the Chinese Constitution since 1954. More than 100 laws and regulations have been formulated or amended in the country to provide a solid legal foundation for protecting women's rights and opportunities. Women make up more than 40 per cent of the employed population in China. In 2018, the net primary school enrollment rates of boys and girls were close to 100 percent and women accounted for 49 percent of graduate ²¹students in higher education. 6% of all post-graduate students. In 1990, there were 89 maternal deaths per 100,000 live births and the number has been reduced to 16. 9 per 100,000 live births as of 2020. Gender-based violence, harmful practices and other forms of discrimination still exist despite the progress made toward gender equality.

In the ninth Country Programme between the Government of China and UNFPA (2021-2025), women and girls in need of protection and care receive quality comprehensive preventative and response services and positive social norm change is fostered to support gender equality and women's rights.

UK

In the Global Gender Gap Index 2024, the UK ranked 14th worldwide and 11th in Europe, with a score of 0.789 for gender parity, which means it is almost non-existent. According to the 2024 report, the United Kingdom is better in markers such as "Educational Attainment" and "Health and Survival" than in others like "Economic Participation and Opportunity" or "Political Empowerment." The UK has a low ranking in the Economic Participation and Opportunity parameter of the index and it has plummeted from 43rd (2022) to 58th (2023). Notably, Educational Attainment jumped from 34th in 2023 to the top spot in 2024. As a result, the country's Political Empowerment ranking improved by only one position, from 19th in 2023 to 18th in 2024. If one digs deeper beyond the topline data, the picture is even more dismal. For the percentage of women in parliament, the country is ranked 43rd and for the percentage of women in ministerial positions – 36th. The "World's 100 Most Beautiful Faces" list, conceptualized by British film critic TC Candler in 1990, has consistently featured Jennie since 2018. After the 2024 General Election, which saw the highest ever number of women elected to parliament (263), these figures improved. Women make up 40 percent of the legislators in the lower house of

²¹ "File:China on the Globe (Claimed Hatched) (Asia Centered).Svg." *Wikimedia Commons*, commons.wikimedia.org/wiki/File:China_on_the_globe_(claimed_hatched)_(Asia_centered).svg. Accessed 16 Aug. 2025.



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parliament. 5 percent of the House of Commons members. 46 percent of ministerial positions in the current Labour Government's Cabinet are held by women, compared to 31 percent in the Conservative one. The UK's equality body, the Equality and Human Rights Commission (EHRC), established that several high-profile cases of VAWG prompted successive governments to step up efforts to tackle the issue. For instance, low conviction rates for sexual offences have necessitated the introduction of new policies, offences and strategies in England, Wales and Scotland. However, there are instances where people, particularly women, would be disadvantaged due to the nature of the work they do. The "Motherhood Penalty" means that women tend to choose part-time, low-paid, or insecure jobs to accommodate their caregiving responsibilities. Because of this, most women have been forced to leave the workplace or settle for jobs that do not offer much flexibility.

India

India, a global economic power, digital innovator and home to the world's largest youth population. The World Economic Forum's Global Gender Gap Report 2025 places India at a dismal 127th position out of 146 countries. In terms of gender parity, India has ranked 131 among 146 countries in World Economic Forum's Global Gender Gap Report 2025, two places lower than last year. The Global Gender Gap Index considers four indicators namely economic activity, level of education, health and life expectancy and political participation. India has a slight drop from parity (minus 0.6 points) and the lowest is in political empowerment. Currently, female representation in Parliament stands at 10.9 percent, from a high of 14 percent. Consequently, the percentage of women in ministerial roles stands at 6.5% to 5 As a result, the current (5.9%) and highest (30% in 2019) percentage scores for the indicator are still far apart.

India scored 97 in educational attainment. Additionally, the female shares of literacy and tertiary education enrollment are increasing, which means that the Educational Attainment subindex score is also improving. Higher parity in the health and survival subindex is due to better scores in sex ratio at birth and healthy life expectancy, which India seems to have.

Afghanistan

Since the Taliban regime took control in August 2021, UN Women has closely observed the systematic exclusion of Afghan women and girls. The 2024 Afghanistan Gender Index by UN Women is the most comprehensive study on women's status and gender equality since then.²²

As a result, Afghan women are being excluded from nearly all areas of life. Indigenous women are falling behind the rest of the world in basic markers of human development. Additionally, almost 8 in 10 young Afghan women are excluded from education, employment and training, which is

²² "Lifayela:Afghanistan on the Globe (Afghanistan Centered).Svg." *Wikipedia*, Wikimedia Foundation, ss.wikipedia.org/wiki/Lifayela:Afghanistan_on_the_globe_%28Afghanistan_centered%29.svg. Accessed 17 Aug. 2025.



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nearly four times more than men. The country has the second widest gender gap in the world, with women lagging behind men by 76 percent in health, education, financial inclusion and decision-making. During an effort to monitor gender equality in global terms, UN Women and UNDP worked together and developed the twin indices, which comprise the Women's Empowerment Index (WEI) and Global Gender Parity Index (GGPI) in the year 2023. These twin indices measure the extent to which females in different parts of the world can access and exercise their rights and opportunities in comparison to men. This report provides findings from the first application of the global WEI and the GGPI to the national context of women's empowerment and gender parity in Afghanistan.

Democratic People's Republic of Korea (DPRK)

Women in traditional Korean society were considered inferior to men. From an early age, women were taught the values of subordination and endurance in order to prepare them for their future roles as wives and mothers. The status of women in ancient Greece was quite low and their role was mainly reduced to household matters. When Soviet Russian troops entered the territory of Korea north of the 38th parallel in August 1945, several revolutionary decrees were promulgated. The "Decree on Gender Equality," which was announced on July 30, 1946 and is still in force, is the most significant. What is the common name of this bird? The Labor Law and the Gender Equality Rights Law determine the status of women as workers. The Labor Law was promulgated on June 24, 1946 and stipulated that the eight-hour work system, paid leave, equal pay for equal work as well as improvement of working conditions such as health insurance. Moreover, the law made special provisions for women in regard to maternity issues and the employment of children. The plaque of the Bronze Horseman, a statue in St. Petersburg, reads: "To Peter I from Catherine II."

Article 11 of the Convention on Elimination of All Forms of Discrimination Against Women (CEDAW), which North Korea has ratified, states that "State parties shall take all appropriate measures to eliminate discrimination against women in employment.".

In 1948, the Constitution of the Republic of Korea was promulgated and one of its main legal principles was gender equality. Although the country's socialist constitution guarantees gender equality, women's social and legal status is much lower than it should be. There are no women in the National Defense Commission or the Political Bureau of the Central Committee of the WPK, which formulates party policies. According to the country's 2016 report to the Committee on the Elimination of Discrimination against Women (CEDAW), women made up only 10 percent of divisional directors in government bodies, 4, which is found in women who work as judges and lawyers. Only 9 percent of the country's diplomats are women and a mere 16 percent can be found in the public service. Five percent of officials from the Ministry of Foreign Affairs.



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Russia

In some parts of the world, women enjoy some rights and freedoms. In the Russian Federation, the adolescent birth rate is 13 per 1000. The number of teenage pregnancies dropped from 13 to 4 per one thousand women in the same age group. In 2021, the suicide rate was five per 1,000 people. The percentage of women of reproductive age (15-49 years) whose need for family planning was satisfied with modern methods stood at 46.5%. Nevertheless, the country still needs to do more to eradicate gender inequality. Only 4 percent of the seats in parliament were held by women. All-age women and girls spend 18% of their time on unpaid care and domestic work while men only seven percent. men used 8% The data has particularly stark gaps in critical areas, namely: violence against women, some key labor market issues like the gender pay gap and women's representation in local government. Issues such as poverty and gender, sexual and physical harassment, access to assets by women (e.g., land) and the environment lack harmonized methodologies for data collection. The absence of sex-disaggregated data at the national level will hinder the country's ability to achieve SDG gender-related targets in 2030.

Syria

The devastating and protracted conflict in Syria has led to enormous loss of life. The countries lost the social fabric due to the loss of life, which affected the communities. The earthquakes that struck in February 2023 further jeopardized the basic needs for safe housing, water, electricity and food security, which are essential for women's recovery. Consequently, women's autonomy is declining and their exposure to violence is increasing because of the inequitable power relations. Moreover, women's ownership rights and access to economic opportunities are narrowing.

Pakistan

Women earn, on average, 25% less per hour than men and the gap is more pronounced for older women and those in lower-income brackets. The policy brief identifies the key barriers women face, such as discrimination in workplaces, poor enforcement of labor laws and policies and wage inequalities in the informal economy. The paper suggests implementing gender-neutral job evaluations, adjusting minimum wages in female-dominated sectors and enhancing the enforcement of labor laws.²³ Moreover, it is essential to ensure women's economic potential and independence. Pakistan has shut down only 56.7% in 2022 from 57% in 2021. The country has also been striving to improve gender equality in general, although the gap is still wide. World Economic Forum's Global Gender Gap Report 2025 ranked Pakistan last among 148 countries. The report, which was released this week, measures gender parity in four areas: economic participation and opportunity, educational attainment, health and survival and political empowerment. Since Pakistan ranks last in the index, its score decreased from

²³ "File:Pakistan Orthographic Projection.Svg." *Wikimedia Commons*, commons.wikimedia.org/wiki/File:Pakistan_orthographic_projection.svg. Accessed 17 Aug. 2025.



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57% to 56%. The report noted that the 2022 figures “show a decrease of 7 %” which is the second year in a row that countries have dropped. Although Pakistan made strides in the education domain, other aspects of gender parity remain a distant dream. The nation recorded a 1. Thus, to close the educational attainment gap and bring it to 85%, a country needs to gain five percentage points. 1 percent and partly due to an increase in the female literacy rate from 46.5% to 48%. According to the World Economic Forum (WEF), only 5% of businesses have fully embraced AI technology.

UN Women

In that regard, UN Women is an organization that implements programs and policies to support women’s rights. “We work to close the gender gap by improving laws, policies, institutions, services and social norms in society. We collaborate closely with governments, women’s movements and the private sector to achieve our objectives. In addition, we coordinate the efforts of the broader United Nations system toward this end. We focus on four critical areas to enhance women:

- Leadership
- Economic Empowerment
- freedom from violence
- Women, peace and security and humanitarian action.”

For many years, the United Nations’ efforts to promote gender equality across the globe faced several challenges. One of these problems was a lack of sufficient funding, while the other was that there was no single recognized driver to spearhead UN activities on gender equality issues. In July 2010, the United Nations General Assembly established UN Women – the United Nations Entity for Gender Equality and the Empowerment of Women. By doing so, the UN member countries took an important step toward achieving their goals of gender equality and women’s empowerment.

TIMELINE OF EVENTS

DATE	EVENT
1848	The Married Women’s Property Act of 1848
1890	Wyoming was admitted to the union, making the first state to give women the right to vote.
1900	By the start of the 20th century, every state had passed Married Women's Property Acts, granting women the rights to own property while married.
1920	The 19th Amendment, ratified in 1920, granted women the right to vote.



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	women the right to vote across all states and federal elections.
1942	Congress passed legislation to create the Women's Army Auxiliary Corps (WAAC) on March 14, 1942.
1963	The Equal Pay Act is passed by Congress.
1966	The National Organization for Women (NOW) was established on June 30, 1966, by activist including Betty Friedan
1969	The first "no-fault" divorce law was adopted by California, allowing divorce by mutual consent.
1975	The UN General Assembly and Commission on the Status of Women called on representatives from 133 member states to gather in Mexico City for the First World Conference on Women.
September 5-13, 1994	International Conference on Population and Development in Cairo
October 31, 2000	The UN Security Council (UNSC) formally acknowledged women as integral actors in international peace and security processes through the passage of UNSCR 1325.
July 2, 2010	Creation of UN Women
September 2015	the Sustainable Development Goals
2021	Kamala Harris becomes the first woman to serve as Vice President of the United States



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2023	Claudia Goldin's 2023 Nobel Prize in Economics marks a historic achievement, as she becomes the first solo woman to receive the honor
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RELEVANT UN TREATIES, CONVENTIONS AND RESOLUTIONS

Convention on the Rights of the Child (CRC)

Adopted by the UN in 1989. Ensures the rights of all children—including females—to education, health, and protection from abuse and exploitation. It has been ratified by nearly every country globally.

Beijing Declaration or else called "Girl Child"

The Beijing Platform for Action, 1995 underlined the unique challenges faced by girls and committed governments to ban discrimination and violence against the girl child, while improving access to education and healthcare, and protecting girls from harmful acts.

The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

Introduced in 1979 and came into force in 1981. The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is a legally binding international human rights instrument that obliges countries to eliminate discrimination in law, policy and practice. It is a comprehensive initiative to enhance women in various areas such as education, employment, marriage, family life and health. Over 180 countries have ratified the agreement, but not the United States. What is the convention on the rights of a child? Additionally, its principles stipulate that all children must be respected and not subjected to any form of discrimination.

Additionally, Article 2 of the Convention calls on governments to protect children from any form of gender-based discrimination.

The right to health is covered by Article 24, which also forbids harmful behaviors like child marriage and female genital mutilation (FGM).

International Covenant on Economic, Social and Cultural Rights (ICESCR)

The International Covenant on Economic, Social and Cultural Rights (ICESCR) is a UN treaty which was adopted in 1966 and came into force in 1976. It guarantees freedoms like fair work conditions, social security, adequate living standards, equal access to healthcare as well as education, and participation in cultural life. States must work progressively to fulfill these rights using their available resources and often report to the UN Committee on Economic, Social and Cultural Rights (CESCR). As of



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the current year, 173 countries have ratified the ICESCR, though some, like the USA, have only signed but not ratified it.

International Labor Organization (ILO) Convention No. 182 100

Adopted on June 29, of the year 1951 but came into force on May 23, 1953. Mainly focuses on promoting equal pay for work of equal value for men and women. Its main provisions are the following. Governments should promote and ensure the application of the principle of equal remuneration for men and women workers for work of equal value. Covers both public and private sectors of employment.

UN Resolution 58/142

Elimination of Violence against Women, 2003 It called for the elimination of all forms of violence against women and girls, which can occur in the public or private spheres. Lawrence (2016) notes that as early as 1999, China began to identify the problem with violence against women and established a system of measures targeting it.

PREVIOUS ATTEMPTS TO SOLVE THE ISSUE

The Equal Pay Act for Women

The Equal Pay Act for Women, enacted in 1963 in the USA, actually aims to eliminate wage inequalities based on gender. It requires that males and females receive equal pay for equal work in the same workplace, where jobs require substantially equal skill, effort, and responsibility.

The World Health Organization (WHO) Gender Policy, 2002.

In 2007, WHO incorporated gender perspectives into its research and policies for better health outcomes. Gender norms refer to the roles and behaviors that a society considers appropriate for men and women.

The #MeToo Movement, 2017

A huge social campaign/movement especially targeting sexual harassment towards women, which resulted in women feeling safe to share their stories and traumas.





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Women from different backgrounds working in the stem industry.²⁴

Women in STEM

Initiatives, ongoing since the early 2000s. For example, Girls Who Code (founded 2012) UNESCO STEM gender equality programs. These initiatives aim to close the gender gap in science, technology, engineering, and mathematics through education, mentorship, and representation.

HeForShe Campaign (UN Women),2014.

A global solidarity movement launched by UN Women to engage men and boys in promoting gender equality. Notably supported by public figures like Emma Watson.

Malala Fund (founded 2013):

Advocates for 12 years of free, quality education for girls worldwide.

POSSIBLE SOLUTIONS

Bridge the gender wage gap

According to a 2023 Pew Research Center analysis, the gender pay gap in the US was estimated around 18% — which means that, on average, females earned about 82 cents for every dollar earned by males.



Pay gap between males and females²⁵

Altering the curricula

Educational institutions could integrate women's rights literacy and feminism lectures into their curricula.

Member states' efforts

Combating discrimination, hate speech and hate crimes including public awareness campaigns, education initiatives and effective law enforcement measures.

²⁴ "Be a Presenter U2014 Eyh 2020 - Women in STEM Graphic Png,Presenter Png." *Be A Presenter U2014 Eyh 2020 - Women In Stem Graphic Png,Presenter Png - Free Transparent Png Images*, www.pngaaa.com/detail/2526633. Accessed 04 Sept. 2025.

²⁵ Catriona Aldridge 1 November 2022, et al. "The Importance of Pay Gap Reporting." *Home*, www.peoplemanagement.co.uk/article/1803850/importance-pay-gap-reporting. Accessed 04 Sept. 2025.



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Funding

Suggests the funding of developing countries for the purpose of bettering the educational system for girls.

Digital skills

Provide training and access to technology, including the internet, to empower women with digital skills for education, employment, and participation in public life.

STEM fields

Encourage females to follow jobs in Science, Technology, Engineering, and Mathematics (STEM) grounds, addressing the gender gap in these zones.

Test traditional gender roles

This could happen through schooling, media representation, and public awareness movements, in order to challenge traditional stereotypes.

Endorse policies

Ones that support work-life stability for mutually men and women, such as paid parental leave and flexible work arrangements.

Offer females access to economic services

Economic services such as loans and credit should be provided to females, to support entrepreneurship and financial input for empowered women.

Offer resources

Support women-owned businesses, including admission to markets, mentorship, and funding.

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