



UN WOMEN

Economic Empowerment of Women

TALMUN'24

Agenda Item: Economic Empowerment of Women

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1. Letter From The Head Of Academy

Dear Delegates,

It is with great pleasure that I extend a warm welcome to each of you participating in this first Tekirdağ Anatolian High School Model United Nations conference. As the Head of Academy, I am thrilled to witness your dedication to global affairs and diplomatic discourse.

As we embark on this diplomatic journey, I urge you to approach the agenda with curiosity and an open mind. Embrace the challenges that lie ahead, for it is through overcoming these challenges that you will truly thrive as delegates. The essence of Model United Nations lies in the exchange of ideas, compromise, and the pursuit of common ground.

I encourage you to engage wholeheartedly, drawing upon your diverse perspectives and critical thinking skills. Remember, the skills you develop during this conference extend beyond the committee walls. MUN not only hones your understanding of global affairs but also nurtures leadership, negotiation, and public speaking abilities.

Wishing you a successful and rewarding Model United Nations experience.

Best Regards,

ECE UMAR

Head of Academy

Letter From The Under Secretary General of UN WOMEN

Esteemed Delegates,

As the Under Secretary General, it is my privilege to extend warm regards to the distinguished members of the UN Women's Committee.

I want to express my appreciation for the significant strides that the UN Women's Committee has made in promoting gender equality and advocating for women's rights. Your dedication to fostering inclusive policies, addressing gender-based violence, and empowering women across the globe is effective in creating a more equitable and just world.

In light of the challenges we face globally, we must continue to work collaboratively to achieve sustainable development goals related to gender equality. The efforts of the UN Women's Committee are pivotal in ensuring that we leave no one behind and create opportunities for women and girls to thrive in all aspects of life.

As we move forward, I am confident that the UN Women's Committee will continue to be at the forefront of efforts to create a more inclusive and gender-equal world. The United Nations remains committed to supporting your endeavors and collaborating with you to achieve our shared objectives.

Thank you for your tireless commitment to advancing gender equality, and I look forward to witnessing the continued impact of the UN Women committee.

Best Regards,

Yağmur Akyurt

Under Secretary General of UN Women's Committee

2. Introduction to the Committee: United Nations WOMEN

a. What is UN WOMEN?

UN Women is the UN organization delivering programs, policies, and standards that uphold women's human rights and ensure that every woman and girl lives up to her full potential.

b. History of UN WOMEN

For many years, the United Nations faced serious challenges in its efforts to promote gender equality globally, including inadequate funding and no single recognized driver to direct UN activities on gender equality issues. In July 2010, the United Nations General Assembly created UN Women, the United Nations Entity for Gender Equality and the Empowerment of Women, to address such challenges. In doing so, UN Member States took a historic step in accelerating the Organization's goals on gender equality and the empowerment of women. The creation of UN Women came about as part of the UN reform agenda, bringing together resources and mandates for greater impact. It merges and builds on the important work of four previously distinct parts of the UN system, which focused exclusively on gender equality and women's empowerment.

c. What Does UN WOMEN Do?

UN Women is the United Nations entity dedicated to gender equality and the empowerment of women. A global champion for women and girls, UN Women was established to accelerate progress in meeting their needs worldwide.

UN Women supports UN Member States as they set global standards for achieving gender equality, and work with governments and civil society to design laws, policies, programs, and services needed to ensure that the standards are effectively implemented and truly benefit women and girls worldwide. It works globally to make the vision of the Sustainable Development Goals a reality for women and girls and stands behind women's equal participation in all aspects of life, focusing on four strategic priorities:

- Women lead, participate in, and benefit equally from governance systems
- Women have income security, decent work, and economic autonomy
- All women and girls live a life free from all forms of violence
- Women and girls contribute to and have greater influence in building sustainable peace and resilience, and benefit equally from the prevention of natural disasters and conflicts and humanitarian action

UN Women also coordinates and promotes the UN system's work in advancing gender equality, and in all deliberations and agreements linked to the 2030 Agenda. The entity works to position gender equality as fundamental to the Sustainable Development Goals, and a more inclusive world.

3. Background of the Agenda Item

a) Income Inequality

Income inequality is a significant issue worldwide, impacting various aspects of society, including economic stability, social cohesion, and access to opportunities. UN Women, the United Nations entity dedicated to gender equality and women's empowerment, recognizes income inequality as a critical factor affecting women disproportionately.

Women often face wage gaps and limited access to economic resources compared to men, contributing to the persistence of income inequality. This disparity arises due to various factors, including discrimination in the workplace, unequal pay for equal work, limited access to education and employment opportunities, and societal norms that devalue women's contributions.

UN Women advocates for policies and initiatives aimed at addressing income inequality and promoting gender equality. This includes advocating for fair wages, promoting women's economic empowerment through access to education, training, and financial services, and supporting policies that create a more inclusive and equitable economy for all.

Reducing income inequality requires multifaceted approaches, encompassing legislative changes, social initiatives, and cultural shifts to ensure equal opportunities and fair treatment for everyone, regardless of gender. UN Women plays a crucial role in raising awareness, conducting research, and supporting programs that aim to narrow the income gap and create a more just and equitable society for women and men alike.

i. Elimination of Gender Discrimination in the Workplace

According to The Free Legal Dictionary, gender bias means unequal treatment in employment opportunities (such as promotion, pay, benefits, and privileges), and expectations due to attitudes based on the sex of an employee or group of employees. Gender bias can be a legitimate basis for a lawsuit under anti-discrimination statutes. On the other hand, gender discrimination refers to any situation where a person is denied an opportunity or misjudged solely based on sex. Gender discrimination is any unequal treatment based on gender and may also be referred to as sexism. The basic feature of gender discrimination is evident in any situation where a person shows a prejudice towards another that would not occur had they been the opposite sex. Sexism has historically been enacted most often to the

detriment of females, but it can apply to males as well. Gender discrimination can also extend to transgender people

Discrimination in workplaces is now one of the most debated issues around the world. There have been numerous findings and strong charges against discrimination. In particular, gender bias has become a common occurrence everywhere in most of the developing countries. There are different forms in which discrimination may be evident at workplaces. In spite of the number of findings and reported cases in governmental and non-governmental institutions, the issue still remains beyond control. The environment around the office, the socio-economic status of women, the religious values and restrictions, and above all the social psychology of the people can be figured out as the principal causes behind biases. Unwillingness and lack of attention and supervision by the government add to this to a great extent. All these have led to the issue being complicated more and more. It would be easier to realize the problems in implementing non-discrimination at workplaces in light of the forms and specific aspects of biases that women encounter generally. At the same time, the implementation mechanisms should be framed in light of the factors that result in failures.

b) Entrepreneurship / Job Opportunities

Entrepreneurship and job opportunities for women have gained significant attention and support from international organizations. Recognizing the vital role women play in economic development, UN Women actively promotes initiatives to empower women in the realm of entrepreneurship. By fostering an inclusive environment and addressing gender-based barriers, UN Women seeks to unlock the full potential of women in various industries.

One key aspect of UN Women's agenda is to enhance access to resources, finance, and education for aspiring female entrepreneurs. By providing targeted training programs and financial support, UN Women aims to bridge the gender gap in entrepreneurship, ensuring that women have equal opportunities to start and grow their businesses. These efforts not only contribute to individual economic empowerment but also have broader positive implications for community development and sustainable economic growth. UN Women emphasizes the importance of equal opportunities in the workplace and works towards eliminating gender-based discrimination. This includes advocating for equal pay, maternity leave, and policies that promote work-life balance. Efforts are made to encourage women's participation in various sectors, including traditionally male-dominated fields, through education, training, and awareness programs.

UN Women recognizes the immense potential of women as drivers of economic growth and champions initiatives that promote entrepreneurship and job opportunities for women worldwide. Through targeted programs, advocacy, and policy changes, UN Women strives to

create a future where women can actively participate, lead, and succeed in diverse professional spheres.

i. Promotion

In the business world, the rate of women receiving promotions has historically been lower due to gender inequality observed in past years and challenges stemming from societal norms. However, with the increasing awareness of gender equality in recent years, many companies and organizations have begun measures against gender discrimination. The greater visibility of female leaders in the business world has brought about a change, leading to an increase in the promotion rates for women.

The adoption of diversity and inclusion policies has allowed companies to expand their talent pools and benefit from different perspectives. Practices such as mentorship programs, leadership training, and opportunities to balance work and family life have contributed to the advancement of women in their careers.

Nevertheless, gender inequality continues to persist in some industries and countries. More efforts are needed to increase the promotion rates for women, aiming to provide equal opportunities and justice. The ongoing commitment to ensuring women's greater presence in leadership roles not only enhances individual achievements but also positively impacts overall business efficiency and innovation.

ii. Encouragement

Promoting women in entrepreneurship and providing job opportunities for women are essential components of fostering gender equality and empowering women worldwide. UN Women plays a crucial role in advancing these goals.

UN Women provides training and capacity-building programs to enhance women's skills in various areas, including entrepreneurship, leadership, and business management. Works towards improving women's access to financial resources by advocating for policies that support women entrepreneurs. This includes facilitating access to loans, grants, and other financial instruments. UN Women promotes networking opportunities and mentorship programs for women entrepreneurs. Connecting experienced business leaders with aspiring entrepreneurs can be instrumental in providing guidance, support, and valuable insights. UN Women advocates for policies that create an enabling environment for women in business. This includes addressing legal barriers, and discriminatory practices, and promoting equal opportunities in the workforce. Supports and implements entrepreneurship development programs, fostering innovation and providing resources for women to start and grow their

businesses. UN Women actively works to ensure gender balance within its organization. This includes providing job opportunities and leadership roles for women across various disciplines and promoting a diverse and inclusive work environment.

UN Women engages in research and data collection to better understand the challenges and opportunities for women in entrepreneurship. This information helps in designing targeted interventions and policies. UN Women collaborates with governments, NGOs, private sector entities, and other stakeholders to create a comprehensive and multi-faceted approach to promoting women's economic empowerment and entrepreneurship. It launches global campaigns to raise awareness about the importance of gender equality in entrepreneurship and the workplace. These campaigns aim to challenge stereotypes and promote positive narratives about women's roles in business.

By combining these efforts, UN Women contributes to creating a more equitable and supportive environment for women to thrive in entrepreneurship and pursue meaningful job opportunities. Empowering women economically not only benefits individuals but also has positive ripple effects on communities and economies as a whole.

iii. Financial Support

The financial support of women by UN Women involves various initiatives and programs aimed at promoting gender equality, women's empowerment, and addressing economic disparities. UN Women's strategies for financial support for women are:

Engaging in resource mobilization efforts to secure financial support from governments, private sector partners, philanthropic organizations, and other stakeholders. This funding is crucial for implementing programs and projects that benefit women globally. UN Women collaborates with a diverse range of partners, including governments, international organizations, and civil society. These partnerships often include financial contributions to support initiatives that empower women economically. UN Women manages and administers grant programs that provide financial assistance to women-led projects and organizations. These grants may focus on various areas, including entrepreneurship, education, healthcare, and advocacy. Financial support from UN Women often includes capacity-building programs designed to enhance the financial literacy and skills of women. This can empower women to effectively manage their finances and contribute to economic sustainability.

UN Women works towards improving women's access to financial services, such as banking, credit, and savings programs. This access is crucial for women to start and expand businesses, invest in education, and achieve financial independence. UN Women advocates for economic policies that promote gender equality and address financial inequalities. This includes policies that ensure equal pay, access to economic opportunities, and the removal of discriminatory practices. Supporting microfinance initiatives and programs that provide small loans to women entrepreneurs, enabling them to establish or grow their businesses. This support helps in fostering economic independence. UN Women invests in programs that focus

on the development of women entrepreneurs. This includes training, mentorship, and access to markets, aiming to create a supportive environment for women to thrive in business. UN Women conducts research and gathers data on economic challenges faced by women. This information helps in designing targeted financial support programs that address specific needs and barriers. In times of crisis or conflict, UN Women provides financial support to women affected by emergencies. This support may include cash transfers, livelihood recovery programs, and initiatives to rebuild economic stability.

By implementing these strategies, UN Women contributes to advancing economic opportunities for women, promoting financial inclusion, and working towards a more equitable and sustainable future. Financial support is a critical component of the broader efforts to empower women economically and achieve gender equality.

iv. Supporting Female-Owned Business

Supporting female-owned businesses is a core focus of UN Women, reflecting a commitment to fostering economic empowerment and gender equality worldwide. Recognizing the pivotal role that women entrepreneurs play in driving economic growth, UN Women channels its efforts into initiatives that provide tangible support to female-owned businesses. Through financial assistance, capacity-building programs, and targeted resources, UN Women aims to break down barriers that hinder women from thriving in the business world. By advocating for policies that promote equal opportunities, offering mentorship opportunities, and facilitating access to networks, UN Women endeavors to create an environment where female entrepreneurs can flourish. Additionally, UN Women emphasizes the importance of research and data collection to better understand the challenges faced by women in business, allowing for more effective and tailored support. Ultimately, by championing female-owned businesses, UN Women contributes to building a more inclusive and equitable global economy where women can unleash their full entrepreneurial potential.

v. Supporting Elders to Worklife

Supporting elders in the workforce is a crucial aspect of fostering inclusivity and harnessing the wealth of experience that older individuals bring to the table. UN Women recognizes the significance of creating an age-inclusive work environment that values the contributions of elders. By promoting policies and initiatives that cater to the needs of older employees, UN Women aims to break down age-related barriers and stereotypes in the workplace.

Efforts include advocating for age-sensitive employment practices, such as flexible work arrangements and training programs tailored to the diverse skills and capabilities of older individuals. UN Women also works towards eliminating discriminatory practices that may affect the career advancement of elders. By fostering a culture of respect and appreciation for the unique perspectives that come with age, UN Women seeks to create a more equitable and supportive work environment for individuals of all generations.

UN Women collaborates with governments, employers, and civil society to develop and implement policies that address age-related challenges faced by elders, such as ageism and lack of access to training opportunities. Recognizing that gender intersects with age, UN Women adopts an intersectional approach to ensure that older women, in particular, are not disproportionately affected by discriminatory practices.

In advocating for the inclusion of elders in the workforce, UN Women not only champions the rights of older individuals but also contributes to the overall economic and social development by harnessing the wisdom and experience that elders bring to the global stage. Through these concerted efforts, UN Women envisions a future where age diversity is embraced, and every individual, regardless of age or gender, has equal opportunities to thrive in the workplace.

c) Education

i. Access to Education

UN Women actively encourages and advocates for increased access to education for women around the world. Recognizing the transformative power of education in advancing gender equality, UN Women emphasizes the importance of breaking down barriers that hinder women's educational opportunities. By supporting initiatives that promote equal access to quality education for girls and women, UN Women strives to create an environment where education is a fundamental right for every woman. Education is not only an empowering tool for individuals but also a catalyst for societal progress. UN Women urges governments, communities, and stakeholders to prioritize and invest in inclusive education policies that ensure women and girls have equal opportunities to learn, thrive, and contribute to building a more equitable and prosperous future for all.

ii. Access to master's degree

UN Women fervently advocates for the empowerment of women through advanced education, particularly in pursuing master's degrees. UN Women underscores the importance of eliminating barriers that impede women's access to higher education. The organization calls on educational institutions, governments, and stakeholders to prioritize and invest in programs that facilitate women's access to master's degree programs. Through these efforts, UN Women envisions a future where women, equipped with advanced degrees, play pivotal roles in shaping societies, contributing to innovation, and influencing positive change on a global scale.

d) Work-Life Balance

For women, work-life balance refers to maintaining a healthy equilibrium between their professional and personal roles. This balance aims to allow women to pursue their career goals while also attending to family, caregiving, and personal needs.

Women often juggle multiple roles both in the workplace and at home. Work-life balance for women encompasses supportive policies, flexible work arrangements, and family support to help them navigate demands at work alongside family life. Additionally, a fairer distribution of household chores and caregiving responsibilities between men and women supports this balance.

Work-life balance for women emphasizes the importance of supportive policies and cultural shifts that enable them to take on leadership roles across various sectors, advance their careers, and simultaneously maintain family lives. This balance allows women to succeed in the workplace while enriching their personal lives, contributing to a happier, healthier, and more productive society.

i. Maternity Allowance

Maternity allowance for women plays a crucial role in providing financial support during their maternity leave. This allowance helps women maintain financial stability while taking time off work to care for their newborns. It ensures that women can focus on their child's early development without facing financial hardships. Maternity allowances are essential for enabling women to balance their professional and family responsibilities during this significant life stage. They contribute to gender equality efforts by recognizing and supporting women's roles as caregivers while ensuring their economic well-being. Providing adequate and fair maternity allowances is fundamental in empowering women and creating an environment where they can thrive both personally and professionally.

Access to maternity allowance is crucial for women's empowerment, allowing them to balance their professional and family lives without the added stress of financial concerns during this significant life event. Advocating for policies that ensure equitable access to maternity benefits is essential in supporting women's rights and fostering an environment that values the well-being of both mothers and children.

ii. Access to healthcare services

Access to healthcare services is a fundamental right for women, yet numerous barriers prevent many from accessing adequate care. These obstacles encompass various factors,

including geographical distance to facilities, financial constraints, societal norms, and lack of information. Improving women's access to healthcare requires multifaceted approaches. Ensuring proximity to healthcare facilities, especially in remote areas, and offering financial assistance or subsidies for crucial services like reproductive health and maternal care are essential steps. Education and awareness campaigns play a pivotal role in empowering women with information about available services and the significance of preventive care. Addressing cultural stigmas and ensuring policies prioritize women's healthcare needs are equally imperative. By breaking down these barriers, societies can empower women to access the healthcare they need, not only benefiting their individual well-being but also contributing to healthier and more equitable communities overall.

e) Women's Employment Policies

i. Women's Economic Rights

The main inequalities and differences between women and men in the socio-economic field relate to employment as women feature predominantly in part-time work and lower-paid occupations, and they continue to face a series of inequalities (e.g. in relation to remuneration, pensions, promotions, and access to decision-making). Women are also still the main carers within families, which impacts their use of public services, on their ability to engage in paid employment, decision-making, and other social activities. As a result of combined inequalities, women also have lesser income than men. All these aspects should be taken into consideration so that social policies contribute to real equality between women and men.

The literature on gender and economic rights focuses almost exclusively on the link between women's economic rights and women's empowerment. It highlights women's often invisible labor, emphasizing contributing factors including women's time use, social norms, lack of access to and control over resources and jobs, and gender inequitable laws. Access to economic resources, and microfinance in particular, has come to be seen as an important tool for women's empowerment by providing economic resources that can improve their bargaining position in the household. By strengthening their bargaining position and building women's confidence, it is assumed that women's position in the community will be improved and their participation in community affairs and decision-making will increase.

Women's participation in the labor market has increased significantly over the last twenty years. It varies significantly across developing regions from a high of 64% in East Asia and the Pacific to a low of 26% in the Middle East (WDR 2012). While gender patterns in labor markets are changing, women's labor is still often confined to the informal sector or low-wage industries. The increase in women's employment in sectors previously dominated by men is in some cases referred to as the 'feminization of labor'. The term has also come to reflect the informalisation of paid work and the lower salaries, poor working conditions, and

more ‘flexible’ working arrangements that can be offered to women to contribute to more competitive pricing among companies. The informal sector is generally unregulated and thus without standards for minimum wage, working conditions, insurance, or social protection mechanisms to address illness or inability to continue work.

Women also contribute to economies through their work in caring for families. However, this is often not acknowledged or reflected in national economies, despite lobbying by women’s organizations.

Both push and pull factors have contributed to women increasingly taking up employment. In the Middle East, for example, women’s employment has been actively encouraged by governments, in order to reduce reliance on international labour migrants. Women’s employment has also contributed to job creation, especially in the domestic sphere, including live-in domestic workers, nannies, and cleaners. The increased availability of (usually female) domestic workers has further freed up other women to take up employment outside the household, although in some cases this has led to migration away from their families

ii. Unemployment Rates of Women

Around the world, finding a job is much tougher for women than it is for men. When women are employed, they tend to work in low-quality jobs in vulnerable conditions, and there is little improvement forecast in the near future.

When someone is employed or actively looking for employment, they are said to be participating in the labor force. The current global labor force participation rate for women is just under 47%. For men, it’s 72%. That’s a difference of 25 percentage points, with some regions facing a gap of more than 50 percentage points.

Women who want to work have a harder time finding a job than men. This problem is particularly marked in Northern Africa and the Arab States, where unemployment rates for women exceed 20%. While vulnerable employment is widespread for both women and men, women tend to be overrepresented in certain types of vulnerable jobs: men are more likely to be working in own-account employment while women are more likely to be helping out in their households or in their relatives’ businesses.

The freedom to work – by choice, in conditions of dignity, safety, and fairness – is integral to human welfare. Guaranteeing that women have access to this right is an important end in itself. From an economic perspective, reducing gender gaps in labor force participation could substantially boost global GDP(gross domestic product). The regions with the largest gender gaps would see huge growth benefits. Many developed countries would also see their average annual GDP growth increase, which is significant during times of near-zero economic growth.

In 2016, ILO and Gallup teamed up to ask women across the globe if they preferred to work in paid jobs, care for their families, or do both. The data showed that a staggering 70% of women – regardless of their employment status – prefer to work in paid jobs. In countries at all levels of economic development, a woman’s personal preference is the key factor in determining whether she will seek out and engage in paid work. However, this preference is heavily influenced by socio-economic constraints and pressure to conform to traditional gender roles.

Gender roles and the pressures to conform to these roles for women vary across regions, religions, and households. One way the pressure to conform manifests itself is through marital status. For instance, in developed and emerging economies, women who have a spouse or a partner are less likely to be employed in a paid job or be actively looking for one.

This can often arise from the economic stability of a partner’s income and can reinforce the “male breadwinner” bias in some marital arrangements. In developing countries the reverse is true: the economic necessity in the region gives all women little choice but to work despite their marital status.

iii. Employment Rate of Women from Profession to Profession

Unsurprisingly, women still occupy traditionally female roles in the workplace across many sectors and occupations. For instance, occupations related to nursing and childcare exhibit exceptionally high female shares, with figures reaching over 90 percent. Positions in teaching and education also boast a significant female presence, especially in primary school and early childhood teaching. Similarly, elementary occupations related to cooking and cleaning have high shares of women, as do clerical and librarian positions.

Conversely, certain high-risk occupations, like locomotive engine driving, heavy machinery operations, and ship deck crews, are devoid of female representation. The same can be said of many other plant and machine operators, as well as trades workers and laborers. Meanwhile, the most gender-balanced occupations are often seen among sales workers and business and administration professionals.

There are no surprises either across sectors in terms of where women are the majority. Aside from dominating economic activities in social and health services, women are also over-represented in certain manufacturing industries, such as those related to apparel. In contrast, industries like mining, quarrying, and construction-centric activities continue to be male-dominated. Retail sectors, however, present a more balanced gender distribution.

As we told at the start many of the occupations and sectors comprised of mostly women are care-related. This female dominance is most pronounced in core care occupations, such as childcare, nursing, and midwifery, and in sectors related to residential care (e.g., activities in nursing homes) and private households (where domestic workers are employed). Women make up 67 percent of the global care workforce according to the most recent global estimate

based on available data. Particularly, domestic workers employed directly by households have the most significant proportion of women. In countries such as Seychelles, Belarus, Slovakia, and Georgia, at least four in five individuals in care employment are women. Interestingly, care occupations outside the care sector (i.e., personal care workers in the hospitality sector,) as well as non-care occupations in the care sector (i.e., administrative staff in care homes, hospitals, or clinics) appear to have a more balanced gender distribution.

f) Women's Place in Management

i. Women CEOs

Behind some of the world's most recognized brands, today is a collective of CEOs who you mightn't have heard of. The obvious fact is that they're all women, but more than that, they've also proven to the business industry that they have what it takes to win as a driving force in their respective fields. Their ranks are still far below what they should be, and change continues to come slowly. But a landmark study by Korn Ferry has pinpointed the critical traits that are landing women in the rarified world of becoming a CEO. According to the [study](#), women CEOs are slightly older than their male counterparts, in part because it takes them 30% longer than men to reach the corner office. However, those who reached the top were often committed to making profound changes in their organizations. There are some important women CEOs that we can use as an example who are successful:

- Karen S. Lynch CVS HEALTH
- Mary T. Barra GENERAL MOTORS
- Corie S. Barry BEST BUY
- Sue Gove BED BATH&BEYOND
- Mary N. Dillon FOOT LOCKER
- Gina Boswell BATH&BODY WORKS

ii. Glass Ceiling Syndrome

Glass ceiling syndrome is one of the career barriers that working women face within organizations. This situation mostly causes women to reach their career goals less than men in their business lives. Although glass ceiling syndrome is a gender-based problem, it causes gender-based discrimination. For this reason, the glass ceiling syndrome represents an invisible barrier within organizations. In other words, glass ceiling syndrome is seen as an invisible barrier and a career problem that prevents individuals, especially women, from coming to professional positions and senior positions. Therefore, the areas where women can advance in business life or working life are filled due to gender-related problems.

Glass ceiling syndrome is not a simple barrier based on failure or inadequacy that prevents employees from promoting to senior management. They are barriers that prevent women from reaching senior management. The glass ceiling concept can be used for every woman manager who feels successful and who is prevented from coming up in business life. Advancing qualified women in business life and preventing them from using their potential have led to the emergence of this concept.

g) Raising Awareness

UN Women plays a pivotal role in advocating for women's empowerment on a global scale. By championing initiatives and programs that address gender inequality and promote women's rights, UN Women actively contributes to creating a world where women and girls can exercise their full potential. Through campaigns, partnerships, and advocacy efforts, UN Women tirelessly works towards dismantling barriers that hinder women's progress and fostering environments that enable their empowerment. By raising awareness about the importance of gender equality and women's empowerment, UN Women seeks to inspire collective action, urging individuals, communities, and nations to support initiatives that empower women economically, socially, and politically. Together, we can build a more inclusive and equitable world where every woman and girl has the opportunity to thrive and contribute to the betterment of society

4. Notable NGOs

The active participation of non-governmental organizations (NGOs) is a critical element in the work of the Commission on the Status of Women (CSW). NGOs have been influential in shaping the current global policy framework on women's empowerment and gender equality: the Beijing Declaration and Platform for Action. They continue to play an important role in holding international and national leaders accountable for the commitments they made in the Platform for Action.

Questions to Ponder

1. In what ways do existing economic policies and structures either support or hinder women's participation in the workforce, especially in leadership roles?
2. How can the UN Women's Committee address the issue of violence against women in the workplace and its impact on their economic empowerment? What preventive measures can be put in place?
3. What measures can be implemented to encourage women's entrepreneurship and participation in sectors traditionally dominated by men?
4. What role can media and advertising play in challenging gender stereotypes and promoting a more inclusive and empowering narrative for women in the economic sphere?
5. How can the UN Women's Committee collaborate with non-governmental organizations (NGOs) and grassroots movements to amplify the impact of initiatives aimed at enhancing the economic status of women globally?
6. What practical measures can member states take to ensure that women can have access to reproductive rights while maintaining or getting into the workforce?
7. How can all stakeholders (governments, the private sector, and civil society) work together to ensure that these workers are not exploited and that their rights are ensured?
8. What are some of the main barriers to reducing the global gender divide on the issue of women in the workplace?
9. In which ways can education and educational programs reduce sexism in the field of the workplace?
10. Is a global strategy needed to solve this issue, or are local measures sufficient?

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