



Forum: Commission on the Status of Women
Issue: Promote Female Employment and Wage Rates
Student Officer: Flora Wu

Overview

Gender inequality is a serious issue throughout the history. Almost every society has had a history of patriarchy control. From 18 to 19 century, the population recognized the issue, organizing social movements for calling for equal women's social status—especially for the right to vote. In 1792, a literary masterpiece called “A Vindication of the Rights of Woman: with Structures on Political and Moral Subjects” was written by Mary Wollstonecraft was known as the first literature calling for gender equality. After that, the issue was a more widespread concern by the globe.

Gender inequality in the workplace, as one of the most highlighted sub-topics under this issue, needs to be noticed and discussed urgently, including same position in the same occupation but receiving different wage, careers' selection difficulties, the limited chance for promotion, and females' job-hopping discrimination. In 2007, only 32 female CEOs are in the top 500 companies all over the world; around 15% of the leadership in the United States are females. Likewise, women in the workplace earn 80% of the wages of those males do normally. The data is, obviously, unbelievably limited. The world is losing talents due to gender discrimination.

Key Terms

Patriarchy

A society that is dominated by men, in particular in the roles of political figures, workplace leadership, the right of votes etc. Patriarchy is practiced by nations worldwide throughout history and it is still popular in our society.

SDG

Sustainable development goals, SDG for short, is a blueprint came out by UN as a series of future goals. The goal 5 of SDG is, achieving gender equality and empower all women and girls. UN General Assembly had cooperated with UN Women in achieving SDGs together.

Paying occupations

The occupations that employees will receive reasonable pay from them. It refers to a rightful and balanced relationship between working and being paid. In a society with high gender inequality, women receive less pay than men in the same level of occupations, or, they even cannot receive or receive little pay from her work (housewives, babysitting etc.).

Employment rate

An economic term that represents the percentage of individuals who are employed amongst the whole labor force of a region. The labor force is the total number of employed and unemployed residents in a certain region. This data directly shows how well an economy's economics works. In this topic, the employment rate of different genders also shows gender discrimination.

Important Events/Timelines

Date	Event
1903	The Women's Trade Union League was founded. It is the first national association dedicated to organizing women workers, which aim to promote better and fairer working conditions.
1963	Equal pay act took place in the U.S. Following the presidential commission of the status of women of U.S, this act calls for equal wages for women and men who performed the same work.



- 1979** Convention on the Elimination of All Forms of Discrimination against Women was adopted by the United Nations General Assembly, devoted to eliminating discrimination against women under various of field.
- 1998** The ILO (International Labor Organization) Declaration on Fundamental Principles and Rights at Work had been adopted, promoted principles and right for the labor of the member states.
- 2010** United Nations General Assembly created UN Women, in order to address gender equality and the empowerment of women.

Major Nations/Organizations

UN Women

The UN Women is a sub-organization under United Nation. It cooperates with the UN Member States and other organizations, to outline the yearly agenda to keep track in promoting gender equality continuously.

International Labor Organization (ILO)

International Labor Organization is an agency in the United Nations that promoting labor equal rights for both employers and employees, males and females by setting standards and supervising.

National Organization for Women (NOW)

Founded in 1966, the National Organization for Women is the largest organization in the United States achieving females' equal rights. It mainly focuses on the education of women, employment opportunities, legislative measures in eliminating violence, and minimizing discrimination.

National Association of Female Executive (NAFE)

NAFE is also an international organization that was founded in the United States through promoting achievements in females' career and business. It includes interviews of successful business women and network sources for its members.

Financial Women's Association (FWA)



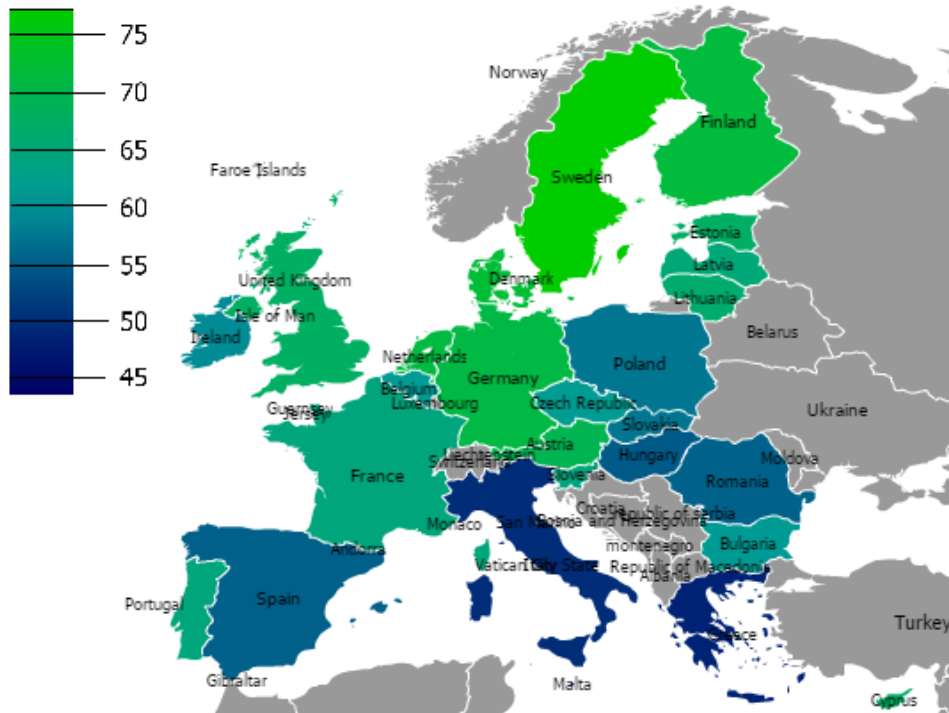
Financial Women's Association brings together high achieving professional from various work fields for the purpose of enhancing women's financial role. It is one of the basic international non-profit organizations relevant to our topic. United Nations General Assembly created UN Women, in order to address gender equality and the empowerment of women.

Important Documents/Passed Solutions

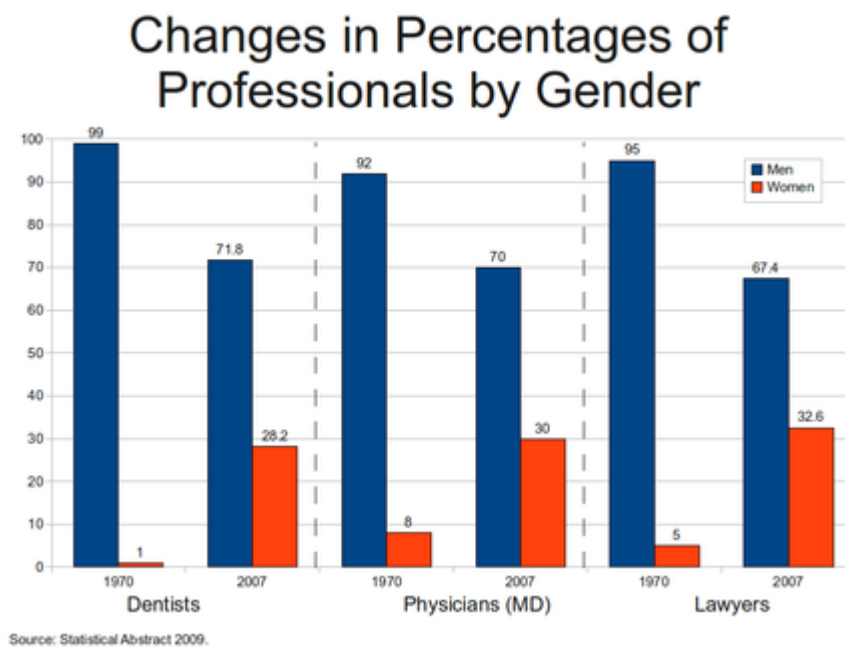
- Resolution 34/180: Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted in December 1979 by General Assembly, defined the discrimination towards women and suggest actions to eliminate it.
- Beijing Declaration and Platform for Action: Adopted in 1995 as the outcome of the Fourth World Conference on Women in Beijing, which addressed twelve acritical areas of concern.
- Resolution 65/1: Outcome of the conference of the general assembly in 2010, reviewing the Millennium Development Goals.
- 50th Session of Commission on the Status of Women (2006): Enhanced participation of women in development: an enabling environment for achieving gender equality and the advancement of women, taking into account, inter alia, the fields of education, health and work.
- 55th Session of Commission on the Status of Women (2011): Access and participation of women and girls in education, training and science, and technology, including for the promotion of women's equal access to full employment and decent work.
- 61st Session of Commission on the Status of Women (2017): Women's economic empowerment in the changing world of work.

Statistics

(1) Percent of women in the workforce among all women aged 20–64 years in the European Union in 2011.



(2) This chart depicts the change in the percentage of women in three professional occupations (dentist, physician, lawyer), from 1970 to 2007





- Gender Equality and Big Data: Making Gender Data Visible (2018.1)
<https://www.unglobalpulse.org/sites/default/files/Gender-equality-and-big-data-en-2018.pdf> : this data specifically using types of datas, demonstrating some member states' status quo in terms of gender equality. It also includes some data analysis and possible solutions.
- Minimum Set of Gender Indicators <https://genderstats.un.org/#/home> : A list of statistics regarding gender, created by the United Nations Statistical Commission. It listed different types of statistics which could be found in NGOs that mentioned above.
- Gender Inequality Index <http://hdr.undp.org/en/content/gender-inequality-index-gii> : An index depicts gender inequality in different nations, It measures gender inequalities in three important aspects of human development—reproductive health, measured by maternal mortality ratio and adolescent birth rates; empowerment, measured by proportion of parliamentary seats occupied by females and proportion of adult females and males aged 25 years and older with at least some secondary education; and economic status, expressed as labor market participation and measured by labor force participation rate of female and male populations aged 15 years and older.

Possible Solutions

- Seeking appropriate policy towards female unemployment, the base of accurate data and researches.
- Uptake labor laws especially focusing on protecting female labors' right in all type of works in multiple aspects in their working lives.
- Ensure the comprehensive of labor laws and research to what extent the laws work as expected.
- Calls upon enterprises to ensure hiring and promoting fairness in wages for female labor.
- Encouraging women to participate in varied works and strive for higher status occupations.



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