



UNITED NATIONS ENTITY FOR GENEDER EQUALITY AND THE EMPOWERMENT OF WOMEN

Handbook

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#ELMODELODETODOS



*“Sadly, our society still perpetuates the false ideal that a real man should be all masculine, and a real woman all feminine. Neither is possible, nor desirable.”
(William Keepin, 2007)*

Dear Delegates,

We give you a warm welcome to CONGRESMUN 2018. We want to mention that UN Women has had a great impact the last few years, their main goals are gender equality and the empowerment of women. The creation of UN Women came as a part of the UN 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: DAW, INSTRAW, OSAGI and UNIFEM.

In this committee we are going to debate about the Gender Equality in Global Politics and The Gender Pay Gap, which are both international problems because nowadays we are looking forward to have equality in men and women's opportunities and the empowerment of women. The Entity we are going to simulate is crucial, we expect that you take this with full commitment, professionalism and enthusiasm. We also expect from you to be well informed and prepared, to take notes when needed and to investigate in many trustworthy sources.

We have made some research for you to have a mere idea of what the topics are about, this information may help you through your investigation; but the information and facts that we are providing aren't enough for your debate as delegates in this model.

We hope, as your UN Women chair, that you take the role of representing your respective delegation, get to know your delegation's needs and aims so you can make a fluent and exciting debate. The United Nations Entity for Gender Equality and the Empowerment of Women, also known as UN Women is at your disposal for clarification of doubts, and hopes to achieve a good accompaniment during the preparation prior to the discussions.

Let's work together to make this world better for all where men or women, old or young, rich or poor can live with human dignity. I count on your strong leadership and commitment. Most importantly, the pay gap between men and women, is created because women and men still tend to work in different types of jobs. We wish you the best in this experience, and to enjoy this amazing opportunity.

Sincerely

Chairman, Jimena Borrego Villaseñor

Moderator, Andrés Forzan de la Cuesta

Conference officer , Yordi Adrián Moreno Sánchez



THE UN ENTITY FOR GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

UN Women is the United Nations entity dedicated to the gender equality and the empowerment of women. As a global advocate for women and girls, UN Women was established to accelerate the progress and respond to the gender equality needs. This committee is dedicated to the entire human development and human rights issues that may have gender dimensions. UN Women mainly focuses on the areas that are fundamental for women's equality which can help developing the general progress. The committee essentially centers on the leadership and political contribution within the local and global levels.¹

The statistic shown on Figure 1, reflects how the women have been gaining little by little the empowerment and presence at the level of global politics but despite increasing, the proportion is not yet equal, we can observe that there is only a 22% of women in parliament today worldwide.² Thus, there is still a lot of work to be done to make significant progress.

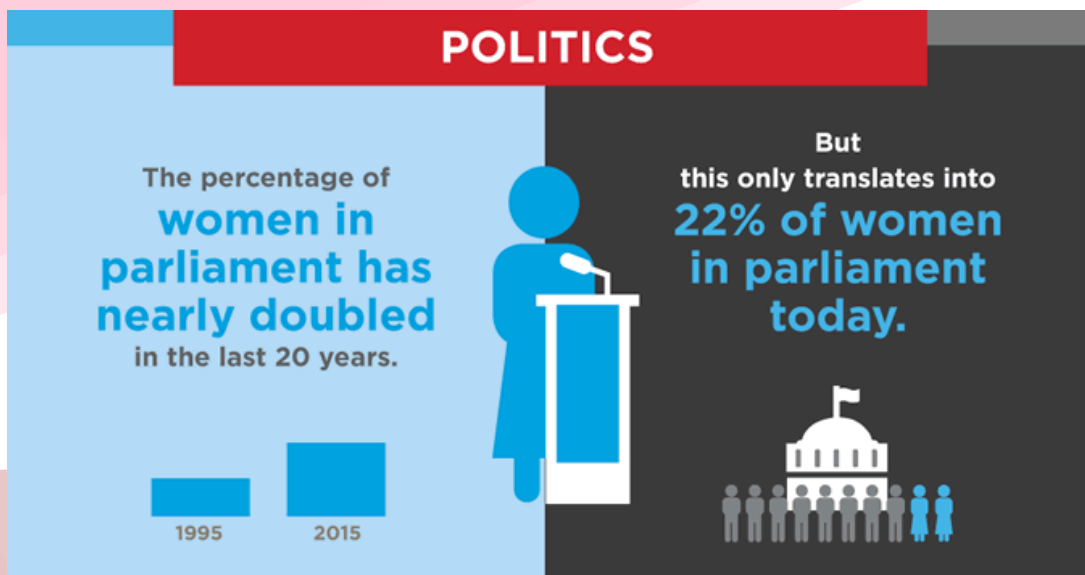


Figure 1. Women in politics (UN WOMEN, 2015)

¹ How we work: UN system coordination. (2017). UN Women, recovered from: <http://www.unwomen.org/en/how-we-work/un-system-coordination>

² Presidential nomination, breast-feeding selfies and other must-read gender stories of the week. (2017). World Economic Forum, recovered from: <https://www.weforum.org/agenda/2016/08/presidential-nomination-breast-feeding-selfies-and-other-must-read-gender-stories-of-the-week/>

Women suffer many obstacles in the political and occupational life, such as: influence networks, lack of support in the educational process, the stereotyped division of management areas, difficulty of reconciling, empowerment and leadership, or discriminatory laws and institutions that still limit the achievements of women. Based on the wrong thinking that women are less likely than men to have the education, contacts and resources needed to become effective leaders.³ This cannot be allowed anymore, every human should have same opportunities regardless of gender.

In the same way, the UN General Assembly resolution on women's political participation cites: *"Women in every part of the world continue to be largely marginalized from the political sphere, often as a result of discriminatory laws, practices, attitudes and gender stereotypes, low levels of education, lack of access to health care and the disproportionate effect of poverty on women."*⁴

In addition, UN Women is also dedicated on women's economic empowerment, setting that women make huge contributions to the global economy, either in business or in countryside. The issue is that women continue being overly disturbed by poverty, discrimination and abuse, meaning that they generally end up in low-wage-jobs, emotionally insecure and constituted as a minority. UN Women is also focused on ending the violence against women, setting that it is an extreme violation of human rights; it is concerning ranges from sexual, verbal, physiological and physical violence directed to women, with immediate and long-term consequences.

Moreover, violence negatively influences women's well-being and stops them from entirely participating in society. Decades of women's movements have decreased the violence against women. A very large number of countries have implemented laws about domestic violence, sexual assault and other forms of violence against women. However, it has not been enough to stop violence and often many crimes stood unpunished, so UN Women is fully dedicated to end it.

³ Cinco obstáculos a los que se enfrentan las mujeres en política. (2017). eldiario.es, recovered from: http://m.eldiario.es/zonacritica/obstaculos-enfrentan-mujeres-politica_6_19658041.html

⁴ How we work. (2017). UN Women, recovered from: <http://www.unwomen.org/en/how-we-work>



Additionally, peace and security is one of the other areas this committee is abundantly focused on. The global conflicts have shocked and demoralized impacts on women, including the opening gaps between both genders. Frequently women end up being the majority of the refugee population due to their major labor in protecting children. Also, the United Nation recognizes women to be vital in sustaining peace.

In 2000, the UN Security Council passed the historic resolution 1325 on women, peace and security;⁵ which calls for women to participate in peacebuilding, be better protected against human rights violations, and have access to justice and to eliminate discrimination. As well devoted to supply humanitarian action, when crisis unattached. Crisis comes with injury, displacement, infrastructure destruction, and death.

Furthermore, according to the UN Entity for Gender Equality: women are often the first responders to a crisis, and they play a central role in the survival and resilience of families and communities.⁶ We expect, supplying humanitarian action can present new opportunities, advanced gender roles and relations to develop. When institutions, budgets and national plans start to change in favor of women, it reflects the commitment of the government developing women's equality. These helps finding the gap between genders, and finding actions to close them up.⁷

This committee focuses on promoting gender equality, and systematically monitored progress on reducing gender discrimination to accelerate the progress to complete gender equality. Furthermore is guided by the Sustainable Development Goals, in which is based on 17 new goals, from which this committee is centered on goal number five: "The Gender Equality and Empowerment of Women and Girls."

⁵ Landmark resolution on Women, Peace and Security (Security Council resolution 1325). (2017). Un.org, recovered from: <http://www.un.org/womenwatch/osagi/wps/>

⁶ Women), U. (2017). UN Entity for Gender Equality and the Empowerment of Women (UN Women). Global Gender and Climate Alliance, recovered from: <http://gender-climate.org/member/un-entity-for-gender-equality-and-the-empowerment-of-women-un-women/>

⁷ The Global Economic Crisis and Gender Equality. (2017), recovered from: <http://www.unwomen.org/en/digital-library/publications/2014/9/crisis-paper>

TOPIC A: GENDER EQUALITY IN GLOBAL POLITICS

"Development without democracy is improbable. Democracy without women is impossible."
(Madeleine K. Albright)

The XXI century characterizes itself for the very notorious increase of women's participation and involvement in education and politics, having a growing percentage of women's participation in parliaments from 11% to 22%; likewise the maternal health and laboral conditions have also had a big progress in the last 10 years thanks to the social activism, the adaptation of inclusive intern politics in many countries and the awareness of the historical problem of inequality between women and men.⁸

Throughout history, women's presence in politics has changed a lot, in the past decades women weren't allowed to participate in politics and nowadays we can find more women involved in unusual jobs and also in politics; however this is not enough to make a change in which women and men look the same way. According to sociologists, along the second half from the twentieth century has been seen the biggest transformation in history for women; the decades of the sixties and seventies were crucial, due that women finally reached their voting rights.

The big efforts that women have made to participate in global politics are working; their participations as political party leaders, civil society activist, local councillors and mayors, parliamentarians, ministers, and presidents are the proof that they have been moving forward toward equality and that they can make a good change. As an objective we have to see for the welfare and respect for women and men granting equal access to be politically active without experiencing any case of harassment, murder, discrimination, assaults or any other kind of risk that affects their integrity.

Despite the great effort from the past decades, women are still struggling with unfairness situations in politics. The limited opportunities like the difficult access to all types of education (such as basic and higher education) health and safety risks, little economic participation and weak political representation are the reasons that organizations like "HeForShe" (A campaign that promotes gender equality and protects women's rights) need to work for their correction.

⁸ WHO WE ARE. (2017). National Democratic Institute, recovered from: <https://www.ndi.org/who-we-are>



It is highly important to guarantee their human rights and opportunities to reach their full potential to both genders would be transcendent, not only for attaining gender equality, but also for meeting a wide range in the global development goals. Working to help women to get the empower they deserve will also contribute in different aspects as in the productiveness and healthiness of their own families, neighbors, communities and countries. At hand it would be creating a ripple of effects that will benefit everyone.⁹

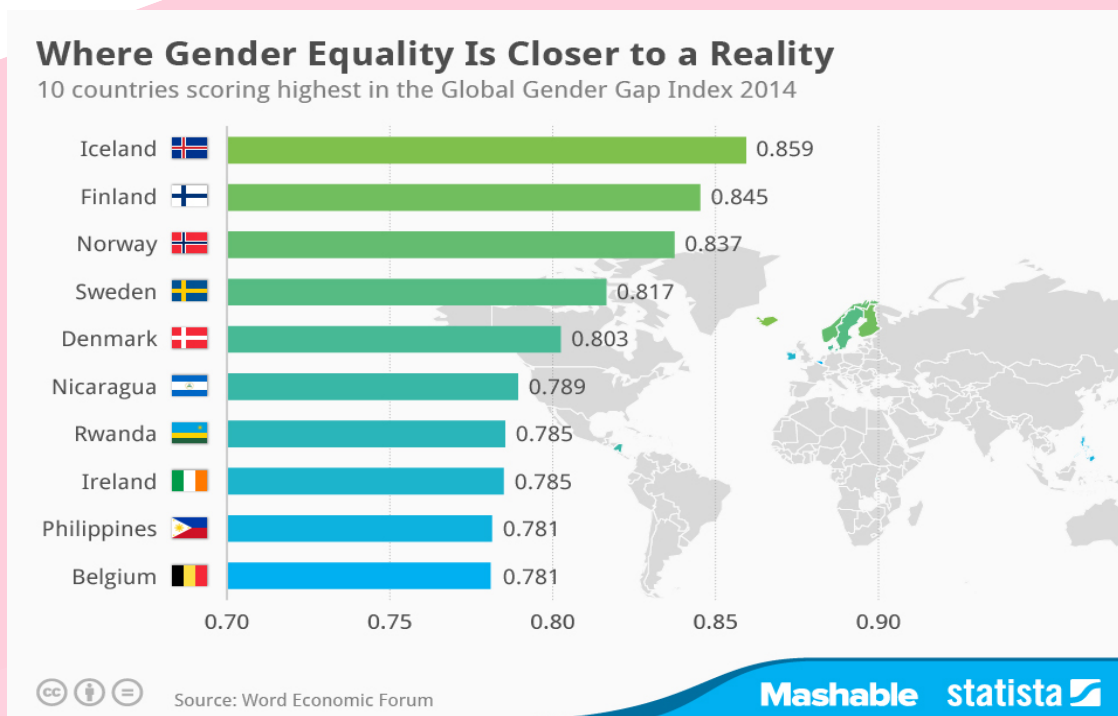


Figure 2. Where Gender Equality Is Closer to a Reality (World Economic Forum, 2014)

Notwithstanding we already have a variety of trades and deals to fight for gender equality, we are still more interested in discussing on women's economic and political empowerment. Nonetheless women represent heretofore more than the 50% of the world's population, they only own 1% of the world's wealth, undeterred by gender equality even so just exists globally in the face of substantial, national and international measures that take towards to gender equality.¹⁰

⁹ Young K. (2016) Why we need more women leader, recovered from: <http://edition.cnn.com/2016/07/29/opinions/women-rising-benefits-society-young/>

¹⁰ UN Women (2016) Executive Director Phumzile Mlambo-Ngcuka, recovered from: <http://www.unwomen.org/en/about-us/directorate/executive-director/ed-bio#sthash.ot3oOREN.dpuf>

Although in some places of the world gender equality is mandate, gender discrimination in politics is still strong in regards to presumptions about political allegiances that fall along gender lines, and unequal representation between both genders within representative democracies, facts that historically happened when women were not considered full citizens and most of their rights were not recognized.

Gender Stereotyping

Stereotypes stop the improvement of this situations, because despite progress women have had, they are not taken much into consideration. The stereotypes slow down the improvement of this situations, because despite the increase that women have had, they are not taken much into consideration. Besides, women are still identified as the ones that are supposed to have political priorities focused on children and education; situations that causes people think they are an united voting bloc of women, or a group of individuals who tend to vote in the same way. As a result, political strategies think that the “female vote” is important to be won. As such, we will see organizations uniting the female demographic and political priorities.¹¹

Guide questions

- ✓ In which aspects of your country or representation is Gender Equality performed?
- ✓ What actions does your country or representation take on the power?
- ✓ How does your country or representation practices gender equality?
- ✓ What is the difference between gender equity, gender equality and women's empowerment?
- ✓ Why is it important to take gender concerns into account in programme design and implementation?
- ✓ What is gender mainstreaming?

¹¹ UN News (2017) Adopting political declaration, UN urges world to 'step it up to ensure gender equality by 2030. UN News Service Section. Recovered from: <http://www.un.org/apps/news/story.asp?NewsID=50277#.WVvZN4V-aEc>

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TOPIC B: THE GENDER PAY GAP

The Gender Pay Gap is, according to the Workplace Gender Equality Agency as the “*difference between women's and men's earnings, expressed as a percentage of men's earnings*”.¹² The equal pay means that even men and women have the privilege to reach the same quantity of money just by having the same employments and performing an equal work. The Equality Act of 2010 establishes, that a “*same employment should receive equal pay without mattering the gender*”.¹³

As a worker each must comply with legal obligations on equal pay, since if he is not left open run the risk to a claim of an equal payment. This is intended to be applied not only to the issue of wages, but to all contractual conditions of employment, such as holiday entitlements, remuneration systems, pensions or otherwise. As well as with any other law it is necessary to know specifically the details about the benefits or the things that do not favor you as an employee. All of the above will help you find the answers you need and other useful sources of information will help you verify, implement and maintain the salary equally.

Causes of the Gender Pay Gap

Some of the most common factors that causes the gender pay gap complex are: Even though girls perform well at school in general, they tend to be located in employment sectors with a low profit margin. On the other hand, the sectors that have a higher level of financial benefit in terms of employment are mainly men. There's a variety in having a total experience in a full-time work and also, a bad result and effect in having a previously worked part-time or in taking a bit of time in the labor market due to the time they need to spend to take care of their family.

¹² Gender pay gap – Workplace Gender Equality Agency (2017) WGEA, recovered from: <https://www.wgea.gov.au/addressing-pay-equity/what-gender-pay-gap>

¹³ Gender pay gap - European Commission. (2017). Ec.europa.eu, recovered from: http://ec.europa.eu/justice/gender-equality/gender-pay-gap/index_en.htm

There's a big deal with an unconscious stereotyping, but also women sometimes aren't able to assimilate, or sometimes they don't want a biggest promotion or not being in a position to do so, normally when it applies in caring responsibilities. Women make up 47% of the workforce, but only 35% of managers, directors, and senior officials.

Salary equity is established in Article 7 of the International Covenant on Economic, Social and Cultural Rights. The gender pay gap is the average difference between a man's and a woman's wage of salaries. The States Parties to the present Covenant recognize the right of everyone to the enjoyment of fair and favorable conditions of work which ensure, in particular:

A. Remuneration which provides all workers, as a minimum, with:

- a) Fair wages and equal remuneration for work of equal value without distinction of any kind, in particular women being guaranteed conditions of work not inferior to those enjoyed by men, with equal pay for equal work;
- b) A decent living for themselves and their families in accordance with the provisions of the present Covenant;

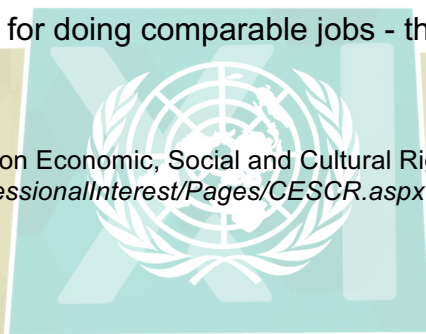
B. Safe and healthy working conditions;

C. Equal opportunity for everyone to be promoted in his employment to an appropriate higher level, subject to no considerations other than those of seniority and competence;

D. Rest, leisure and reasonable limitation of working hours and periodic holidays with pay, as well as remuneration for public holidays.¹⁴

As an example, women have fewer opportunities for economic participation than men, less access to basic and higher education, greater health and safety risks, and less political representation. Women's competences and skills are undervalued, so women frequently earn less than men for doing comparable jobs - that is, jobs of equal value.

¹⁴ OHCHR | International Covenant on Economic, Social and Cultural Rights. (2017). Ohchr.org recovered from: <http://www.ohchr.org/EN/ProfessionalInterest/Pages/CESCR.aspx>



Pay scales for jobs requiring similar skills, qualifications or experience tend to be lower when they are predominantly done by women.¹⁵

Not only does society consider jobs to be gendered, that is, men's jobs and women's jobs; but also such work is given a different value. Equality Act 2010, which was created to specify everything that a human being regardless of sex has the right to avoid discrimination, establishes that *"men and women that perform equal employments have to receive equal pay and benefits"*.¹⁶

We ought concentrate in having equality of opportunity for all and urging all women's to belief and have faith in that they can also promote and select on their merits. Women need to plead for have equal pay for equal roles and equal opportunities for all. This kind of equality in the workplace is vital and because of it everyone should have access to a fair and flexible labour market that draws on individual talents, skills and experience.

Guide questions

- ✓ What is wage difference?
- ✓ What is wage inequality?
- ✓ What is wage discrimination?
- ✓ What are the root causes of large pay gaps?
- ✓ What prompts wage differences?
- ✓ Where do women Earn more? (which aspect or job)
- ✓ Where do men earn more? (which aspect or job)

¹⁵ Morath, E. (2017). 5 Things You Didn't Know About the Gender Gap in Wages. WSJ. recovered from: <https://blogs.wsj.com/briefly/2014/12/16/5-things-you-didnt-know-about-the-gender-gap-in-wages/>

¹⁶ Equality Act 2010. (2017). Legislation.gov.uk recovered from: <http://www.legislation.gov.uk/ukpga/2010/15/contents>



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