

ATAMUN'20
BACKGROUND GUIDE



UN WOMEN/
THE QUESTION OF ELIMINATING GENDER
INEQUALITY AND VIOLENCE AGAINST WOMEN IN
ECONOMIC, SOCIAL AND INDIVIDUAL AREAS

INTRODUCTION

Violence against women constitutes a violation of fundamental human rights and regrettably, domestic violence against women continues to exist in the 21st century all around the world. Violence not only affects the physical and mental health of women, but also results in a loss of self-esteem and confidence, quality of life and self sufficiency. It impedes the advancement of women's legal, social, political and economic status. Women's movements have been fighting against it since 1960's. It is being considered that the patriarchal society lies behind the violence we face in every part of society. One in every three women is exposed to physical abuse from her husband or lover at home. Violence against women is among world's most widespread human rights violation.

Men seeing their sovereignty under threat or their wish to strengthen this sovereignty cause violent behavior. According to official figures in 2006, 72 thousand 643 women were exposed to violence and 842 of them died as a result of these attacks. It is known that domestic violence by men damages children as well. Physical injuries, as well as extreme fear, feelings of inadequacy, lack of self-confidence are among these damages. There are 4 types of violence that women are facing with; Physical Violence, Economic Violence, Verbal Violence, Sexual Violence

Gender inequality acknowledges that men and women are not equal and that gender affects an individual's living experience. These differences arise from distinctions in biology, psychology, and cultural norms. Some of these distinctions are empirically grounded while others appear to be socially constructed.

While there are many factors that explain sex differentials in mortality and morbidity, a key determinant is gender inequality. Gender inequalities manifest in different ways, such as unequal access to resources, power, education and discriminatory socio-cultural practices

5 Top Issues that decrease gender inequality in economic, social and individual areas are;

- Gender pay gap
- Sexual Harassment
- Gendered Racism
- Women are promoted less often than men
- Empowerment of Women

DEFINITION OF KEY TERMS

Violence:

Violence is the use of physical force so as to injure, abuse, damage, or destroy. Less conventional definitions are also used, such as the World Health Organization 's definition of violence as "the intentional use of physical force or power , threatened or actual, against oneself, another person, or against a group or community, which either results in or has a high likelihood of resulting in injury, death, psychological harm, maldevelopment, or deprivation."

Gender Inequality:

Gender inequality acknowledges that men and women are not equal and that gender affects an individual's living experience. These differences arise from distinctions in biology, psychology, and cultural norms. Some of these distinctions are empirically grounded while others appear to be socially constructed.

Women Rights:

Women's rights are the rights and entitlements claimed for women and girls worldwide, and which formed the basis for the women's rights movement in the 19th century and feminist movement during the 20th century. In some countries, these rights are institutionalized or supported by law, local custom, and behavior, whereas in others they are ignored and suppressed. They differ from broader notions of human rights through claims of an inherent historical and traditional bias against the exercise

of rights by women and girls, in favor of men and boys.

Discrimination:

In human social behavior , discrimination is prejudiced treatment or consideration of, or making a distinction towards, a being based on the group, class, or category to which they are perceived to belong. These include age , caste , criminal record , height , disability , family status , gender identity , gender expression , generation , genetic characteristics , marital status , nationality , color , race and ethnicity , religion , sex and sex characteristics , sexual orientation , social class , species , as well as other categories.

Human Rights:

Human rights are the basic rights and freedoms that belong to every person in the world, from birth until death. They apply regardless of where you are from, what you believe or how you choose to live your life. These basic rights are based on shared values like dignity, fairness, equality, respect and independence.

The Seneca Falls Convention:

The Seneca Falls Convention was the first women's rights convention in the United States. Held in July 1848 in Seneca Falls, New York, the meeting launched the women's suffrage movement, which more than seven decades later ensured women the right to vote.

GENERAL OVERVIEW

Gender Pay Gap

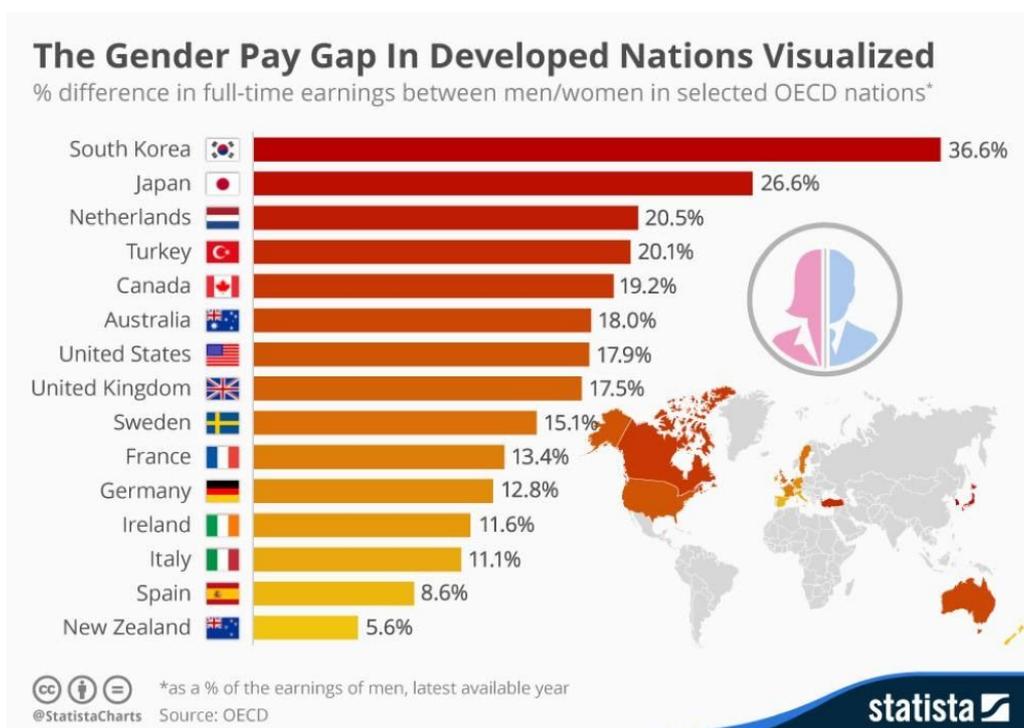
Although the disparities between men and women are decreasing in the medical field, gender inequalities still exist as social problems. From 1999 to 2008, recently qualified female doctors in the US made almost \$170,000,000 less than their male counterparts. The pay discrepancy could not be explained by specialty choice, practice setting, work hours, or other characteristics. A case study carried out on Swedish

medical doctors showed that the gender wage gap among physicians was greater in 2007 than in 1975.

Wage discrimination is when an employer pays different wages to two seemingly similar employees, usually on the basis of gender or race. Kampelmann and Rycx (2016) explain two different explanations for the differences observed in wages. They explain that employer tastes and preferences for foreign workers and/or customers can translate into having a lower demand for them as a whole and as a result offering them lower wages, as well as the differences in career dynamics, whereas, if there is large differences between immigrant workers and “native” workers, it could lead to wage discrimination for immigrant workers. Within the discrimination of domestic to foreign workers there is also discrimination among foreign workers based on gender. Female migrant workers are faced with a “triple-discrimination” . This "triple-discrimination" states that women foreign workers are more at risk to experience discrimination because they are women, unprotected workers, and migrant workers.

Worldwide, women only make 77 cents for every dollar earned by men. As a result, there’s a lifetime of income inequality between men and women and more women are retiring into poverty.

This stubborn inequality in the average wages between men and women persists in all countries and across all sectors, because women’s work is undervalued and women tend to be concentrated in different jobs than men. Even though the work itself may require equal or more effort and skills, it’s valued and remunerated less.



For women of color, immigrant women and mothers, the gap widens. The so-called “motherhood penalty” pushes women into informal economy, casual and part-time work, and tends to be larger in developing countries than developed countries.

Sexual Harassment

Workplace sexual harassment takes many different forms. It can come from a coworker, a supervisor, or a customer or client, and ranges from unwanted touching, inappropriate comments or jokes, or someone promising you a promotion in exchange for sexual favors.

Sexual harassment does not have to be “sexual.” It can also look like teasing, intimidating or offensive comments based on stereotypes (e.g., about how certain people “are” or should act), or bullying someone or a group of people based on their sex, gender identity (man, woman, trans, intersex, nonbinary) or sexual orientation (queer, straight, bisexual, lesbian, gay, asexual, pansexual, two-spirit etc.) Sometimes sexual harassment is about sex and something else, like race or ethnicity. For example, a woman of color may experience harassment in the workplace differently from a white female co-worker. She may be the target of abusive or hostile behavior because of the combination of her sex and her race or ethnicity.

Sexual harassment could occur in places or in situations mentioned below: • The perpetrator can be anyone, such as a client, a co-worker, a parent or legal guardian, relative, a teacher or professor, a student, a friend, or a stranger.

- Harassment can occur in varying locations, in schools, colleges, workplaces, in public, and in other places.

- Harassment can occur whether or not there are witnesses to it.

- The perpetrator may be completely unaware that his or her behavior is offensive or constitutes sexual harassment. The perpetrator may be completely unaware that his or her actions could be unlawful.

- Incidents of harassment can take place in situations in which the targeted person may not be aware of or understand what is happening.

- An incident may be a one-time occurrence.

- Adverse effects on harassed persons include stress, social withdrawal, sleep disorders, eating difficulties, and other impairments of health.

- The victim and perpetrator can be any gender.

- The perpetrator does not have to be of the opposite sex.

- The incident may arise from misunderstanding by the perpetrator and/or the victim. These misunderstandings can be reasonable or unreasonable.

Gendered Racism

Gendered racism is a form of oppression that occurs due to race and gender. It is perpetuated due to the prevalence of perceptions, stereotypes, and images of certain groups. Racism is defined as the belief that all members of each race possess characteristics or abilities specific to that race. Racism functions as a way to distinguish races as inferior or superior to one another. Sexism is defined as prejudice, stereotyping, or discrimination on the basis of sex. Gendered racism differs in that it pertains specifically to racial and ethnic understandings of masculinity and femininity, as well as along gendered forms of race and ethnic discrimination.

Fundamentally, age, class, and gender are intersecting categories of experience that affect all aspects of human life. Thus, they simultaneously structure the experiences of all people in society. At any moment, race, class, or gender may feel more salient or meaningful in a given person's life, but they are overlapping and cumulative in their effects on people's experiences. This emphasizes that it is difficult for an individual to differentiate which aspect of their identity is being attacked. It may be impossible for an individual to assess whether discrimination is due to gender or race. Both of these constructs make up the individual's identity, and they intersect with one another. Because people have intersecting social identities, it is important to focus on how these identities shape an individual's experiences.

To show an example of gendered racism, in France, an experiment showed that a woman with a Senegalese sounding name had only 8.4 percent chance of being called for a job interview, as compared to 22.6 percent chance for women with a French-sounding name.

According to research by the European Union Agency for Fundamental Rights, attacks against women whose appearance suggested they are Muslim have been reported in a number of European countries, while the majority of islamophobic acts committed in 2015 - 74 per cent in France and 90 per cent in the Netherlands - targeted women.

Women Are Promoted Less Often Than Men

Women are significantly less likely than men to be offered a promotion at work after having children, new research suggests.

A report published by the universities of Bristol and Essex for the Government Equalities Office found that just 27.8 percent of women were in full-time or self-employed work three years after childbirth, compared to 90 per cent of new fathers.

The data also showed that women who did return to work after becoming a parent were two thirds less likely to get promoted in the five years after the child was born compared to their male counterparts with 26 percent of fathers receiving promotions or moving to a better job compared to 13 percent of mothers. Furthermore, 17 percent of women were found to have left employment completely in the five years following childbirth, compared to four per cent of men. One of the main reasons for women having a less chance of getting a promotion is that their loss of full time work experience due to mothers requiring to look after their children which also is one of the reasons of gender pay gap that women suffer nowadays. Worryingly, it appears that women who return to employment typically see their chance of moving up the occupational ladder decrease. Women who return to the same employer risk becoming stuck in their job roles with limited career progression. Also at every level, women were at least nine times more likely than men to say they do more childcare and at least four times more likely to say they do more chores at home.

Though women and men say they want to be promoted in about equal numbers (75% and 78% respectively), women are significantly less likely to make it to the next tier in their organization. However across all organizational levels, the study found that women are a whopping 15% less likely than men to get promoted.

Fewer women than men are aiming for the very top. Among senior managers, 60% of women said they want to be a top executive, compared to 72% of men. Women were also more likely to cite stress and pressure as one of the biggest reasons for not wanting to hold top positions.

Contrary to popular belief, women are not leaving their organizations at higher rates than men. In fact, women in leadership are more likely to stay with their companies than men. At the senior vice president level, women are 20% less likely to leave.

Empowerment of Women

Women's empowerment is a movement involving respect, honor and recognition toward all Woman. Empowerment can be defined in many ways, however, when talking about women's empowerment, empowerment means accepting and allowing people (women) who are on the outside of the decision-making process into it. "This puts a strong emphasis on participation in political structures and formal decision-making and, in the economic sphere, on the ability to obtain an income that enables participation in economic decision-making." Empowerment is the process that creates power in individuals over their own lives, society, and in their communities. People are empowered when they are able to access the opportunities available to them without limitations and restrictions such as in education, profession and lifestyle. Feeling entitled to make your own decisions creates a sense of empowerment. Empowerment includes the action of raising the status of women through education, raising awareness, literacy, and training. Women's empowerment is all about equipping and allowing women to make life-determining decisions through the different problems in society. Women's empowerment and achieving gender equality is essential for our society to ensure the sustainable development of the country. Many world leaders and scholars have argued that sustainable development is impossible without gender equality and women's empowerment. Sustainable development accepts environmental protection, social and economic development, and without women's empowerment, women wouldn't feel equally important to the process of development as men. It is widely believed that, the full participation of both men and women is critical for development. Only acknowledging men's participation will not be beneficial to sustainable development. In the context of women and development, empowerment must include more choices for women to make on their own. Without gender equality and empowerment, the country could not be just, and social change wouldn't occur. Therefore, scholars agree that women's empowerment plays a huge role in development and is one of the significant contributions of development. Without the equal inclusion of women in development, women would not be able to benefit or contribute to the development of the country.

There are economic and political empowerment of women which are explained below.

Economic empowerment increases women's agency, access to formal government programs, mobility outside the home, economic independence, and purchasing power. Policy makers are suggested to support job training to aid in entrance in the formal

markets. One recommendation is to provide more formal education opportunities for women that would allow for higher bargaining power in the home. They would have more access to higher wages outside the home; and as a result, make it easier for women to get a job in the market.

Political empowerment supports creating policies that would best support gender equality and agency for women in both the public and private spheres. Popular methods that have been suggested are to create affirmative action policies that have a quota for the number of women in policy making and parliament positions. As of 2017, the global average of women whom hold lower and single house parliament positions is 23.6 percent.

There are also barriers that prevent the women's empowerment and make women more dependent, many women feel these pressures, while others have become accustomed to being treated inferior to men. Even if legislators, NGOs, etc. are aware of the benefits women's empowerment and participation can have, many are scared of disrupting the status of the women and continue to let societal norms get in the way of development.

Research shows that the increasing access to the internet can also result in an increased exploitation of women. Releasing personal information on websites has put some women's personal safety at risk. In 2010, Working to Halt Online Abuse stated that 73% of women were victimized through such sites. Types of victimization include cyber stalking, harassment, online pornography, and flaming. Sexual harassment in particular is a large barrier for women in the workplace. It appears in almost all industries, but is most notable in the following: business, trade, banking and finance, sales and marketing, hospitality, civil service, and education, lecturing and teaching. According to the International Labour Organisation (ILO), sexual harassment is a clear form of gender discrimination based on sex, a manifestation of unequal power relations between men and women. Furthermore, the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is urging for increased measures of protection for women against sexual harassment and violence in the workplace. 54% (272) had experienced some form of workplace sexual harassment. 79% of the victims are women; 21% were men. Also recent studies also show that women face more barriers in the workplace than do men. Gender-related barriers involve sexual harassment, unfair hiring practices, career progression, and unequal pay where women are paid less than men are for performing the same job.

When taking the median earnings of men and women who worked full-time, year-round, government data from 2014 showed that women made \$0.79 for every dollar a man earned. The average earnings for working mothers came out to even less—\$0.71 for every dollar a father made, according to a 2014 study conducted by the National Partnership for Women and Children. While much of the public discussion of the "wage gap" has focused around women getting equal pay for the same work as their male peers, many women struggle with what is called the "pregnancy penalty". The main problem is that it is difficult to measure, but some experts say that the possibility of having a baby can be enough for employers to push women back from their line. Therefore, women are put in a position where they need to make the decision of whether to maintain in the workforce or have children. This problem has sparked the debate over maternity leave in the United States and many other countries in the world.

Such barriers make it difficult for women to advance in their workplace or receive fair compensation for the work they provide.

Major Parties Involved

Sweden

The overarching Swedish principle for gender equality is that everyone, regardless of gender, has the right to work and support themselves, to balance career and family life, and to live without the fear of abuse or violence.

The current Swedish government has declared itself a feminist government, devoted to a feminist foreign policy. In Sweden women make up 44 percent of the parliament. This is significantly huge compared to other countries. The EU average of women being in parliaments is 28 percent, while North America stands in 22 percent.

Sweden has come a long way in making sure that women and men are treated equally in the workplace. Gender discrimination in the workplace has been illegal since 1980. The Swedish Discrimination Act from 2009 demands that employers not only actively

promote equality between men and women, but also take measures against harassment.

Sweden has greatly increased the economic equality between women and men over time. Still, a pay gap remains. This is one of the challenges on the Swedish gender equality agenda. The pay gap between men and women can partly be explained by differences in profession, sector, position, work experience and age. But some of them seem to have more to do with gender. The Discrimination Act states that employers and employees should work actively for equal pay for equal work, as well as promote equal opportunity for women and men to receive a pay rise.

Despite the fact that Swedish statesman Birger Jarl banned rape already in the 1250s, Sweden battles with among the highest rape statistics in the world today. In 2018, the government tightened Sweden's laws on sex crimes. The parliament decided to adopt a new sexual consent law, which states that sex without explicit consent is rape, even when there has been no violence or threats.

Australia

Australia is one of the major partners of UN Women. In 2018, Australia was UN Women's fourth largest other resources contributor, the eighth largest regular resources contributor, making it the sixth largest contributor overall with a total contribution of USD 16.7 million.

The government established the Workplace Gender Equality Act in 2012 which helped women get better conditions in the workplace and as a society, Australia has worked towards offering equal opportunity to women in the workplace and the statistics appear to reflect significant progress. However, Australia falls into the latter category.

According to the Australian Government, women account for 46.2% of the local workforce. The majority are part-time workers, followed by casual employees. A third are employed full-time, also women, as of 2014, took home on average \$283.20 AUD less than their male counterparts each week. That means the average Australian woman has to work an extra 66 days a year to earn the same pay as the average man.

Unfortunately, women in Australia are over-represented in lower-paying part-time jobs and under-represented in executive positions. At the workplace, they are at risk of experiencing harassment and discrimination. And when they leave the office, there is

also a high chance of them being subjected to violence or sexual assault. Because of these statistics have impacted badly on Australia's global gender disparity rank.

Saudi Arabia

During the late 20th and early 21st centuries, women's rights in Saudi Arabia have been severely limited in comparison to the rights of women in many of its neighboring countries due to the strict interpretation, hence application of sharia law in place in Saudi Arabia. The World Economic Forum's 2016 Global Gender Gap Report ranked Saudi Arabia 141 out of 144 countries for gender parity, down from 134 out of 145 in 2015. The United Nations Economic and Social Council (ECOSOC) elected Saudi Arabia to the U.N. Commission on the Status of Women for 2018–2022, in a move that was widely criticized by the international community. Women in Saudi Arabia constituted 23% of the country's native workforce as of 2015. In 2019, 34.4% of the native workforce of Saudi Arabia were women.

The salaries of Saudi women working in the private sector are 56 percent less than their male counterparts, placing the kingdom at number 107 in gender pay gap worldwide.

The issue of gender pay gap in Saudi Arabia was raised by Shura Council members Latifah Al-Shaalan and Moudi Al-Khalaf, who demanded a supervisory committee to ensure equal pay. While Saudi's Citizen Account Program has 21 percent of Saudi women registered as family breadwinners, only 5 percent of families registered in the program have women as breadwinners. The kingdom's gender poverty gap is also growing, with 120-160 poor women to every 100 poor men in the country.

Furthermore, unemployment among Saudi women is the highest in the world, getting the least wages compared to woman in other Gulf countries. Discrimination against women, such as inequality in pay, is against legal regulations, according to labor laws by the Ministry of Labor and Social Development. However, women's rights have been improving in the Kingdom over the past few months, with the country revealing it would remove its driving ban imposed on women.

Interestingly, Saudi Arabia's national pollsters cheerfully declared that there is no gender discrimination in the country, citing the supposedly definitive results of a survey of mostly Saudi men. The National Centre for Public Opinion Polls, a private body which regularly does polling work for the Saudi government, published the results of the survey on hatred, discrimination, and racism. The National Centre for Public Opinion Polls tweeted that they reached their conclusion after surveying 1,057

Saudi citizens. 65% were men, and 35% women. According to the centre, 78% of respondents said they had never been discriminated against at all. The 22% who did say they had been discriminated against said it was for reasons including their tribe, beliefs, where they lived, or their skin color. Apparently none cited their gender.

Previous Attempts to Solve The Issue:

In trying to solve this issue, many conventions, organizations and NGOs has been declared. Such as 'The Seneca Falls Convention, Commission on the Status of Women (CSW), Women for Women International, Equality Now...'

Also in countries constitution's there are strict laws for women's rights. There are some harsh penalties for the individuals who don't obey these rules.

There are some shelters for the women who exposed to violence. A women's shelter, also known as a women's refuge and battered women's shelter, is a place of temporary protection and support for women escaping domestic violence. There are

so many shelters around the world for the protection of women. Such as 'St. Mary's Center for Women and Children, Atlanta Day Center for Women and Children...'

Questions a Resolution Must Answer:

- What will be future situation for CSW in order to make it more effective?
- In order to solve gender pay gap and violence in workplace, will the policies of private sector change or will they be monitored and how?
- Looking at the situations how will the security system of countries change or should they change?
- Will the solutions that solved racism will solve gendered racism as well and in order to solve this situation in the best way possible will we need to change

some solutions?

- How will a woman who has a new born child be in the same experience as a man who works regularly?
- What will be the assets to empower women in their individual, social, and economic areas?

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