

Forum: Economic and Social Council (ECOSOC)
Issue: Measures to close the economic gender gap
Student Officer: Rena Ghani
Position: President

Introduction

Skill, knowledge and technological advances can be saddled to convey feasible economic development and multitudinous advantages to society. However in the event that half of the world's skills and knowledge isn't included into the changes in progress, we will undermine advancement and risk an ascent in inequality. This desperation is at the centre of a new invitation to take action to quicken advancement towards gender equality, adding to the settled financial case for gender equality. In addition, there is a basic moral case for empowering women: women speak for one portion of the worldwide populace and it is plainly obvious that they should have corresponding access to wellbeing, training, authority, and political portrayal.

Gender inequalities, in time, are still extensive and perpetual in all nations. Whenever paid and unpaid work are consolidated, women in LEDCs work more than men, with less time for education, recreation, political interest and self-mind. Notwithstanding a few changes throughout the most recent 50 years, in all intents and purposes with each nation, men invest more energy in relaxation every day while women invest additional time doing unpaid housework.

Women bear unbalanced obligation regarding unpaid care work. They dedicate 1 to 3 hours more daily to housework than men; 2 to 10 times the measure of time a day to care (for infants, elderly, and the debilitated), and 1 to 4 hours less a day to errands. In the European Union for instance, 25% of women report nursing and other family and individual duties as the explanation behind not being in the work sector, versus just 3% of men. This specifically and adversely impacts women's interest in the work force.

Gender contrasts in laws influence both developed and developing economies, and women in all areas. Around 90% of 143 economies examined have no less than one lawful distinction confining women's financial options. Of those, 79 economies have laws that limit the sorts of occupations that women can do. Also, spouses can protest their wives working and keep them from performing occupations in 15 economies.

Definition of Key Terms

United Nations Gender Inequality Index

The United Nations made this record on the premises that “all too often, women and girls are discriminated against in health, education and the labour market with the negative repercussions of their freedom”.

Gender Inequality

The unequal treatment or impression of people in view of the gender.

Gender Equality

A situation in which all options and rights are unaffected by gender.

Sustainability Goals

An idea made by the United Nations Conference on Sustainable Development in June 2012 in Rio de Janeiro. Its motivation was to set objectives for future improvement in all nations.

Millennium Development Goals

The millennium development goals were made after the foundation of the millennium development summit in 2000. There are eight millennium development objectives, these objectives give a wide range of advancement, e.g, to annihilate extraordinary poverty and hunger to decrease infant mortality or to advance gender equality.

Objective three: gender equity and strengthening of women, had three criteria that must be met, such as equivalent proportions of young women to young men in essential, auxiliary and tertiary training, extent of seats held by women in national parliaments and offer of women in wage work in the non-agrarian areas.

GGGR (Global Gender Gap Report)

The Global Gender Gap Report was distributed by the World Economic Forum in 2006. The most recent, 2016 issue contains detailed data, alluding to 144 noteworthy and rising economies. The Report was intended to be a record relating to and measuring gender equality.

Microcredit

Microcredit is the augmentation of smaller scale credits (loans). Microcredit is utilised normally by poverty stricken borrowers who do not have a stable job and evident record as a consumer

Background Information

The current situation of unequal pay between women and men

Disregarding over thirty years of equivalent pay legislation, the void amongst male and female income has remained strikingly unchanged and is available over all Member States despite the general level of female occupations, welfare models or their own particular national histories of equity enactment.

As indicated by the definition utilised by the European Commission, the gender pay gap speaks to the contrast between normal gross hourly income of male paid workers and of female paid representatives as a level of normal gross hourly profit of male paid representatives.

The causal factors for the gender economic gap and unequal pay

There are various interrelated components that bring reason to the gender pay gap, of which one can be perceived as immediate separation, where most women are paid not as much as men for doing likewise work. In any case, coordinate separation has been viably captured because of enactments at the European and Member States level.

The underestimation of women's work on the premise of gender is a noteworthy causal factor of the gender pay gap. Often women acquire lower wages than men for doing tasks of equivalent esteem. One of the fundamental factors is the way women's capabilities are esteemed, contrasted with men's. Employments requiring comparable abilities, capabilities, or experience have a tendency to be ineffectively paid and underestimated when they are overwhelmed by women as opposed to by men. For instance, the (predominantly female) clerks in a grocery store more often than not acquire less pay than the (predominantly male) representatives engaged with stacking racks and other more physical assignments.

Moreover the assessment of performance, and henceforth pay level and profession movement, may likewise be one-sided for men. For instance, where women and men are similarly very much qualified, more esteem can be connected to duty regarding capital than to obligation regarding individuals, i.e. more esteem is appended to physical quality than to relational abilities. This is where the guideline of "work of equivalent esteem" should be painstakingly inspected.

This division of employment opportunities for work into male and female areas additionally catches the underlying foundations of gendered detriment on the work market – the way that women and men are frequently working in very unique parts where the privileges are likewise

very extraordinary. Women's occupations, especially those who work as careers and those with children or domestic exercises, are reliably underestimated.

Besides, even in feminized work areas, men have a tendency to be over spoken in high positions (vertical isolation) for instance, in educating. Sectional investigation of profit and business demonstrate that men overwhelm the higher paying employments even in female-commanded divisions. The effect of the undervaluation of women's work can be found in the impact on wages of working in a feminized segment.

There are less women in places of basic leadership, the most generously compensated levels, even in these segments where they are generally all around included. Furthermore, when they involve these positions, they are in areas seen as less vital, or the scope of duties is more restricted. At the EU 27 level women embody just 32% at administrative levels, 3% among executives and leaders of organization, 10.9% among the individuals from the most noteworthy basic leadership body of the biggest cited firms on the national stock exchange.

Another essential factor that bears the roots to the gender pay gap is low maintenance work. Female low maintenance laborers are paid less contrasted with male low maintenance specialists. Also, the gender pay gap every hour among part-timers is more extensive than among full-timers. The expansion in low maintenance work has been a typical pattern in numerous European nations in the course of the most recent 10 years. Ladies are notwithstanding, four times more as likely as men to take up low maintenance employments. Low maintenance occupations are commonly low paid, with fewer prospects for advancement and access to training. It is the connection between low pay, low maintenance work, and the detachment of men and women into various sorts of employments which drastically affects women.

The effect of parenthood and of elderly care obligations make women more inclined to taking up low maintenance occupations. Aside from the lower pay related with working low maintenance, parenthood – or all the more especially parenthood – impacts upon the gender salary gap over the lifetime through the 'expenses' of years out of the work market and lessened hours while working low maintenance. In any case, the effect of these components on life time profit varies between Member States relying upon the level of help aided to working guardians.

Singular factors, for example, age and education are likewise emphatically related with the extent of the gender pay gap. In contrast with a delegate sample of the total populace, the gender wage gap is lower if just a specimen of new apprentices in the work market is examined. This implies the gender pay gap has a tendency to extend with age, which is regularly a consequence of vocation breaks experienced by women amid their working life particularly by more established

women who couldn't profit by particular equity measures in light of the fact that those did not exist when they began to work. A "parenthood penalty" is plainly in confirm for ladies beyond 40 years, as more established women will probably have profession breaks to nurture children (and elderly guardians), affecting on their level of work understanding and thusly influencing pay. The subsequent pay gap begins to show up around 10 years after women begin work.

On account of migrant labourers, they endure twofold burden inferable from their origin and gender. Studies have demonstrated that migrant women gain not as much as migrant men, as well as that they acquire not as much as national women for doing likewise work. A foreigner, at the season of his/her entry gains 40% less as what a local labourer would gain for doing likewise.

Current obstacles to reducing the gender pay gap

Traditions and gender generalisations are the fundamental deterrents to the shutting of pay gap as well as ensuring financial and social correspondence of men and women. While now and again this may reflect personal decisions, customs and generalisations on the parts and desires of women and men may impact, for instance, the decision of instructive way and therefore proficient vocations, especially for young women and women driving them towards commonly female professions which are less well paid.

While 59% of all college graduates are women, they are a minority in fields like arithmetic, computer sciences. Just 8.4 out of 1.000 women matured 20-29 are graduates in arithmetic, science and innovation contrasted with 17.6 men. Therefore there are less women working in logical and specialised occupations: just 29% of researchers and designers crosswise over Europe are women. This outcomes women working in lower esteemed and lower paid divisions of the economy. On account of these conventions and generalisations, societal desires on women to lessen their working hours or leave the work market to complete child or senior care are far more noteworthy.

Also, as beforehand specified the financial emergency has represented a noteworthy risk to the progression made in the gender equality work throughout the most recent decade. With the monetary and budgetary emergency, joblessness rates have risen pointedly all through Europe. Women turn into the aberrant 'failures' of the financial emergency as governments attempt measures to lighten people in general obligation frequently in weakness of open accounts, social approach and social assurance frameworks. In addition, governments may tend to see gender uniformity as to a lesser extent a need. Subsequently, women may remain to be significantly burdened by the retreat and national reactions to the emergency.

The gravity measures arranged and actualised in numerous nations would influence a bigger number of women than men. Ladies are the fundamental suppliers of public administrations,

giving up to 66% of the workforce in training, wellbeing and social care; it can along these lines be normal that female joblessness will rise excessively as open part cuts are made. Supported pay differentials would likewise mean men are additionally more probable than women to be in a profitable position in connection to reserve funds and pay. The ascent in the joblessness rate of women would put them more in danger of poverty.

Besides, there is a need of information and data at the organisation level particularly concerning wage sythesis. One of the primary troubles lies with the meaning of the organisation of 'pay' and wage structures. Aside from compensation for work acquired in business settings, pay in work is likewise made out of extra components, some of which are more noticeable than others, requiring more straightforwardness in the creation of wage structures. It is essentially in the imperceptible parts of the wage organisation that the gender wage gap is covered up. The absence of transparency with respect to the organizations as to wage structure and optional components of pay make it troublesome for women to fortify their power.

Benefits of economic gender empowerment

- When more women work, economies develop. An expansion in female work constrains interest—or a lessening in the gap amongst women's and men's work support—brings about quicker monetary development.
- Evidence from a scope of nations demonstrates that expanding the offer of family salary controlled by women, either through their own profit or money exchanges, changes spending in ways that advantage children.
- Increasing women and girls' training adds to higher financial development. Expanded instructive achievement represents around 50% of the monetary development in OECD nations in the course of recent years, of which over half is because of girls having approached more elevated amounts of training and accomplishing more noteworthy uniformity in the quantity of years spent in instruction amongst men and ladies. However, for the greater number of women, huge peaks in training have not converted into better work market results.
- Research utilizing information from 219 nations from 1970 to 2009 found that, for each one extra year of training for women of conceptive age, infant mortality diminished by 9.5%.
- Women have a tendency to have less access to formal budgetary organizations and sparing systems. While 55% of men report having a record at a formal money related organization, just

47% of women do around the world. This hole is biggest among bring down center wage economies and additionally in South Asia and the Middle East and North Africa.

Major Countries and Organizations Involved

Commented [1]: Needs at least three countries please

Finland

Finland aims for urging more fathers to take more parental leave and to share childcare duties with mothers. The venture will direct research into the hindrances that keep fathers from taking leave; and intercede in predominantly male working environments to advance fathers' take-up of leave and bring issues to light of men/fathers. Awareness raising exercises are likewise a focal action of the project, went for breaking gender generalizations on the part of men and women regarding paid work, household work and care duties.

Germany

In Germany parental recompense, tending to mothers as well as fathers, has demonstrated to add to more "active" fathers. 34 % of German fathers bring parental leave which lasts, on average, 3.1 months at home with their children. The new parental stipend in addition to for births as from 01.07.2015 is a case for another policy approach to deal with creating perks for guardians to partition parental leave between the mother and the father and to give monetary motivating forces if both the mother and the father choose to work a part time job at the same time.

Sweden

The Swedish Government sent a bill to Parliament proposing to fortify the prerequisite of pay overviews with a specific end goal to try to dispose of unjustified gender pay differentials. It suggests that compensation reviews be led each year (rather than each third year). Further, managers with more than 10 representatives (rather than 25 as earlier) will be required to archive the work with pay reviews each year (rather than each third year). In June 2016, the Swedish Parliament voted in support of the bill and the proposed revisions went into compel 1 January 2017.

European Commission

The European Commission has been a key player in advancing equivalent pay in Europe. Corresponding pay was received as a center rule of the European Union when it was established in 1957. Article 157 of the Lisbon Treaty expresses that 'each Member State shall ensure that the principle of equal pay for male and female workers for equal work or work of equal value is applied'. Under the sponsorship of the European Employment Strategy, since 1997 tending to the gender pay gap has turned into a piece of the compelling use of female HR in Europe and more extensive objectives of high

manageable work rates. In this way the gender pay gap was featured as one of the key concerns in the Roadmap for balance amongst women and men 2006-2017. One of the early breakthroughs of the Roadmap was for the Commission to work with Eurostat in the improvement of satisfactory information for the estimation of pay disparities.

Shutting the gender pay gap remains a noteworthy political need and the European Commission has promised to keep this issue, which keeps on involving high concern, high on its motivation. The Women's Charter 2018 set out to close the gender pay gap fundamentally by utilizing both authoritative and non-administrative means. It reaffirms that the pay gap is a cost that Europe can't stand to hold up.

The World Economic Forum

The World Economic Forum is notably responsible for producing the annual Global Gender Gap Report, which highlights 144 countries and their data with regards to women working at an equal level to that of men, in the labour market. Through the Global Gender Gap Report, the World Economic Forum measures the extent of gender based aberrations and keeps tabs on their development after some time. While no single measure can catch the total circumstance, the Global Gender Gap Index exhibited in this Report looks to gauge one essential part of gender uniformity—the relative holes amongst women and men crosswise over four key ranges: wellbeing, training, economy and legislative issues. The Index was produced to a limited extent to address the requirement for a steady and complete measure for gender uniformity that can track a nation's advance after some time. Over a time of information has uncovered that advance is still too moderate for understanding the maximum capacity of one portion of mankind inside our lifetimes.

International Labour Organisation

The essential objective of the ILO is to advance opportunities for women and men to acquire tolerable work in states of flexibility, value, security and human dignity. Gender balance is a key component in achieving this objective and is a cross-cutting policy influencer for all ILO approach results.

The ILO Policy on Gender Equality and Mainstreaming bolsters a two dimensional approach of gender mainstreaming: breaking down and tending to in all ILO activities the particular needs of women and men, and focused on mediations to empower women and men to take part in, and advantage equally from, improvement endeavours.

Timeline of Events

Date	Description of event
1912	Women's minimum salary set at 54% of men's average salary
1950	Women's minimum salary increased to 75% of men's average salary
1972	ACTU creates the concept of 'equal pay for work of equal value' 1986 Affirmative Action Act (Equal Employment Opportunity for Women) introduced
1999	Equal Opportunity for Women in the Workplace Act (EEOWA) introduced Review of EEOWA and Gender Discrimination Act
2009	Pay Equity Inquiry launched Fair Work Act defines equal pay more broadly as 'equal remuneration for work of equal or comparable value'
2011	ASX Corporate Governance Gender Diversity Principles and Recommendations introduced
2012	Workplace Gender Equality Act introduced
2013	Government provides funding to childcare sector to help increase wages for early childhood education and care workers United Voice launches equal pay case for childcare workers
2014	The Workplace Gender Equality Agency expanded their national survey of employers to include remuneration data for the first time G20 countries met in Sydney to discuss global trade and finance, bringing business leaders together at an important event highlighting the difference that women's empowerment and gender equity make to the bottom line.

I

Relevant UN Treaties and Events

The following treaties highlight previous attempts and actions towards solving or investigating the issue of the gender economic gap:

- Mainstreaming a gender perspective into all policies and programmes in the United Nations system, 14 July 2011 (**A/RES/2011/6**)
- ILO - The promotion of gender equality, pay equity and maternity protection, June 2004
- The Global Gender Gap Report 2016

Previous Attempts to solve the Issue

United Nations Development Program

The UNDP energizes the strengthening of women in the greater part of its projects. Since 1999, the UNDP has likewise distributed a paper called the Human Development Report, the reason for this is to quantify and examine all advancement progress. Also, the UNDP distributes reports for local, national and neighbourhood parties. The UNDP depends entirely on subsidising from contributing part countries.

The UNDP works towards enabling women as well as works towards Democratic administration, Poverty decrease and Crisis avoidance/recuperation. The advancement of gender uniformity and the strengthening of women is key to the command of UNDP and characteristic for its improvement approach. This exertion incorporates supporting for women's and girl's equivalent rights, fighting prejudiced practices and testing the situations and generalizations that influence disparities and prohibition.

Equal Pay Act of 1963

In 1963, President John F. Kennedy marked the Equal Pay Act which made it unlawful for men and women to be paid distinctive wages in a similar foundation, this was demonstrated exceptionally successful as women's pay rates opposite men's pay rates had risen quick, from the 62% of men's profit in 1979 to 80% of men's income into 2004. However huge wage holes still exist today.

Argentinean Example

In 1869, Argentina created the Argentine Civil Code, which expresses that "all natives are viewed as equivalent". Area 16 of the Constitution of Argentina expressed that "The Argentine Nation concedes neither blood nor birth rights: there are neither individual benefits nor titles of respectability. Every one of its tenants are equivalent under the steady gaze of the law, and permissible to work with no other necessity than their capacity."

In March 2005, the European social accomplices embraced a Framework of Actions on Gender Equality. They distinguished four regions for need activities of which one is to handle the gender wage gap.

The part associations of BUSINESSEUROPE, UEAPME, CEEP and ETUC consented to advance the Framework of Actions in Member States at all suitable levels assessing national practices. They created 3 assessment reports, the last one of which was received by the European Social Dialog Committee in 2009. The current monetary and budgetary emergency has given the social accomplices

new difficulties which could give them the chance to give solid initiative and carefulness to guarantee that key objectives don't slip in the desperation of reactions to the crisis.

Possible Solutions

Implement Pay Transparency

Pay transparency informs employees about wages that their partners are acquiring and would make women mindful in the event that they are making not as much as their male partners.

It might work as impetus for representatives to expand their profitability. It would constrain associations to build up a meritocracy. The individuals who are most profitable get paid the most. The most noteworthy pay wouldn't go to the individuals who request it, to the individuals who debilitate to stop, at the same time, rather it would go to those that really merit more pay.

Some tech organizations are as of now executing these methodologies with a specific end goal to diminish the gender pay gap. As indicated by the Guardian, New York based investigation organization, SumAll gives an online archive so workers can see the pay rates and pay histories of every one of their associates. Social sharing startup, Buffer likewise makes every one of their workers' compensation data open. In a perfect world, more associations who think about sexual orientation equality will follow suit, yet it will likely expect enactment to get the bigger associations on board.

A positive development, Governor Brown marked into enactment an Equal Pay Act in California a month ago which disallows striking back against representatives who get some information about or talk about wages. It holds back before expecting associations to give this information to their representatives. As it were, representatives are not punished for getting some information about their collaborators' compensation, but rather associations aren't required to supply this data to workers.

Awareness raising exercises are basic to keeping workers and partners educated about the presence and significance of the gender pay gap. An awareness raising effort on the gender pay gap was propelled in March 2009 and will proceed in 2011. The objective gatherings distinguished were workers, managers, social accomplices, NGOs, chiefs, enlistment organizations and the overall population.

Launching an Equal Pay day is another possible solution. This day will be set every year on the date relating to the additional days that a woman is required to work with a specific end goal to gain an indistinguishable compensation from a man amid an entire year of work. The date's varieties will permit to see the development of the pay gap over the span of the years. In some countries, this idea has

already been established; on the 5th of March 2011 the first European Equal Pay Day was launched, and as a result, has raised awareness about the gender gap in various workplaces across European countries.

Supporting managers by empowering activities that advance gender fairness in the work environment including correspondence marks, contracts, and honors is another solution to this issue. An examination was distributed in 2010 comprising of a stock and investigation of non-authoritative measures taken by open and private associations and organizations to advance gender correspondence in the work put.

Since the pay gap is caused by many interrelated variables, activities handling these fundamental causes can be executed: enhancing working conditions for women, encouraging a superior work-life adjust including a more adjusted offer of men in the family and household obligations, urging women to enter non-customary callings to handle isolation and enhancing the gender equity in the basic leadership positions.

Bibliography

"Facts and Figures: Economic Empowerment." *UN Women*, www.unwomen.org/en/what-we-do/economic-empowerment/facts-and-figures.

Elsesser, Kim. "Two Solutions For The Gender Pay Gap That Can Be Implemented Today." *Forbes*, Forbes Magazine, 19 Nov. 2015, www.forbes.com/sites/kimelsesser/2015/11/19/two-solutions-for-the-gender-pay-gap-that-can-be-implemented-today/#601deed02d35.

Conference 'Equality Between Women and Men' European Commission DG Justice-19-20 September 2011, Brussels. ec.europa.eu/justice/gender-equality/files/conference_sept_2011/background-paperii-gender-pay-gap_en.pdf.

"ILO." *Gender Equality*, www.ilo.org/global/topics/equality-and-discrimination/gender-equality/lang-en/index.htm.

"Pay Equity Timeline." *Equal Pay Day - Pay Equity Timeline*, www.equalpayday.com.au/pay-equity.

UNDP Jobs. N.p., n.d. Web. 01 Nov. 2017. https://jobs.undp.org/cj_view_jobs.cfm?cur_categ_id=9

Ruel, Erin, and Robert M. Hauser. "Explaining the Gender Wealth Gap." *Demography*, U.S. National Library of Medicine, Aug. 2013, www.ncbi.nlm.nih.gov/pmc/articles/PMC3686840/.

Patten, Eileen (April 14, 2015). "[On Equal Pay Day, key facts about the gender pay gap](#)". *Pew Research Center*.

"Human Development Reports." *Gender Inequality Index (GII) | Human Development Reports*, hdr.undp.org/en/content/gender-inequality-index-gii.

"Gender Gap." *Gender Gap: The Concise Encyclopedia of Economics | Library of Economics and Liberty*, www.econlib.org/library/Enc/GenderGap.html.

"ILO." *Gender Inequality and Women in the US Labor Force*, 23 Nov. 2011, www.ilo.org/washington/areas/gender-equality-in-the-workplace/WCMS_159496/lang--en/index.htm.

"Gender Pay Gap Statistics." *Gender Pay Gap Statistics - Statistics Explained*, ec.europa.eu/eurostat/statistics-explained/index.php/Gender_pay_gap_statistics.

"Closing the Gender Gap Can Boost the Economy." *OECD Observer*, oecdobserver.org/news/fullstory.php/aid/4336/Closing_the_gender_gap_can_boost_the_economy.html.

"What Is the Gender Pay Gap and Is It Real?: The Complete Guide to How Women Are Paid Less than Men and Why It Can't Be Explained Away." *Economic Policy Institute*, www.epi.org/publication/what-is-the-gender-pay-gap-and-is-it-real/.

And it's costing the economy \$1.2 trillion a year. "Fixing This Would Boost U.S. Economy by \$1.2 Trillion." *CNNMoney*, Cable News Network, money.cnn.com/2016/10/25/news/economy/economic-gender-gap-wef/index.html.

Appendix or Appendices

- I. http://www3.weforum.org/docs/GGGR16/WEF_Global_Gender_Gap_Report_2016.pdf (Global Gender Gap Report 2016 WEF)

This document will provide specific information, including statistics and data, regarding each country's efforts to combat the gender economic gap.