

# *TroyMUN'23*



# *UN WOMEN*

*( United Nations Women )*

*Empowering Women's Leadership and  
Economic and Political Participation*



**ÇANAKKALE  
KOLEJİ**

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## **I. Letter from the Secretary-General**

Highly esteemed prospective participants,

First of all, I would like to thank you for your interest and utmost consideration throughout the application process. It's a thrilling privilege and unutterable honor to welcome and serve you all to the sixth annual session of the Troy Model United Nations Conference 2023. My name is Baran Akarsu and it is my utmost honor to serve you as the Secretary-General. As well as the previous years we have the same excitement, energy, and happiness to serve you all. Our academic and operations teams made an incredible effort to provide you with an unforgettable MUN experience.

This year we have decided to broaden our horizons and prepared exciting committees and topics for you. Delegates of the UN Women committee will focus on Ending Violence Against Women. Our world has faced serious challenges in its efforts to promote gender equality globally. We have to raise awareness and stand behind women and girls to end the violence against them in all aspects of life. As The Academic Team, we are very excited to hear your take on this crucial agenda item. I also want to thank Yaren Keçili who is going to guide you through the rules of procedure as Under Secretary General of UN Women for her trilingual work ethic, and dedication.

Let's get along with each other this November at Çanakkale to take part in creating something new by what the ministers, presidents, and government officials discuss and see if we can do things differently. Do not forget to be a part of this conference and read your study guides, find some motions and prepare some speeches. Buckle your seatbelts for three days of perfection and diplomacy. I hope this conference will take a place in your memories.

Yours Sincerely,

Baran Akarsu

Secretary-General of TroyMUN

## II. Letter from the Under-Secretary-General

Distinguished Delegates,

On behalf of my chair board, I would like to welcome you all to the committee of UN Women in TroyMUN 2023. My name is Yaren Keçili and it is my utmost pleasure and honor to serve as your main chair in the committee and one of the Under-Secretary-Generals in this year's organization.

As the Chair Board, we believe that delegates with a passion for politics, equality, and international relations are undoubtedly concerned about the current condition of women's rights and will make every effort to have a fruitful committee. This study guide aims to give background and general information about the committee and the agenda but it is expected for the participants to do further research and expand their knowledge on the issues at hand.

I would like to thank Ms. Çağlayan Nazlıca and Ms. Arzu Kotan for making this conference possible and for all their efforts. They have been working together for years in the creation of several previous conferences and it is always a pleasure to work with them.

I would like to welcome you all to TroyMUN'23 once again. I hope to meet you all soon.

In case, you have further questions you can contact me via my email address.

yarenkecilimun@gmail.com

Sincerely,

Yaren Keçili

Under-Secretary-General responsible for UN Women

### III. Introduction to the Committee

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. 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:

1. Division for the Advancement of Women (DAW)
2. International Research and Training Institute for the Advancement of Women (INSTRAW)
3. Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI)
4. United Nations Development Fund for Women (UNIFEM) [1]

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. Working for the empowerment and rights of women and girls globally, UN Women's main roles are:

1. To support inter-governmental bodies, such as the Commission on the Status of Women, in their formulation of policies, global standards, and norms.



2. To help Member States implement these standards, standing ready to provide suitable technical and financial support to those countries that request it, and to forge effective partnerships with civil society.
3. To lead and coordinate the UN system's work on gender equality, as well as promote accountability, including through regular monitoring of system-wide progress. [2]

UN Women's strategic plan, 2022–2025 illustrates the purpose of UN Women and outlines UN Women's strategic direction, objectives, and approaches to support efforts to achieve gender equality and empower all women and girls. It supports the implementation of the Beijing Declaration and Platform for Action and contributes to the gender-responsive implementation of the 2030 Agenda for Sustainable Development. [3] Given the interconnected nature of global challenges, UN Women will focus on integrated approaches with seven systemic outcomes to address the root causes of inequality and affect broader systems change, across its thematic focus areas:

1. Governance and participation in public life;
2. Women's economic empowerment;
3. Ending violence against women and girls; and
4. Women, peace and security, humanitarian action, and disaster risk reduction. [4]

The Strategic Plan responds to requests for support from Member States, based on the principle of national ownership. Its implementation at the country level will be fully aligned with national priorities, based on national development plans and strategies, and ensure national ownership as a key principle for sustainable Development. [5]



## IV. Introduction to The Agenda Item

### A. Background of The Agenda Item

According to a study published in the European Journal of Archaeology, gender equality can be traced back to the period in history when humans began to settle and develop agriculture. Other works have found that gender inequality had become integrated into Middle Eastern society by the second century BCE. Most research indicates that the idea that men are more important than women arose at a time in pre-history when written records did not exist. Therefore, we can conclude that gender inequality is an extremely old phenomenon and, hence, deeply rooted in most cultures across the world.[6]

Some milestones in gender equality can be stated in

- **1791**, Declaration of the Rights of Women and Citizens; Article 1 of the Declaration states that “Women are born free and are equal in rights with men.” This is the expression of the screams of women for millennia.
- **March 8, 1857**, The women of New York went on strike demanding “equal wages”, Those who worked in the textile business and lost their lives in the fire, have been engraved in the minds of thousands by leading the uprising.
- **1898**, New Zealand became the first country where all women gained the right to vote.
- **1900**, by the start of the 20th century, every state had passed Married Women's Property Acts, granting married women the right to own property and keep the wages they earned as well as the right to sue or be sued.
- **1963** The Equal Pay Act was passed by Congress, making it illegal for employers to pay women lower wages than men for work requiring the same skill, effort, and responsibility.

- **1975** was announced as “International Women’s Year” by the UN and the first International Women’s Conference was held in Mexico City.
- **1993**, the Vienna World Conference on Human Rights was a turning point for the international women's movement, and the concept of women's human rights thus entered the United Nations processes for the first time.
- **2000**, the United Nations Millennium Development Goals started. The deadline for the agenda was 2015.
- **2010**, The United Nations Great Assembly issued resolution 64/289 and UN Women was created.

## **B. Main Problems Regarding The Issue**

### **1. Wage Gap**

"Wage gap" generally refers to wage inequality between workers based on gender, race, or other demographic factors. In particular, the term is used to refer to the wage gap between men and women doing the same or similar work. [7]



Steps such as raising social awareness, legal regulations, transparency, and equal pay for equal work policies in workplaces are taken to reduce the wage gap and eliminate gender inequality.

Women often face discrimination in their daily lives. In business life, they are subjected to discrimination-based treatment in many areas such as inclusion in employment, harassment, wage discrimination, and the glass ceiling. Occupations that are divided into 'women's work'



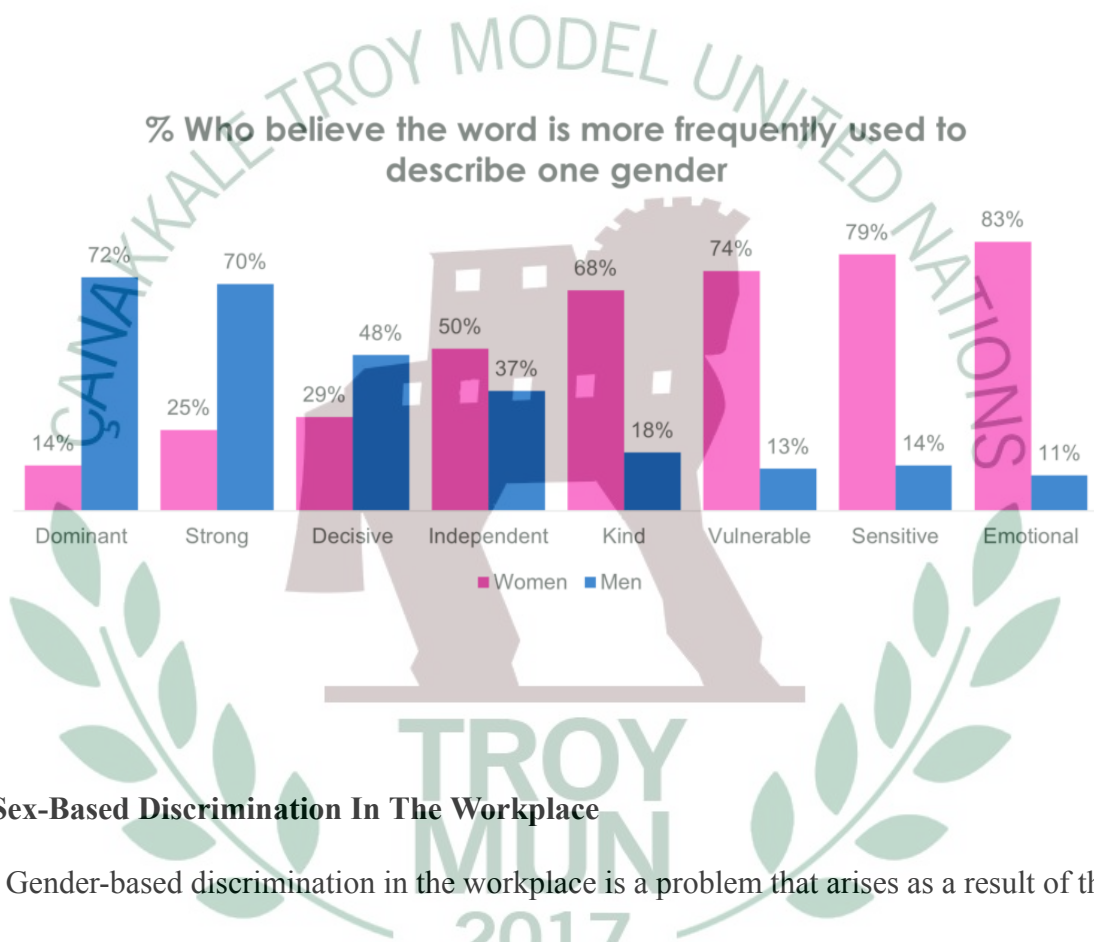
and 'men's work' squeeze women into sectors with lower wages and jobs that are considered to be based on a socially shared belief about women's character. [8]

There are many non-governmental organizations established to combat the wage gap. These organizations work to address wage inequality between different demographic groups. Here are some examples of NGOs and the steps they have taken:

1. *\*AAUW (American Association of University Women)\**: This organization works to reduce gender pay gaps. It conducts research, organizes training programs, and works for policy changes.
2. *\*Equal Pay Coalition\**: This Canadian coalition fights gender-based pay inequality. It raises public awareness, offers policy recommendations, and supports legal remedies.
3. *\*Fawcett Society\**: This UK-based organization focuses on promoting gender equality. It draws attention to pay inequality, conducts research, and makes policy recommendations.
4. *\*WAGE Project\**: This project, operating in the United States, aims to help women increase their wages. It provides training on improving wage negotiation skills.
5. *\*Icelandic Women's Rights Association\**: Based in Iceland, this association fights gender-based wage inequality. It raises awareness about wage gaps, offers policy recommendations, and works for social change.

## 2. Gender Stereotypes and Social Norms In Society

Gender stereotyping starts when a woman is firstborn into the world. Girls should play with dolls and boys should play with trucks. Boys should be directed to like blue and green; girls toward red and pink. Girls should be well-behaved; boys are expected to act out. Boys should not wear dresses or other clothes typically associated with "girl's clothes. Girls should be thin and beautiful to make them appealing to men. This discrimination continues when a woman is an adult and starts working. These social norms can often place women in a subordinate or weaker position while placing men in superior positions. [9]



## 3. Sex-Based Discrimination In The Workplace

Gender-based discrimination in the workplace is a problem that arises as a result of the reflection of gender norms and stereotypes in work life. This discrimination can be seen at many stages, from recruitment processes to promotion opportunities, and can negatively affect women's professional development. When there is a lack of equality, talented female employees are not able to use their full potential at work. This can negatively affect the overall productivity and creativity of the workplace.

EEOC enforces two laws that protect you from sex discrimination at work (including when you apply for a job):

- Title VII of the Civil Rights Act prohibits an employer from treating you differently, or less favorably, because of your sex, which is defined to include pregnancy, sexual orientation, and gender identity. This law also prohibits employment decisions based on stereotypes (unfair or untrue beliefs) about abilities and traits associated with gender.
- The Equal Pay Act requires employers to give male and female employees equal pay for equal work. This means that employers have to pay men and women equally for doing substantially the same work at the same workplace. [10]

Despite these laws that protect women it is not a rare occurrence in today's world that women are still experiencing discrimination in the workplace.

#### 4. Women In Politics

Women are systematically underrepresented in decision-making processes, including around COVID-19 response and recovery. Here are some stats for women in politics around the world:

Women in executive government positions

- 10 countries have a woman as Head of State, and 13 countries have a woman as Head of Government.
- Worldwide, 21% of government ministers are women.
- Only 14 countries have a 50% or more quota of women in their cabinets.

Women in national parliaments

- Only four countries have 50% or more women in parliament as of 2021:  
Rwanda with 61%, Cuba with 53%, Bolivia with 53%, and the United Arab Emirates with 50%.

- In Latin America and the Caribbean, Europe, and Northern America, women hold more than 30% of parliamentary seats.
- In Northern Africa, Western Asia, and Oceania, less than 17% of the seats in the national parliaments are taken by women.
- In the Pacific Island States, women's representation is the lowest with women holding 6% of the seats.
- There are 27 countries in which women account for less than 10% of parliamentarians in single or lower houses, including four single/lower chambers with no women at all.

#### Women in local government

- From the 133 countries that were analyzed, data show that women constitute 36% (2.18 million) of elected members in local deliberative bodies.
- Only two countries have reached a representation of 50%, and an additional 18 countries have more than 40% women in local government.
  - Central and Southern Asia: 41%,
  - Europe and Northern America: 35%,
  - Oceania, 32%,
  - Sub-Saharan Africa: 29%,
  - Eastern and South-Eastern Asia: 25%,
  - Latin America and the Caribbean: 25 %,
  - Western Asia and Northern Africa: 18% [11]

### 5. Advancing Economies By Contributing Women to The Workforce

Greater participation of women in the world of work can support and strengthen economic development. Greater participation of women in the workforce can often result in greater productivity, innovation, and sustainable growth. This is seen as an essential step towards promoting gender equality and enabling women to take a more active role in economic activity.

Gender gaps in labor force participation persist worldwide. Closing this gap can lead to sizable gains for economies—a 20 percent increase in GDP per capita, on average. Female labor force participation (FLFP) remains low due to a lack of skills, assets, and networks, time-based constraints, limited mobility, gender discrimination in hiring and promotion, and restrictive gender norms.



Effective evidence-based policy options can increase FLFP. They include providing childcare services, disseminating information on work opportunities and returns to employment, training in socio-emotional skills, addressing norms by engaging partners and family members, and targeting women via social protection, safety net, and public-works programs. The World Bank Group actively supports countries in boosting FLFP through development policy lending, advisory and analytical work, and supporting reforms to address constraining contextual factors, including legal barriers, social norms, and gender-based violence.[12]

## **V. Inspiring Figures for Women**

Since the early 1950s, the United Nations has enlisted the volunteer services and support of prominent personalities from the worlds of art, music, film, sport, and literature to highlight key issues and to draw attention to its activities. Over the years, many persons of international stature have lent their names, talents, and time to support UN programs—several UN Secretariat units and separately funded and administered Funds and Programmes of the United Nations have designated such individuals as Goodwill Ambassadors or celebrity advocates, who are working on behalf of the United Nations worldwide. [13]



From UN WOMEN samples;

- British actor Emma Watson was appointed UN Women's Goodwill Ambassador in July

2014. Emma, who previously served as an ambassador for Camfed International, a movement that works to promote fair trade and organic clothing and aims to educate girls in rural Africa, will also act as an advocate for UN Women's gender-promoting



HeForShe campaign. "It is truly humbling to be asked to serve as UN Women's Goodwill Ambassadors," Emma said. "The chance to make a real difference is not an opportunity for everyone, and I don't intend to take it lightly. Women's rights are so inextricably linked to who I am, so personal and so deeply rooted in my life that I can't think of a more exciting opportunity. I still have a lot to learn, but as I progress, I hope to add more of my individual knowledge, experience, and awareness to this role." [14]

- Amanda Seyfried opened up to The Sunday Times about a particular heinous experience she had with gender inequality – and how she refused to let anyone take advantage of her. "A few years ago, on one of my big-budget films, I found I was being paid 10 percent of what my male co-star was getting, and we were pretty even in status," she explained. "I think people think because I'm easygoing and game to do things, I'll just take as little as they offer. But it's not about how much you get, it's about how fair it is." [15]

## VI. Notable NGOs

- **\*Oxfam\*:** International aid organizations such as Oxfam run projects to support the economic empowerment of low-income women. They work to improve the economic situation of women through activities such as microfinance programs, educational opportunities, and entrepreneurship training.

- **\*UN Women\***: It funds projects that promote women's empowerment in areas such as education, employment, and leadership and works with governments to bring about policy changes.
- **\*CARE International\***: Organizations like CARE aim to create economic opportunities for low-income communities. They try to increase women's income levels through initiatives such as vocational training, agricultural projects, and income-generating activities.
- **\*Women's World Banking\***: They try to increase women's financial power through microfinance, savings, and loan programs.
- **\*HeForShe\***: HeForShe, a campaign launched by UN Women, aims to support men against gender inequality. It encourages men to raise awareness and support gender inequality.

## VII. Case Studies

### *a. VIETNAM- Un-stereotyping education and forging STEM pathways for girls*

In Vietnam, UNICEF is working to address the barriers to education for ethnic minority girls and to challenge gender stereotypes and bias in the curriculum, teaching practices, and the fields of study promoted to girls. To address the gender gap in enrolment amongst ethnic minority communities,



UNICEF has partnered with the Viet Nam Ministry of Education and Training (MoET), the National Teacher Training Institute, and other agencies to introduce a holistic package of policy and systems-strengthening initiatives designed to address gender bias and stereotypes in the education system that limit learning outcomes for girls. [16]

### ***b. SWEDBANK- Closing the gender pay gap***

For Swedbank, one of Sweden's largest financial institutions based in a country where the law requires equal pay analysis, working towards eradicating the equal pay gap\* was not entirely unfamiliar.



In 2014, Swedbank's leadership team decided to go above and beyond the law. Frustrated with persistent gender pay gaps which always returned even after they had been tackled, the leadership made a firm decision: Women and men are equal and should be paid the same. A new plan aiming to correct the gender pay gap in a more systematic, targeted, and integrated manner was adopted across the organization. It also included a plan to put more focus on diversity in the bank and gender balance in management positions.

Swedbank began to tackle the gender pay gap for all 16,000 employees in the four countries it operates in Estonia, Latvia, Lithuania, and Sweden. The bank's commitment to tackling the equal pay gap moved from simply being a legal requirement to something that has become a fundamental part of its culture and operations. [17]

### **VIII. Further Reading**

- <https://www.weps.org/resources>
- <https://www.unwomen.org/en/about-us/guiding-documents>
- <https://www.unwomen.org/en/resources>
- <https://www.unwomen.org/en/digital-library/annual-report>
- [https://www.unwomen.org/en/news-and-events/stories?f%5B0%5D=story\\_type%3A1460](https://www.unwomen.org/en/news-and-events/stories?f%5B0%5D=story_type%3A1460)
- <https://www.unwomen.org/en/partnerships>
- <https://www.un.org/sustainabledevelopment/gender-equality/>

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*[6] "The Origin, History and Importance of Gender (In) Equality." Wwww.aroundrobin.com, 20 Oct. 2020*

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*[17] "Closing the Gender Pay Gap | WEPs." Wwww.weps.org.*