

STUDY GUIDE

UN WOMEN



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1. Letter From the Secretary-General

Dear Participants,

It is I, Recep Eren Durgut, a senior student at Bogazici University Industrial Engineering Department. As the Secretary-General, I would like to welcome you all to the 6th official session of BoğaziçiMUN. For February, our academic and organizational team have been working for almost a year now. I would like to thank Deputy Secretaries-General Kaan Akkas and Kaan Oztoprak for their efforts in the journey. And a big appreciation to Oyku Efendi and Kaan Berker for their efforts and cooperation during the process.

From the point the journey of BoğaziçiMUN started, it's been years of hard work and sacrifices to achieve the best conference to satisfy your demands and needs. Years of tears, generations, and conflicts have now grown up for the year 2024. By the experience we had gained from the previous versions every year, our capabilities have become the finest version of the BogaziciMUN history. Every year, you, our participants develop a better global perspective, a better understanding of politics, and a sweet and sometimes bitter taste of global interactions. The year 2024 will welcome us with new agendas for future discussions and negotiations. As the Secretary General of BoğaziçiMUN, you have my full trust and support to address these agendas. BogaziciMUN is a place where you can find love, lifelong friendships, and chosen siblings. Months of hard work are just for you to be able to experience the best and find the ones that can change your life. BoğaziciMUN has been 'Bridging the Gap' for years and with the new version of it, the gap, and the way we bridge will be different and unique.

In every story, there has always been a point where the heroes have to say goodbye. I would like to thank the heroes of the BoğaziçiMUN who are retired, but their legacy and vision will always be remembered.

Last but not least,

Welcome to the BoğaziciMUN'24, where we are "Bridging the Gap".

Recep Eren Durgut
Secretary-General of Boğaziçi MUN 2024

2. Letter From the Committee Board

As being the President Chair and Deputy Chair of this esteemed committee, it is with great pleasure that we write to you today. First and foremost, we want to express our gratitude for the dedication and enthusiasm you have shown as delegates thus far. Your commitment to tackling issues related to gender equality and women empowerment is commendable, and we are confident that your contributions will help shape meaningful resolutions.

The study guide that has been meticulously prepared for the Unwoman Committee covers a range of critical topics that deserve our utmost attention. As we delve into the topics at hand, let us always prioritize inclusivity, diversity, and the well-being of all women. We must aim to create an environment where every voice is heard and where we work towards breaking down barriers that hinder progress. By empathetically understanding the unique challenges faced by women around the world, we can develop comprehensive and informed policy recommendations. Throughout the conference, we encourage all of you to actively participate in discussions, share your perspectives, and collaborate with one another. Remember, this committee is a platform for you to voice your ideas and ultimately bring about positive change. Your innovative solutions and diplomatic negotiations will pave the way for effective and sustainable resolutions.

Preparation is the key to success in any MUN conference. We encourage you all to thoroughly research your respective countries' positions on the agenda items. Understand the unique cultural, social, and political context that shapes your nation's stance, and be ready to articulate your positions with clarity and conviction.

As we engage in this committee session, remember that collaboration and compromise are integral to the success of our resolutions. We encourage you all to approach this conference with an open mind, ready to learn from one another and broaden your horizons. Building lasting connections and friendships with fellow delegates is a rewarding aspect of participating in Model United Nations conferences, and we urge you to seize this opportunity to foster meaningful relationships.

In closing, we wish you all the best in your preparations and eagerly await the productive discussions and outcomes that will emerge from our committee. Let us work together to inspire positive change and empower women across the globe. We look forward to meeting each one of you at the conference. Let us approach the Unwoman Committee with a commitment to making a difference. If you need any assistance before the conference, please feel free to contact with us via

3.Introduction to the Committee

UN Women is a branch of the United Nation's that is dedicated to work on the important matters that affect women and their lives such as inequality, violence, discrimination and other different problems. UN Women works to find solutions to these problems and is responsible for controlling and ensuring their implementations by the member states.

In order to achieve this goal UN Women promotes the international and political negotiations to create global and equal standards of equality. It also cooperates with the other branches of the UN in order to spread this agenda thoroughly and better the implementation process.

The UN Women -aside from the specific topics- focuses primarily in the matters of;

- elimination of discrimination against women and girls;
- empowerment of women; and
- achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security.

With these topics being mentioned as important,in order to create the conditions for the maximum equality and representation of women, UN Women also declares that their main roles are;

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

-To help Member States to 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.

-To hold the UN system accountable for its own commitments on gender equality, including regular monitoring of system-wide progress.

4. Key Words

Representation: In the world of politics, representation means making citizens active in the public policy-making processes. In UN Women, fostering the representation of women not just in politics but in every area of life is one of the most crucial topics.

Empowerment: In our topic, the word empowerment will mean the promotion of the sense of self-worth, self-determination and women's acts upon the social changes.

Inclusivity: This word means the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized.

Politics: This word might have two meanings. The first one is the actions that are executed in order to increase one's sphere of influence. The second one being the actions that are associated with the governance of a certain region.

Participation: Participation is basically taking part in an organization, association or another group. Women's participation in every area of life is imperative to talk about in our committee.

Suffrage: the right to vote in political elections

MeToo: Founded in 2007 by Tarana Burke to support survivors of sexual violence, particularly young women of color from low-wealth communities, to find pathways to healing but later began as a social phenomenon in October 2017 as a hashtag started by American actress Alyssa Milano who shared her story of sexual assault against Harvey Weinstein.

National Women's Party: American political party that in the early part of the 20th century employed militant methods to fight for an Equal Rights Amendment to the U.S. Constitution. Formed in.

5. Representation and support of woman in politics

Historically, harassment against women in politics was prevalent but also normalized. Women who entered male-dominated spaces faced degrading comments about their competency or lack of suitability for political roles. The definition of harassment has broadened over time to include a wider set of behaviors, reflecting an increased awareness of the damaging effects of such actions. Today, there is greater recognition of the need to address harassment and provide legal and institutional safeguards against such behaviors.

The increase in suffrage for women occurred through a series of social and political movements. The first wave of feminism in the late 19th and early 20th centuries played a key role. Activists advocated for women's voting rights through protests and lobbying. These efforts led to legislative changes in various countries, granting women the right to vote. For instance, the suffrage movement in the United States resulted in the passing of the 19th Amendment in 1920, granting women the right to vote. Similar movements took place in the United Kingdom, Canada, and other parts of the world (Turkey being an early part of the group, having established the right the vote before United Kingdom)

Gender stereotypes are deeply rooted in cultural contexts. They often reflect traditional beliefs about the roles appropriate for women. These stereotypes have been fixed over centuries through norms. The patriarchal structure of many societies assigned men the roles of providers and decision-makers, while women were domestic and caregiving. As societies evolved, these stereotypes endured, shaping expectations and perceptions of what is considered 'normal' behavior for each gender. Challenging and dismantling these stereotypes requires persistent efforts.

In the last two decades, countries have made efforts in addressing gender inequality in politics, but challenges persist. Efforts to combat harassment and discrimination have included the implementation of stronger legal frameworks, awareness campaigns, and the establishment of support networks. Many countries have introduced measures to increase women's representation in political institutions. Quotas and targeted recruitment initiatives aim to counteract historical underrepresentation. Additionally, there has been a global push for gender-sensitive policies. Collaboration between government and civil society, and international initiatives have contributed to a more comprehensive understanding of the importance of gender equality in political representation. However, progress varies globally.

a. Women's place in politics throughout the years

Throughout time, there has been a shift in the position of women in politics. Initially, women were often marginalized and denied opportunities to participate in political affairs with fewer rights. However, the suffragette movements in the late 19th and early 20th centuries sparked a revolutionary change, gradually leading to the widening of women's political rights. In the present day, a growing number of women have broken barriers and defied traditional gender roles by entering the political arena.

b. Challenges of women and their representation in politics

i. Gender Stereotypes

A significant barrier for women in politics is the ongoing battle against deeply ingrained gender stereotypes. These rigid notions, including the perception of women as natural caregivers or prone to emotional instability, can undermine their validity as capable political leaders. It takes a determined effort to challenge these beliefs and showcase the skills and talents that women bring to the table in political positions.

ii. Cultural and Social Norms

The impact of cultural and social norms on women's involvement in politics cannot be underestimated. In several communities, traditional beliefs may discourage women from pursuing a political career or taking on leadership roles. However, by promoting cultural transformation and creating an inclusive atmosphere, we can tackle these obstacles and support women's engagement in politics.

iii. Discrimination and Harassment

Political women often encounter discrimination, which can range from prejudices to sexist acts. These obstacles can create an unwelcoming atmosphere that hinders women from flourishing in politics. To address this issue, it is crucial to institute and uphold anti-discrimination measures and raise awareness through campaigns, paving the way towards a fairer political environment.

iv. Underrepresentation in Decision-Making Process

Unfortunately, women still face underrepresentation in decision-making roles, such as legislative bodies and executive positions. Not only does this lack of representation hinder the inclusion of diverse perspectives, but it also

hinders the development of inclusive policies. To address this issue, mentorship programs and initiatives to encourage women to pursue political careers can all play a crucial role in improving representation and promoting progress.

6. Women's Political Representation: Achievements and Gaps

Gender parity in political representation has been a long-term goal with many obstacles and opportunities. Even if the number of women in politics has increased significantly over time, the journey reveals a pattern of successes mixed with enduring disparities.

a. Analysis of Representation in Governments Worldwide

The percentage of women in government varies greatly across the world. Women make up a significant portion of legislators in some countries, but they are notably underrepresented in others. The statistics and patterns of women's political representation would be examined in this part, along with the ways in which various governments employ female lawmakers. Determining which places are lagging behind and which are making the most progress is crucial. Furthermore, an examination of diverse political frameworks and electoral mechanisms exposes the ways in which they either facilitate or impede the representation of women in politics. Of particular interest are quota systems, proportional representation, and their efficacy in guaranteeing women's participation in political bodies that make decisions.

b. Women's Influence in Policy Making

Gaining political seats is one part of representation, but influencing policy is an even more important component. This section explores the ways in which women have influenced laws and public policies. Women have long supported issues that have a direct impact on society well-being, such as child welfare, healthcare, and education. Studies have indicated that the presence of female legislators not only alters the nature of policy debates and their conclusions, but also increases the likelihood of legislation targeted exclusively at women being introduced. This subsection looks at case studies where women's contributions to society have shaped policies in revolutionary ways.

c. The Gender Gap in Political Ambition

A complicated web of circumstances, such as sociocultural norms, economic standing, and educational background, frequently influence political ambition. This section looks into the reasons for the lower number of female candidates than male candidates. It looks into the social issues that contribute to this ambition gap, such as gender stereotypes, the division of household duties, and the dearth of female role models. The chapter also covers institutional deterrents, including the gendered structure of election campaigns, the lack of support from political parties, and financing difficulties.

7. History of Events

a. The 18th and 19th Amendments

The 20th and the 21st century gave birth to a lot of important events regarding this topic. From the beginning of the 20th century women were successful to express themselves via newspapers, strikes and with the newly

occurring lobbying activities. The passing of the prohibition law in the United States of America is a great example in showing what kind of effect women had in political and social areas back then in American society.

After the First World War, the position of American women in society was certainly bigger than it used to be. With the men on war fighting, the American women started to leave their homes and got jobs; allowing them to make money, grow their influence and intervene much more on social and political matters.

There was a political party in the USA before WWI that reflected on the problems of women in the USA which was named National Women's Party. The party had continued its operations during the war too and achieved great deeds for women in the society. With the actions of this party, after the war when men came back things were not like what it used to be; women were starting to accelerate their demands for rights even more and their influence on the politics were much better. This growth of influence affected the passage of amendments number 18 and 19; 18 being the prohibition law and the 19th being the amendment that gave women of America the right to vote.

Before the prohibition, the American public drank about an astonishing amount of 2.5 gallons of pure alcohol, which is about 13 standard drinks a week. Considering these results include the whole society, the number is pretty high and since it was seen as unsuitable for housewives and women to drink alcohol back then, these numbers are mostly for men. This high consumption of alcohol was widely spread so it caused problems like family discord, domestic violence, sexual abuses and so on. The American women - not content with the ongoing situation- focused more on the agenda of prohibition. Women's public, private and political lives forever changed during the Prohibition era. Their involvement in passing the Prohibition amendment in 1919, gaining the right to vote a year later, and their growing

autonomy at home, in the workplace and in relationships launched American women into uncharted territory.

After their increased influence and position in society after WWI, they have started to act further to support the proposed ban of alcohol, a cause that they have been struggling with for decades starting with the foundation of Woman's Christian Temperance Union at Ohio in 1873. An organization that protested against the alcohol consumption and advocated for the dryness of America.

“Men would go to the tavern, drink away mortgage money, drink so much they couldn't go to work the next day, beat their wives, abuse their children. That's what launched the beginning of the temperance movement,” Daniel Okrent, former Time Inc. editor-at-large and author of *Last Call: The Rise and Fall of Prohibition*

Supporting the Wayne Wheeler's Anti-Saloon League -an organization that highly advocated for the prohibition- the temperance movement and other women's rights organizations started to do strikes, lobbying and media publishing in order to push this agenda. Activists put two goals in sight; prohibition and suffrage, with some of them believing that the only way to establish prohibition was “putting the ballot into the hands of women.”

Finally the 18. amendment act passed in October 28, 1919, even though it took at least one year for it to take effect it was a turning point for women rights movements and feminism for even 100 years before the MeToo movement, a countries full political agenda was shaped by a cause that affected women's lives very deeply and resulted in their favor.

After the 18. amendment passed, women's contributions were undeniable, with the growth of their influence and lobbying power and the support of that time's president Woodrow Wilson, not so long after the 18. the 19. Amendment was voted and agreed upon in the congress also,giving women the right to vote. This marked a significant turning point not only in

the women's public in America but all around the world, encouraging all women in the world to demand their rights, fight for them and to *unite*.

b. 1968

1960's and 1970's were exceptional years for all humanity. The protests that started in the University of Sorbonne in Paris, France at May, 1968 spreaded to the world at an unstoppable pace, demanding social change. The main reasons for this were the opposition to the Vietnam War, civil rights struggles, anti-authoritarian sentiments, and a general demand for social justice. This heavily affected the feminist cause and women's representation, for the manifestations included women from every aspect of life demanding their rights too.

The 60's were already really efficient for women's rights movements already, but with the grand developments after the 1968 protests the whole world took a turn. Social structures changed, the anti-government protest made the decision makers to ease up the pressure in government issues, the ideas of equality, humanity and freedom became the main topics of intellectuals. In this equal environment, women started to stand with the men in the protests, the demonstrations were done by the women and they started to shout for their rights.

All the burdens that were put to the shoulders of women got questioned. For example a famous manifestation named Miss America in Atlantic City, NJ, had women throwing women's magazines and beauty products to the so called "freedom trash cans" to protest an ongoing beauty pageant and to end it they crowned a live sheep the "beauty queen".

The ideas of freedom and equality in the 60's made the feminist cause of representation by making women visible in every aspect of life, equal with men and paving the way for the future women decision makers.

c. #MeToo

Started in 2017, MeToo movement was a global social campaign against sexual abuse, harassment and assault. When first started, it flared up extremely fast with women revealing the sexual harassment and assault that they have faced in any time or area of their life, exposing the abusers. The movement became so widespread with the survivors of the assault constantly sharing their stories, this hashtag became a worldwide topic.

This movement encouraged the survivors to not to be ashamed of what happened and raised the questions of empathy, respect, ethics and consent worldwide. After this movement, millions of women who were sexually assaulted faced with their assaulter exposed them and made them face the consequences of their actions. Many high executives and famous people were found guilty after this movement. #MeToo undeniably had increased women's confidence in the workplace and every other area of life and created discussions on power dynamics, consent, and accountability, leading to highly increased awareness, policy changes, and societal shifts in addressing and preventing sexual misconduct across various areas of life.

8. Major Parties

a. UN

The UN is a strong advocate for women's equality and empowerment in every aspect of life and highly supports their participation in the political decision-making process.

b. Governments

Many of the governments have taken precautions to ensure that they are moving along with the frameworks of the UN and UNWomen in order to provide women with equal opportunities to increase their positions in the political area.

c. Civil Society Organizations

Civil Society Organizations (CSO's) ideas may vary in the matter of equal representation but they are imperative in the process of advocating for the women's rights campaigns, including the increased representation of women in political areas. With their ideas being variable, their capacity to touch on different crucial topics is increased too.

d. Women's Rights Activists and Feminist Groups

Being the banner bearer of women's right movement, feminist activists and groups executes strikes, manifestations, conferences and initiates in lobbying in order to push the feminist agenda and provide women with every possible equality, including representation.

9.Evaluation of Previous Attempts to Resolve the Issue

a. Founded Organizations

There are multiple organizations in the world that advocate for women's encouragement and education to participate in politics. Most important ones being;IGNITE, Women's Campaign Forum (WCF), 50/50 by 2030 Foundation and European Women's Lobby (EWL). All of them have the same goal; encouragement and empowerment of all women and girls to actively participate in the political decision-making process.

b. Strikes and Manifestations

On August 26, 1970, on the 50th anniversary of the 19th Amendment (granting women the right to vote), the American women went on a strike to demand equal rights in work, salary and political representation. There are many demonstrations like this in history with the most important of

them being; Strike for Equality of Iceland, Poland's Black Monday in 2016 and Reclaim the Night Marches all around the world.

c. UN's Efforts

The United Nations actively works to promote women with equal opportunities in every possible way and by creating a whole branch named UNWomen and working on multiple strategies and conventions they plan to continue this cause.

10. Introduction to Agenda Item B: Promoting Equal Pay for Equal Work and Closing the Gender Pay Gap

a. Synopsis of the Problem of Pay Inequality

Gender-based pay inequality is a chronic problem that affects many different businesses worldwide. Women typically make less money than males for doing the same jobs with the same responsibilities, which is one way that this disparity is expressed. This disparity is frequently the result of systemic biases and discriminatory behaviours that have historically permeated corporate environments rather than being a reflection of skill or experience.

b. How the Issue Has Changed Over Time

Legislation, campaigning, and more awareness have all played crucial roles in the advancement of closing the gender wage gap over time. The trip is far from done, though. While certain industries and regions have seen advances, others have not, indicating that the issue is complex and calls for a holistic solution that involves organisational accountability, policy change, and education.

c. The Need to Address the Gender Pay Disparity

Not only is it morally right to close the gender pay gap, but it is also necessary for social and economic reasons. The advancement of family stability, the empowerment of women, and the decrease of poverty all depend on achieving pay fairness. Its contribution to the promotion of diversity and inclusion in the workplace is equally significant, as research indicates that these attributes improve decision-making, creativity, and overall organisational success. In order to guarantee that workplaces are just and equitable for everyone, regardless of gender, it is necessary to address this disparity.

11. Key Vocabulary

Glass Ceiling: The term 'glass ceiling' refers to the invisible nature of the barriers preventing women and people of marginalized groups from reaching higher positions. They can still see these positions through the invisible barriers, but they cannot reach them due to these same barriers.

Quota System: Setting a set amount of people or a percentage of the whole to be required to be women in a professional setting.

Unconscious Bias: Unintentional set of values and thinking habits that affect behavior towards women negatively by viewing them in a traditional light.

Corporate Culture: The behaviour of administrators and every level of employee involved towards their work and each other, with an emphasis on behavior towards women.

Discrimination: The unjust or prejudicial treatment of people and groups based on their characteristics such as nationality, race, gender, age, sexual orientation or other preferences.

Affirmative Action: The practice or policy of favouring individuals belonging to groups regarded as disadvantaged or subject to discrimination. In other words; positive discrimination.

Pension: The regular payment made by the state to the ones who are above the retirement age, widows and the ones with a disability.

Redundancy Pay: The financial compensation which the employer offers to the employee when he/she is removed from said position by the employer.

12. Current Look at the Gender Pay Gap Issue

a. Main Reasons of this Issue

The persistence of the gender pay gap reflects a complex interplay of various factors that contribute to unequal compensation between men and women in the workforce.

b. Discrimination and Unconscious Bias

Discrimination and unconscious bias remain primary contributors to the gender pay gap. Biases can affect hiring, promotions, and salary negotiations. Discriminatory practices, whether explicit or implicit, perpetuate the wage disparity between genders. Unconscious biases, stemming from societal stereotypes, can influence decision-making processes, leading to unequal pay for comparable work.

Discrimination can be due to seeing woman as inferior, or resenting their presence in their workplace, sensing them as a threat. It can be a result of a toxic culture that is born from a “Boy’s Club” type of environment. As with every process of change, the process will naturally take it’s course and slowly gain acceptance.

Another problem may arise due to the complications with birth. Employers traditionally see women as possible child-bearers and since men do not have the risk of leaving with 9 month paid-leave, women are seen as “freeloaders”.

c. Role of Corporate Culture

The corporate culture within organizations plays a pivotal role in perpetuating or mitigating the gender pay gap. Cultures that prioritize diversity, inclusion, and transparency tend to foster environments where employees are compensated based on skills and contributions rather than gender. On the contrary, workplaces with hierarchical structures, lack of accountability, or inadequate policies may inadvertently contribute to the perpetuation of gender-based wage disparities.

A company is a reflection of its administrators and the policies set by those administrators is vital to ensuring equal pay. When there is a hierarchical structure that is built on principles that don't prioritize inclusivity, the administrators owe their positions to traditional gender roles, and thus are more likely to not provide benefits that they didn't enjoy themselves.

d. Occupational Segregation

Occupational segregation, where women are disproportionately represented in certain industries or roles, worsens the gender pay gap. Some sectors dominated by women may underpay their workforce compared to male-dominated fields.

The fields dominated by men and women may change but the critical point of the issue lies in the outlook of society towards the intrinsic value of women. As long as women are seen as less capable of doing what men can do in any field, they will be blocked out from their full potential.

13. The importance of Legal Frameworks and Enforcement of Them

Private sector companies only do what is in their best interest and the interests of the market and the interests of citizens rarely lie in the same direction. Thus, it may be necessary that laws be put to ensure the equal treatment of women.

In enforcing these laws, it is important to consider the legal infrastructure and the societal norms of the country. Developed countries have higher support rates for quota's for women and other practices and it is far more possible for them to put these laws in place compared to developing countries, this is a reality that must be considered when enforcing laws related to gender pay gap.

14. Strategies to Promote Equal Pay for Equal Work

In order to promote a just and equitable workplace, equal pay for equal effort must be achieved. To achieve this purpose, a variety of tactics can be used, including a range of stakeholders, including the government, particular firms, and the general public.

a. Role of Government and Policymakers

In order to guarantee equal compensation for equal effort, the government and legislators play a crucial role. This can be accomplished by creating and enforcing efficient laws. The foundation for preventing wage discrimination is laid by laws like the Equal Pay Act and the Lilly Ledbetter Fair Pay Act in the United States. In order for enterprises to demonstrate that they are complying with equal pay laws, governments may also

demand certifications and carry out routine audits. Additionally, providing rewards to organisations that exhibit pay fairness may inspire corporations to reconsider their pay plans.

b. Corporate Accountability and Transparency

Companies' compensation policies also need to be held responsible. The first step in addressing this is transparency: businesses should be required to declare pay disparities between genders and conduct audits of pay parity. Policies that support uniform pay scales and unambiguous advancement standards can lessen prejudice and subjectivity. Furthermore, a broad group of people participating in wage discussions and decision-making can aid in reducing unconscious biases that could influence wage proposals.

c. Addressing Occupational Segregation and Labor Market Discrimination

The concentration of one gender in particular job categories is known as occupational segregation, and it frequently results in total wage discrepancies. This kind of segregation can be lessened by initiatives that promote diverse involvement in a range of areas, particularly in STEM fields where women are underrepresented. Levelling the playing field will also be aided by explicitly tackling labour market discrimination through bias training and a dedication to diverse hiring practices.

d. Public Awareness Campaigns and Advocacy

Changing attitudes and behaviours about pay inequity requires raising public awareness of the problem. Successful public awareness efforts can highlight the prevalence of the pay gap and how it affects people individually and as a family. In this sense, advocacy groups are essential because they may support pay discrimination lawsuits, fight for policy changes, and offer materials to help employees understand their rights.

Giving workers the freedom to bargain and speak up for themselves can also lead to increases in equal pay.

15. Economic and Social Impact of Gender Equality in Pay

Pay parity between genders has significant consequences for both overall well-being and economic success, making it more than just a social justice issue. Achieving pay parity has the power to fundamentally alter family structures and restructure economies.

a. Effects on Economic Growth

Economic growth can be stimulated by gender pay parity. The potential of the labour force is fully realised by guaranteeing equal compensation for equivalent work. Women are more likely than males to invest a greater percentage of their income in their families and communities, which amplifies the impact of their earnings and contributes to the reduction of poverty rates. Additionally, it can broaden the pool of talent since it encourages women to enter the workforce and pursue a variety of jobs, including well-paying STEM disciplines. This in turn increases productivity, innovation, and global competitiveness. Closing the pay gap can also boost consumer spending since more affluent women influence market demand, which strengthens the economy.

b. Societal Implications and Family Dynamics

There are significant societal ramifications to the shift towards female wage parity. It can change the makeup of families by encouraging more equal partnerships in which both partners make financial contributions to the household. This may challenge conventional gender roles and result in

a more equitable distribution of domestic work and caregiving responsibilities, thereby raising the engagement of fathers in childcare.

Pay parity has the potential to lessen gender-based discrimination and create a more welcoming atmosphere for people of both genders on a broader societal level. It promotes social cohesiveness and diversity by sending a clear message about the importance of the contributions made by all members of society, regardless of gender.

c. impact on Women's Health and Well-being

Women's health and wellbeing directly benefit from closing the gender pay gap. Women must be financially independent in order to make independent decisions about their lives, including their lifestyle and health care. A secure financial future helps lessen stress, worry, and the prevalence of mental health issues. Furthermore, having access to high-quality healthcare and leading a healthy lifestyle both help people's physical health.

Women are also in a stronger position to quit abusive relationships and other situations when their well-being is at risk when they have more economic power. Better living conditions and a more robust sense of individual agency follow from this empowerment.

In summary, achieving gender parity in compensation offers a chance to address historical injustices as well as to unlock a plethora of untapped potential, spur economic expansion, advance a more harmonious society, and enhance the health and welfare of half of the world's population. Governments, corporations, and society at large must collaborate in order to eliminate the gender wage gap and promote equity in society.

16. Major Parties Involved

a. The UN and UNWOMAN

As being the dedicated branch of the UN in this issue, UNWomen advocates for equal pay and conducts multiple operations to ensure it. They execute research and promote equality in every possible way.

b. Feminist Movements and Women's Advocacy Groups

Being the groups founded with the idea of equality among genders, these are maybe the biggest supporters and advocates of the equal pay cause.

c. Trade Unions

The trade unions hold great importance in this issue for their cooperation with UNWoman and other entities and their opinions upon this matter carries utmost importance to better this situation for everyone.

d. Diversity and Inclusion Advocacy Groups

These groups share the same goals and desires as the feminist groups and conduct the same kind of operations like publications and lobbying in order to ensure the well process of this cause.

17. Researches About This Topic

a. Understanding the Gender Pay Gap'

The International Labour Organization's (ILO) paper named "Understanding the Gender Pay Gap" about this subject provides us with deep research information and full understanding of the reasons for this problem, current situation and possible solutions.

b. Equal Pay for Work of Equal Value: How Do We Get There?

An another paper from ILO named "Equal Pay for Work of Equal Value: How do We Get There?" makes us understand the reasons for unequal pay, the advantages of equal pay and the need for it in order to run operations with possible challenges

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