

Committee: UN Women

Topic: Eliminating Occupational Gender Discrimination

Welcome to THSMUN delegates!

At THSMUN, the formula to win is:

1. Participate enthusiastically and actively in ALL aspects of the committee.
2. Work collaboratively with other delegates - collaborate over dominate!
3. Offer creative, on-policy solutions and describe how they will be implemented in the real world.

Policy papers must be submitted through this [Google Form](#) by

11:59 PM on Sunday, November 2nd, 2025.

You must use a Gmail account in order to complete this form. If you do not have a Gmail account, please email your policy paper to thsmunoperations@gmail.com.

Please also note that any papers sent to this email with a Gmail address will not be considered/graded. Please use the Google Form instead. Thank you.

***note that if you are submitting via google docs, YOU MUST ensure that the sharing settings are set to “anyone with the link can view”**

Late papers will be ineligible for research awards. Delegates without papers submitted or late papers are also ineligible for Best Delegate awards.

Information about Papers

- Single spaced
- 2 page max **not including works cited**
- 12 Font Times New Roman
- 1 inch borders

Committee Description

This year, the Theme of THSMUN XXXIII is Rise to Resolution. Committees will have an emphasis on promoting a sustainable environment, establishing economic growth, tranquility between nations, and overall prosperity. In this conference, we focus on substantive debate. We want to hear you propose your own, unique solutions from the beginning of the committee.

Committee: UN Women

Topic: Eliminating Occupational Gender Discrimination

UN Women, also known as The United Nations Entity for Gender Equality and the Empowerment of Women, works to uphold women's rights and provide women with equal opportunities. UN Women works with various NGOs, governments, and other UN agencies to implement its programs advocating for gender equality. UN Women also gains intergovernmental support through member states coming together for debate on global agreements regarding gender equality standards.

Background

Despite much effort made by global organizations advocating for workplace equity, discrimination towards women is still very much prevalent in the worldwide workforce. About 86 countries uphold gender-based discrimination and restrictions for female workers in their workforces. In 18 countries, women are required permission by their spouses to work; a continuously ongoing wage gap with these employment rates further exemplifies a cause for concern on a global scale. A study by St. Catherine University highlighted that pay and employment biases are generally the results of a societal undervaluing of what are considered to be "women's jobs" (caregivers, educators, clinical nurses, etc), in turn reducing pay regardless of the fact that these fields are dominated by women as a whole. Systemic discrimination extending beyond just gender has played a major role for decades in the absence of women being treated equally in the workforce, including first-world nations such as the United States. In the U.S. alone, it's estimated that women of color are paid between 37-42 cents less than every dollar (USD) a white man would earn. Additionally, disabled women in the global workforce suffer an immense employment gap from that of both able-bodied and disabled men. It was estimated that

Committee: UN Women

Topic: Eliminating Occupational Gender Discrimination

only 2.3% of disabled women held a governmental position in comparison to the 2.9% of disabled men in 2017, with current numbers still being recorded. UN Women has estimated that at the current rate, it could take upwards of 300 years to stabilize the global wage gap. Even with such, many countries have fought an endless battle to avoid changing their legislation to ensure equality for women.

UN Involvement

The United Nations strongly upholds the belief that equal employment opportunities are a basic human right, regardless of gender. Multiple adoptions of goals by NGOs surrounding the 5th SDG, Gender Equality, have been implemented in various countries, partnering with the UN. The most prominent example of change made by the UN has been the adoption of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), established in 1979. This policy implemented by the General Assembly essentially acts as a set list of rights that should be upheld for women, discussing the prohibition of discrimination and lack of access to equal opportunities for women in all sectors of public involvement. Further, the UN has taken charge of partnering with the Equal Pay International Coalition to ensure equal pay is promised to women globally for work of equal value. This project, led by the ILO, UN Women, and OECD is one of the only multi-stakeholder projects in the world that has managed to support 20+ countries at a systemic level. Moving towards NGOs, the Women's Foreign Policy Group has actively supported professional career development and advancing women in international affairs since 2006, all the while working to eliminate divisions in the workforce. However, several other NGOs such as Women for Women International, Equality Now, The

Committee: UN Women

Topic: Eliminating Occupational Gender Discrimination

Association for Women's Rights in Development, and even more have worked consistently to bring equal opportunities for women to have the right to careers of their choice.

Regional Groups of Member States

African Group:

Few job opportunities are available for women in low to middle-class African communities. In North Africa, the employment gap is most evident with only ~22% of women actively being in the labor force, a bleak percentage in comparison to the ~70% of men being able to work. However, a major part of this has to do with the lack of accessible education and disadvantageous laws in Africa, which make it incredibly difficult for women to hold jobs with equal pay, rights, and opportunities for growth.

Asia-Pacific Group:

In the majority of Asian countries, about 1 in 13 women participate in domestic labor, garnering little to no pay for their work. Pay discrimination is a major concern in the Asia-Pacific region, with only 38% of women having salaries for their work in 2015, while still struggling to obtain basic job provisions such as healthcare and labor protection. ILO partnering states have ratified several policies to regulate pay and career opportunities. However, there's little regulation in the states that have attempted to implement these policies, resulting in them falling short.

Eastern European Group:

Women in Eastern European Countries are granted many opportunities to work, with additional opportunities to attain higher education and executive positions in companies.

Committee: UN Women

Topic: Eliminating Occupational Gender Discrimination

However, just because they are granted these opportunities does not mean they are easily accessible. It's estimated that 44% of CEE companies in the European bloc have no female representatives in executive positions and those that do only hold 8% of CEO positions. Similar to other blocs, unpaid labor affects over 40% of the female European population and prevents them from being able to hold a job and complete household chores/care.

Latin America and Caribbean Group (GRULAC):

Despite equal education opportunities, women in Latin American and Caribbean countries make almost 17% less than men with the same number of years of experience and education. A major factor of this is tied to traditional gender roles in Latin American countries, where women are typically expected to be stay-at-home workers/wives. COVID-19 played a major role in expanding the gap between employment opportunities for men and women, with female workers having a 44% higher chance to lose their jobs as opposed to male workers, further exemplified by the fact that most women were expected to leave their jobs to care for children at home.

Western European and Others Group (WEOG):

In recent years, the EU has made great progress toward closing wage gaps between men and women in light of economic studies highlighting the cost efficiency of allowing equal opportunities in the labor force. However, despite the European government permitting greater opportunities for women to work in more labor-intensive fields, female executives are still sparse in numbers as only 1 in 10 CEOs are women. Further, pay gaps in the region are still very prevalent, ranging from 5-17% in carrying countries but being highest in fields such as management, with a gap of 22% from the earnings of men.

Committee: UN Women

Topic: Eliminating Occupational Gender Discrimination

Solutions

As you discuss solutions in this committee, consider **who** will be involved, **what** is intended to be changed/implemented, **where** it will be taking place, **when** it is projected to be implemented, and of course **how** you're going to implement your country's resolution! Take into consideration statistics in the country you're representing. If we see this issue has made a lot of progress toward being resolved in your country, consider how to fully eliminate it or work towards applying such methods for countries in which women face immense occupational discrimination. Consider a root-cause resolution approach and how to combat systemic legislations *or* how to work around or rewrite them to ensure equal opportunities for female workers regardless of race, background, medical status, etc. Don't be afraid to work with outside organizations or other nations that have previously worked towards supplying the necessary resources to allow women to gain equal pay/opportunities, at THSMUN we want to see collaborative resolutions, especially ones that push for equal rights! Having a detailed solution is vital to work together and create a final resolution that can resolve this issue globally.

Questions to Consider:

1. Does your country have a prevalent wage gap?
2. How can equal opportunities be provided to women in countries with legislation that makes employment for women difficult to obtain?
3. Is the issue of occupational gender discrimination in your bloc a systemic concern or a societal concern? Does it have to do with laws or gender roles that can be broken down?

Committee: UN Women

Topic: Eliminating Occupational Gender Discrimination

4. What are some reasons why it is more difficult for women to get into higher-paying fields despite having the same level of education as men?
5. What has your country already done to allow women access to more male dominated fields?
6. If your country is strictly against allowing women to work in executive positions, what countries could you work with to push for your government to allow such opportunities?
7. When and where are you expecting to implement your solutions? Are they within your country alone or are you planning to extend to other countries struggling with this issue?

Committee: UN Women

Topic: Eliminating Occupational Gender Discrimination

Works Cited:

“Facts and Figures: Women and Girls with Disabilities | What We Do.” UN Women,

www.unwomen.org/en/what-we-do/women-and-girls-with-disabilities/facts-and-figures.

Office, U. S. Government Accountability. “Women in the Workforce: The Gender Pay Gap Is Greater for Certain Racial and Ethnic Groups and Varies by Education Level.”

*W*www.gao.gov, 15 Dec. 2022,

www.gao.gov/products/gao-23-106041#:~:text=For%20example%2C%20for%20every%20dollar

St. Catherine University. “Gender Bias in the Workplace: Bridging the Gap.” *W*www.stkate.edu, 10 Feb. 2022,

www.stkate.edu/academics/women-in-leadership-degrees/blog/gender-bias-in-the-workplace

The World Bank. “Nearly 2.4 Billion Women Globally Don’t Have Same Economic Rights as Men.” *World Bank*, 1 Mar. 2022,

www.worldbank.org/en/news/press-release/2022/03/01/nearly-2-4-billion-women-globally-don-t-have-same-economic-rights-as-men#:~:text=In%2086%20countries%2C%20women%20face

“Women’s Workplace Equality Index: Leveling the Playing Field.” *Council on Foreign Relations*,

www.cfr.org/legal-barriers/#:~:text=In%2070%20countries%2C%20women%20are

Committee: UN Women

Topic: Eliminating Occupational Gender Discrimination

Operations. “About WFPG.” *Wfpg.org*, 2024,

www.wfpg.org/about#:~:text=Since%202006%2C%20the%20WFPG%20has

Nations, United. “Gender Equality.” *United Nations*,

www.un.org/en/global-issues/gender-equality#:~:text=In%201979%2C%20the%20General%20Assembly

“Equal Pay International Coalition (EPIC).” *OECD*, 2024,

www.oecd.org/en/about/programmes/equal-pay-international-coalition.html

ILO. “International Labour Organization.” *Ilo.org*, 2019, www.ilo.org

“UN Women - United Nations Entity for Gender Equality and the Empowerment of Women.”

UN Women, www.unwomen.org

“Get Gender Equality Right in Africa, and Prosperity Will Follow | ISS Africa.” *Issafrica.org*,

issafrica.org/iss-today/get-gender-equality-right-in-africa-and-prosperity-will-follow

“Gender Equality in Central and Eastern Europe | McKinsey | McKinsey.” *Www.mckinsey.com*,

www.mckinsey.com/featured-insights/europe/closing-the-gender-gap-in-central-and-eastern-europe

“Promoting Women’s Employment in Latin America and the Caribbean.” *World Bank Blogs*,

blogs.worldbank.org/en/latinamerica/promoting-womens-employment-latin-america-and-caribbean

“The Gender Pay Gap Situation in the EU.” *European Commission*, 2023,

commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/equal-pay/gender-pay-gap-situation-eu_en#:~:text=The%20glass%20ceiling:%20The%20position