

Forum:	Economic and Social Council
Issue:	Advancing diversity in workplaces internationally
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Position:	Deputy President

Introduction

Achieving workspace diversity is extremely vital to societal advancement as it stimulates outperformance in companies. Diversity in a business sense is much more than simply hiring individuals who fit in certain age brackets or creating an even male to female ratio. It is also about hiring individuals with different personalities and at different stages of their careers. It can help foster creativity and offer a range of perspectives and inputs coming from unique backgrounds of individuals. Workplace diversity leads to innovation and inclusive companies are 1.7 times more likely to become innovative leaders in their market (Josh Besin Research). Individuals from diverse backgrounds can offer a variety of assets, experience and talents which is beneficial when it comes to overall work performance. According to McKinsey & Company, gender-diverse companies are 15% more likely to outperform their peers and ethnically diverse companies are 35% more likely to do the same.

Currently, however, there are a lot of companies that are not able successfully achieve workplace diversity due to the range of beliefs, ethnic and cultural differences, gender equality, disabilities. Overall, a diverse workforce composing of people with different characteristics is extremely beneficial to the economy, generating skyrocketing increases in work performance which directly contributes to a country's economic state.

Definition of Key Terms

Diversity

The condition of having or being composed of differing elements. Especially the inclusion of different types of people (such as people of different races or cultures) in a group or organization (Merriam-Webster)

Surface-level Diversity

Also called demographic diversity, social category diversity, bio-demographic diversity, and observable individual differences; refers to readily detectable attributes such as sex, age, ethnicity, marital status. (IGI Global)

Deep-level Diversity

Deep-level diversity refers to refers to less observable deeper-leveled attributes such as personality, attitudes, beliefs, and functional expertise. (IGI Global)

Discrimination

Treating a person or particular group of people differently, especially in a worse way from the way in which you treat other people, because of their skin color, sex, sexuality, etc. (Cambridge)

Equal opportunity employment

Equal opportunity in employment entails in the principle of treating all people the same, and not being influenced by a person's sex, race, religion, etc. (Cambridge)

Inequality

Inequality is the difference in social status, wealth, or opportunity between people or groups. (Collins)

Background Information

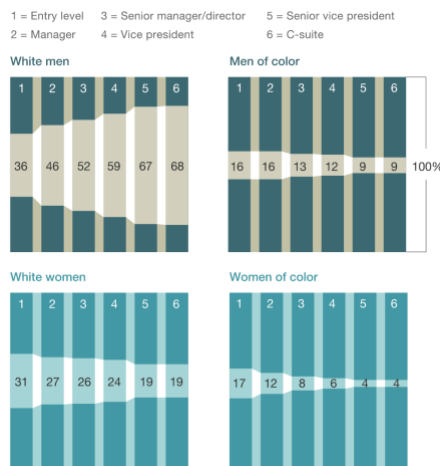
Diversity Models

The business case for diversity originates from the progression of the models of diversity existing within workplaces since the 1960s. The original model for diversity was designed as

affirmative action in compliance with the law and a need to achieve equal opportunity employment objectives. This compliance-based model sparked the idea that individuals are only hired into a workplace when they differentiate from the dominant group. The social justice model then evolved and further extended the idea that individuals outside a certain dominant group should be given opportunities within the workplace, not because certain laws require companies to do so but rather because it was the right thing to do. In the deficit model believed that organizations that do not have a strong diversity rates will create lower productivity, higher absenteeism (a habitual pattern of absence without a valid reason) and higher turnover rates which overall results in higher costs to the company.

Ethnic and Cultural

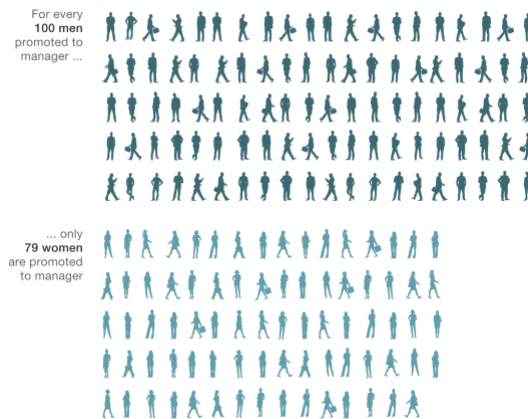
According to a New York Times report, there are only 5 African-American CEOs out of 500 companies. Another study conducted by the University of Wisconsin also concluded that people with African-American names are 14% less likely to get a callback. Unfortunately, discrimination stemming from ethnic and cultural differences are still present in the workplace (refer to Figure 1). This is a major drawback of workplace diversity as according to the Harvard Business Review, A team with a member who shares a client’s ethnicity is 152% likelier than another team to understand that client, therefore increases successfully business deal rates.



Caption 1: Representation by corporate role by gender and race in 2018

Gender Inequality

In terms of gender inequality, there are many statistics that reveals the inequality between females and males in workplaces. Males hold 62% of Manager positions as to female's 38 (Refer to Figure 2). Additionally, male earn an approximately 24.1% higher base pay than woman. Gender inequality is a major issue in the workplace as a diversified workplace consists of ranging characteristics and more female roles (contrasting to the currently dominant group) can greatly contribute to the overall diversity, thus resulting in the many benefits diversity brings to the nation. These key issues should be prioritized in order open up a route for highly qualified candidates for workplaces.



Caption 2: Promotion rates by gender

Disabilities

Physically and mentally disabled employees have a much more difficult time navigating through workplaces as proper amenities are not made available for them. Some workplaces do not even have simple accommodations like wheelchair ramps for physical disabled employees. Some employees also require service dogs which some office workplaces do not permit. Workplace procedures should be amended to combat this issue as employees with disabilities may offer unique inputs based on their contrasting past experiences.

Age

Ageism is apparent in workplaces as employers tend to reject candidates because they do not fit in the prominent age group in a certain workplace. For

example, someone older may be refused in a workplace because they do not comply to a team of younger employees. Younger employees may be rejected as they are seen as “less mature” with less experience. Eliminating these age stereotypes in the workplace is crucial as individuals at different points of their careers may offer different insights to areas.

Key Issues

Introduction

There are several obstacles and challenges companies may face while attempting at inducing diversity in workplaces. Since our objective is to advancing diversity in work places internationally, it is crucial that solutions are devised to combat each one of the following issues to accommodate to regions internationally.

Discrimination

Discrimination in the workplace is illegal when the victim is a member of a protected category (i.e., gender, age, disability, religion, race, sexual orientation, pregnancy and national origin). Although more and more legislations are imposed as well as a growing awareness of the need overcome these challenges. However, discrimination still exists in workplaces during recruitment, hiring and employment. This not only violates a basic human right but also has wider social and economic consequences. In terms of gender equality, significant progress has been made in recent decades to advance gender equality in workplaces. However, the gender pay gap still exists today at a global average of approximately 70-90 per cent of men’s pay. This is one of the major problems of discrimination as it discourages individuals to attend certain workplaces. Another major issue is the discrimination of migrant workers. In many regions, migrant workers make up to 8 to 20 per cent of the labor force and in certain regions this number would be significantly higher. Although this number is fairly high, some countries exclude migrant workers from social insurance programs. Others would only grant them access to short-term programs like health care but deny old-age pensions. Common inequality that occur in workplaces are the discrimination of religion, political opinion, social origin, disabilities, age and sexual orientations. Individuals who are targets of discriminations in workplaces experience a violation on their basic human right and requires stronger, more reliable, measures to prevent them from it. Essentially, the existence of discrimination stifles business

opportunities and the lack of diversity would be a waste of human talent required for economic progress. It also accentuates social tensions and general inequality. Combatting discrimination in workplaces is the major first step in achieving diversity in workplaces internationally.

Major Parties Involved and their Views

Equal Employment Opportunity Commission (EEOC)

The EEOC is an agency of the federal government created by the Civil Rights Act of 1964. The purpose of the EEOC is to enforce federal laws in the United States that prohibits and prevents unlawful workplace discrimination. Employees are able to file charges through signing statements against an employer allegedly engaged in employment discrimination and request EEOC to take remedial action in respondent to the case.

UN Women

UN Women is the United Nations entity dedicated to gender equality and the empowerment of women. As a part of the 25 UN Sustainable Development Goals, number 5 states gender equality. One of its main goals is implementing new legal frameworks regarding female equality in the workplace. The UN Women is actively taking action to achieve this goal.

INROADS

INROADS was founded by Frank Carr in 1970 with the mission to increase ethnically diverse employees in corporate management and to support these candidates through their entry into the business world. INROADS was the first ever organization of the sort and has since expanded to an international organization helping business gain greater access to diverse talent to enter into their workplaces. Currently, the international organization has over 28 offices, serving 2000+ interns at over 200 companies

ILO (International Labor Organization)

The International Labor Organization is the only tripartite UN agency since the 1919. The ILO gathers governments, employers and workers from a total of 187 member states to collaboratively set labor standards, develop policies and create programs promoting decent work for all women and men.

IDEAL

Companies with have software systems which helps companies promote diversity in the workplace are gradually emerging. Companies uses artificial intelligence for high-volume recruitment. It analyzes candidates and organizes them into lists for companies to review and helps companies to make optimal hiring decisions in order to create a diversified workspace. A popular AI program developed by Ideal aims to utilize intelligent automation and allow international companies to be able to efficiently screen its candidates for a much more diversified workplace as a result.

Timeline of Relevant Resolutions, Treaties, and Events

Date <i>MM/DD/YY</i>	Description of Event
1952	The Andean Indian Program The International Labor Force (ILO) is the first large-scale technical cooperation program. In cooperation with other UN agencies, it aims to improve the social and economic conditions of Andean Indians in seven Latin American countries.
1960	Discrimination (Employment and Occupation) Convention The convention requires member states to enable legislation which prohibits all discrimination and exclusion on any basis including of “race or colour, sex, religion, political opinion, national or social origin in employment and repeal legislation that is not based on equal opportunities.” (ILO). The convention had been ratified by 175 out of 187 ILO member states.
1964	Title VII Civil Rights Act A major civil rights and labor law in the United Sates that prohibits employment discrimination based on race, color, religion, sex and national origin

2002	<p>Lawsuit against Wal-Mart A lawsuit against Wal-Mart was claimed because the average earnings of a year-round full-time working female was three-quarters less than of the average earnings of male.</p>
2006	<p>Lawsuit in Philippines The Delano Regional Medical Philippines had an English-only speaking policy. The chief director set up surveillance to monitor employee’s conversations. The Filipino employees sued the DRMC and won approximately \$1 million</p>
2011	<p>Addition to the EOCC The Obama Administration added “gender identity and sexual orientation” under the Equal Employment Opportunity Commission.</p>
2014	<p>First Diversity Report Google becomes the first major technology company to release a diversity report. Diversity reports has since then been annual for many companies internationally.</p>

Evaluation of Previous Attempts to Resolve the Issue

Previous attempts to resolve problems that pose as obstacles to achieving diversity include international laws that are mainly imposed and maintained by the ILO. As advancing workplace diversity internationally requires organizations that are actively identifying issues in the local workplace and respond with relevant solutions. ILO currently enforces its Discrimination (Employment and Occupation) Convention with its ILO offices set up worldwide. ILO aims to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues. It prioritizes promoting employment and creating a more inclusive economy. The ILO gives support to international regions through its Decent Work Country Teams and Country Offices. Current locations where ILO is actively reinforcing its international legislations are Africa, Latin America and the

Caribbean, Arab States, Asia and the Pacific, Europe and Central Asia. It releases annual reports on the progress each region is making regarding its compliance with ILO Discrimination Convention 111.

However, aside from ILO's active attempts, currently no other international legislations specifically targeted towards the solution of employment and workplace issues are proven to be effective.

Possible Solutions

Solutions to the challenges that prevent companies from successfully achieving diversity needs to be eliminated to be able to achieve diversity in workplaces internationally.

A possible first step to achieving workplace diversity is to encourage member states to draft/establish a UN organ that drafts international laws to comply to all registered companies. This not only advances diversified workplaces but also assist diversity leaders establish a company culture that is beneficial to all parties involved.

Another possible solution is to create a simple alternative to the current EEOC that would be functional internationally. This would mean that regions across the world would be able to encourage workplace diversity by ensuring that discrimination does not occur in a workplace and that employees are able to report any unlawful actions by their employers.

Encouraging member states to require all registered to undergo employee diversity training (under international/federal laws as previously suggested) before entering a workplace.

Another solution may be for governments and/or newly established UN organ to create a standardized model for addressing discrimination in a workplace. This would offer a faster route for employees to report discrimination by their peers in a workplace without fear of retribution.

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