

UN Women

Chair: Ellie Knott

PO/Vice Chair: Sabrina Guevara



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Letter from Chair

Hello and welcome to LYMUN XI,

My name is Ellie Knott and I am going to be your chair for UN Women. I am a junior at Lyons Township, and I have been in MUN for all three years I have been in high school. I currently serve as the under secretary general of LTMUN. At LT, I am also involved in speech team, and outside of school I enjoy tennis and skiing in the winter!

In this committee, we will be discussing gender inequalities in the workplace and the lack of education for women. These topics are both serious and widespread. In this committee, I can't wait to see what great ideas you come up with and hope that they are both effective solutions and unique to what will help your country. There is no prewriting allowed and doing so will result in not being eligible for an award. In committee, I will be looking for your ability to work well with other delegates, good participation and engagement during both moderated and unmoderated caucus, as well as the quality of your speeches.

I am excited to meet you all and have an excellent committee! Friendly reminder that submitting a position paper is required to be eligible for an award. You can either email it to me kno514132@d204.lths.net by 11:59 the day before the conference or turn it in first thing when we get to the committee. I recommend bringing in an extra copy of your position paper for your personal use. If you have any questions, feel free to email me any time before the conference. Remember LYMUN is a training conference, so feel free to ask questions during committee!

-Ellie Knott

Members in Committee:

1. India

2. Israel
3. New Zealand
4. Australia
5. United States of America
6. United Kingdom
7. Russia
8. China
9. France
10. Canada
11. Egypt
12. South Africa
13. Norway
14. South Korea
15. Brazil
16. Ethiopia
17. Pakistan
18. Spain
19. Austria
20. Belarus
21. Afghanistan
22. Peru
23. Qatar

24. Ukraine
25. Japan
26. Kenya
27. Mexico
28. Germany
29. Saudi Arabia
30. Iraq
31. Iran
32. Italy
33. Hungary
34. Poland
35. Romania
36. Cambodia
37. Switzerland
38. Ghana
39. Morocco
40. Tanzania

History of UN Women:

UN Women was founded in July of 2010 with the main purpose of creating gender equality and empowerment for women around the globe and to accelerate the progress of meeting these goals worldwide. UN Women works with 45 member states to achieve equality for women worldwide. Formally known as the United Nations Entity for Gender Equality and the



Empowerment of Women, Its creation was a significant step towards advancing global gender equality, combining 4 other previous organizations: the UN Development Fund for Women (UNIFEM), the Division for the Advancement of Women (DAW), the Office of

the Special Adviser on Gender Issues (OSAGI), and the International Research and Training Institute for the Advancement of Women (INSTRAW).

UN Women's primary role is to promote women's rights, advocate for gender equality, and ensure women's participation in global policy-making. It has a lot of goals including economic empowerment, ending violence against women, political participation, and peacebuilding. Since its beginning, UN Women has played an important role in advancing policies to help women and global initiatives such as the HeForShe campaign, aiming to have men help in gender equality efforts.

Since its start, UN Women has been important in driving global progress on women's rights through advocacy, policy, and partnerships with governments and society. They actively foster international support for women like the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Beijing Platform for Action. UN Women also

plays an important part in making gender-focused efforts in the UN system, with things like the UNiTE to End Violence Against Women campaign. Their work is aligned with the Sustainable Development Goals, especially the 5th goal, which aims to achieve gender equality and empower all women and girls by 2030. Through its efforts, UN Women continues to advocate for systemic change in

addressing
discrimination,
ensuring equal
opportunities,
making social
for women
worldwide.



and
justice

Topic A: GENDER BASED WORKPLACE INEQUALITY

Background:

Gender inequality in the workplace has been seen in historical, cultural, and societal areas. Companies have traditionally placed men in positions of power and authority while limiting women's roles to lower roles, which kept women to traditional roles, with men serving as the providers. This standard of work was seen through legal and social structures that denied women access to education, property ownership, and meaningful participation in the workforce. Even as women's rights have advanced, these stereotypes and cultural norms continue to let people have pre existing ideas and limit women in the workplace..

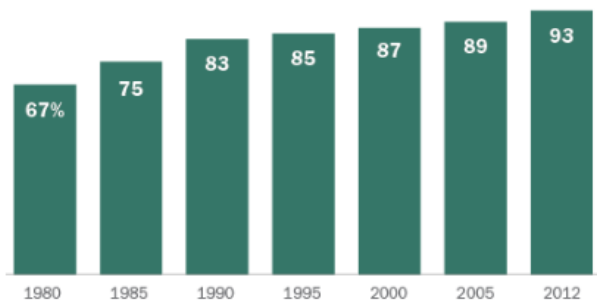
The industrial revolution was the first time that we even began to see women in the workplace. Women were often given lower paying, easier jobs, and were expected to balance their work with the traditional family responsibilities. As more women started working, they were forced into jobs that were considered more typically for women such as teaching and nursing. These were often underpaid and undervalued compared to male-dominated fields like engineering or finance. This gendered division of labor established a pattern of occupational

segregation, where certain jobs became socially coded as “men’s work” or “women’s work,” further establishing the stereotypes.

Another reason for workplace gender inequality is the wage gap, which shows the lack of appreciation for women compared to men. Women, on average, earn less than men for similar work, even in countries with strong equal pay laws. Women are less likely to be promoted to high-ranking positions, often referred to as the "glass ceiling" effect, where barriers prevent their advancement to leadership roles.

Cultural expectations around caregiving and family responsibilities impact women’s careers. Many workplaces operate under the assumption that employees have few family

Women's earnings as a percent of men's, among 25-34 year olds



responsibilities, and women are often expected to balance work and caregiving roles. This has led to part-time work or career breaks for many women, limiting their career

progression and contributing to the overall inequality in pay.

Past efforts:

UN Women has been at the forefront of global efforts to combat gender-based inequality in the workplace through things like advocacy, policy guidance, and partnerships. One of its key programs is the Women's Empowerment Principles, launched in collaboration with the UN Global Compact in 2010. The seven principles provide an outline for businesses to promote gender equality in the workplace, marketplace, and community. Companies that sign onto it commit to ensuring equal pay for equal work, having gender-responsive supply chains, and giving leadership opportunities to women. By encouraging corporate accountability and transparency, UN Women has helped thousands of businesses worldwide take steps to improve gender equality within their workers' lives.

UN Women also works directly with governments to implement policies that promote gender equality in the workforce. For example, it provides technical support to countries seeking to improve their labor laws, making sure they are in line with international standards on gender equality. UN Women has partnered with governments to create inclusive policies that address issues such as the gender wage gap, discrimination in hiring and promotions, and the underrepresentation of women in leadership roles. Additionally, UN Women aims for the expansion of social protections, including paid parental leave and affordable childcare, to enable

women to participate fully in the workforce without being penalized for having caregiving responsibilities.

UN Women has led global campaigns to raise awareness and make action on workplace inequality. The HeForShe movement, launched in 2014, has been particularly impactful in engaging men as allies in the fight for gender equality. By calling on men to fight gender norms and advocate for equal rights in their workplaces, HeForShe has started a global conversation about the role men can play in achieving gender equality. Similarly to the HeForShe campaign, UN Women's UNiTE to End Violence Against Women campaign addresses gender-based violence in the workplace, highlighting the links between harassment, abuse, and economic inequality.

UN Women has emphasized the importance of data collection to track progress toward gender equality. UN Women supports the collection of sex-based data to measure gender gaps in employment, wages, and leadership. This data helps organizations find areas where progress is needed and ensures accountability in meeting gender equality targets. By providing research and policy recommendations, UN Women plays a critical role in driving systemic change and ensuring that gender-based inequality in the workplace continues to be addressed globally.

Effects:

Gender inequality in the workplace has effects not only on individuals but also on organizations and economies as a whole. One of the most important impacts is the financial disadvantage faced by women; they typically earn less than their male counterparts for the same work. This wage gap can lead to long-term economic disadvantages for women, affecting their ability to save for retirement, invest in education, and provide for their families.

Beyond individual financial impacts, gender inequality can also lead to decreased organizational performance and productivity. Studies have shown that companies with diverse leadership teams and inclusive workplace cultures tend to do better financially. When women are underrepresented in decision-making roles, organizations miss out on different points of view and ideas that can make business successful. The lack of diversity can stop creativity, limit problem-solving, and affect a company's competitiveness in the marketplace. Workplace cultures that do not prioritize gender equality will have lower employee satisfaction, leading to additional costs related to recruitment and training.

The effects of gender inequality extend to workplace relationships and employee morale as well. A place with gender discrimination or harassment creates an environment of mistrust, which can slow collaboration and communication. Women who face bias or harassment may

experience anxiety and stress, negatively impacting their mental health and job performance.

This environment will affect the health of women. A lack of gender equality contributes to an unhealthy workplace culture that can stop overall effectiveness.

At a larger level, gender inequality in the workplace reinforces inequalities and undermines efforts toward social justice and equity. When women are excluded from economic opportunities, it confirms existing social norms and stereotypes about their contributions to society. This exclusion can have generational effects, as children raised in households facing economic instability may be less likely to access quality education and career opportunities. Addressing gender inequality in the workplace is not just a matter of individual rights; it is crucial for fostering inclusive and equitable societies that benefit everyone, contributing to sustainable economic growth and social progress.

Possible Solutions:

Addressing gender-based inequality in the workplace requires a different approach that includes policy reforms, organizational practices, and cultural change. One solution is the implementation of comprehensive equal pay policies that ensure pay equity for men and women performing the same roles. Governments can establish and enforce legislation that mandates pay transparency, requiring organizations to disclose salary ranges and demographic data to identify and show pay disparities. Companies can conduct regular checks and implement measures to close identified gaps, making a culture of accountability. By prioritizing equal pay, organizations can create a fairer work environment that recognizes and values the contributions of all employees.

Another solution is the promotion of family-friendly workplace policies that support work-life balance for all employees. This includes offering flexible work arrangements, like remote work, flexible hours, and parental leave policies that encourage both men and women to share caregiving jobs. By normalizing the idea that both genders can take on family duties, organizations can help stop stereotypes that place the role of caregiving solely on women. Providing access to affordable childcare services can encourage women to remain in the

workforce while ensuring their children receive good care. Policies not only benefit women but also increase overall employee satisfaction.

Cultural change is also important in mitigating gender-based inequality in the workplace. Organizations should actively promote diversity and inclusion through training programs that raise awareness about bias, discrimination, and the importance of gender equality. Companies can establish sponsorship programs that connect women with leadership roles, providing guidance and advocacy to help them in their careers. By making an inclusive culture that values diverse perspectives and encourages the growth of all employees, organizations can create an environment where gender equality can thrive, benefiting everyone involved.

Questions to Consider:

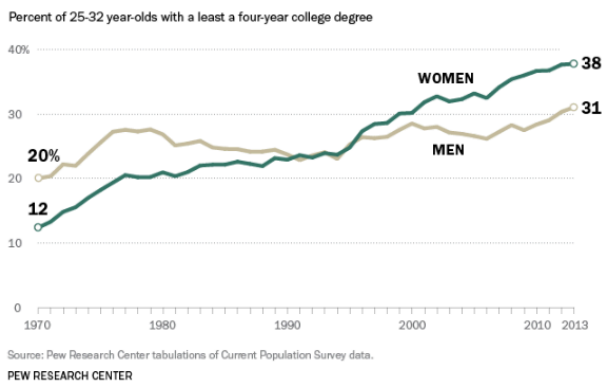
- Has your country experienced major inequalities in the workplace?
- What is the role of women in your country's workplace? Are they the primary caregivers or is it common for them to be in the workplace?
- Does your country have any precautions in place to prevent inequalities?
- Has your country helped other countries tackle their inequalities before?

Topic B: ACCESS TO EDUCATION

Background:

Women's access to education has evolved over the years. By cultural, social, and economic factors, education for women was often limited because of patriarchal beliefs that prioritized male education. Women were expected to focus on home life, an expectation that created a belief that education was unnecessary for wives and mothers. In ancient Greece and Rome, women were typically banned from education, although some upper-class women had private tutoring. This exclusion was further provoked during the Middle times, where women's education was largely restricted to religious education, often focused on religious instruction and household skills.

The 19th and early 20th centuries marked some turning points for women's access to



education, made by movements advocating for gender equality. The rise of the women's suffrage movement showed the need for

educated women who could participate in public life and contribute to society beyond the home. Many countries began to establish formal education systems for girls. In the United States, women gained access to public education in the 1840s, leading to increased reading rates among women. In Europe, schools started to open their doors to female students as well.

Even with these advancements, barriers to education for women continued into the 20th century and still continue in some places today. Cultural norms and ongoing gender discrimination still limit girls' educational opportunities. Issues such as child marriage and poverty often stop girls from attending school, while gender-based violence remains a threat in educational institutions. The international world has increasingly recognized the importance of girls' education as a fundamental human right and important for development. Initiatives such as the United Nations Sustainable Development Goal 4, which aims to ensure inclusive and equitable quality education for all show the ongoing global commitment to addressing these issues and promoting women's access to education as important for achieving more social and economic progress.

Previous Efforts:

UN Women has actively worked to fight women's lack of education through lots of programs aimed at improving access to quality education for girls and women around the world. One of the key strategies has been advocating for policies that prioritize gender equality in education. UN Women works with governments to develop policies that remove restrictions to girls' education, such as frameworks that discourage unequal education, providing free education, and regulations against child marriage. By contributing national policies and budgets, UN Women works to ensure that education systems are inclusive and responsive to the needs of girls.

Additionally, UN Women has been important in raising awareness about the importance of educating girls as a means to achieve gender equality and economic development. The organization conducts research and makes some reports that highlight the benefits of girls' education, including better health outcomes, increased economic mobility, and strong community. Projects like the "GirlUp" initiative have encouraged support for female education, encouraging governments, civil society, and the private sector to take actions to promote equal educational opportunities. UN Women has successfully brought the issue of girls' education to the forefront of global discussions, leading to commitments from nations to prioritize this critical area.

UN Women also focuses on addressing the challenges faced by women and girls in accessing education, like in regions affected by conflict or natural disasters. The organization uses programs aimed at providing educational resources, training, and support in emergency situations. UN Women has worked to establish safe learning spaces for girls in refugee camps, offering psychosocial support and skills training to help them rebuild their lives. UN Women wants to make sure that education remains a priority even in the most challenging times.

UN Women works with partners, including NGOs, educational institutions and international organizations to implement programs that encourage girls' access to education. The "Education and Training for Women and Girls" program provides scholarships, mentorship, and training to women and girls in various fields, such as science, technology, engineering, and mathematics. By making an environment where girls can pursue their interests and talents, UN Women not only helps to close the gender gap in education but also encourages female leaders. With these efforts, UN Women continues to fight for the right to education for all women and girls, seeing it as important to achieving gender equality and sustainable development.

Effects:

The lack of education for women has impacted women directly but also their families. One of the biggest impacts is the poverty level. Women with no education have limited access to higher paying jobs, giving them low paying jobs, with less job security and benefits. This disadvantage diminishes their ability to support themselves but also their families. Educated women are more likely to be able to pay for their childrens education and care, creating a cycle of poverty that can grow and is hard to stop.

The lack of education for women has effects on their health . Educated women are more known about health issues, like child health, nutrition, and vaccination. They are more likely to get medical care and make good decisions about their health and their families health. Women with less education are at a higher risk of experiencing complications during childbirth, malnutrition, and preventable sickness. The lack of education is often seen with early marriage and childbirth, which can lead to additional health risks for mothers and their children.

The lack of educational opportunities for women is also seen in social and political situations. Women who don't have access to education are less likely to do stuff like voting, limiting their influence on politics that affect their lives forever. This lack of understanding in government and political processes showsexisting gender inequalities and mkaes a cycle of bad.

Without education, women often lack the skills and confidence needed to advocate for their rights in social situations, showing gender inequality in society.

The broader social impacts of women's lack of education can be significant. When a large part of the population is uneducated, it affects overall economic development and growth. Countries with high levels of low education among women often struggle to achieve sustainable development, as they miss out on the contributions that educated women can make to the economy and society. Education is important for productivity, and social dynamics of investing in women's education is essential not only for individual empowerment but also for making inclusivity. The lack of education for women is a pressing issue that requires urgent attention to fix.

Possible Solutions:

fixing the lack of education for women requires a teamwork approach that includes policy reforms, community engagement, and innovative educational programs. One solution is the implementation of government policies that prioritize girls education and get rid of how hard it is to access. This includes enforcing education laws, providing free schooling, and getting safe transportation to schools. governments can allocate resources specifically for girls education, scholarships, building schools in under represented areas, and offering financial incentives to families to keep girls in school. By creating a good environment, these policies can significantly increase enrollment and education rates among female students.

Community engagement and awareness campaigns are also good in addressing cultural and societal barriers that stop girls from accessing education. things like NGOs and local leaders, can work together to challenge bad gender norms and promote the value of educating girls. Campaigns that focus on the benefits of girls' education like better health outcomes, economic growth, and community development can help change attitudes and encourage families to prioritize education for their daughters. using community members in these discussions can make a sense of commitment to change, making it more likely that families will invest in their daughters education.

Another solution is the development of alternative education programs that focus to the unique needs of women and girls. These programs can include vocational training, adult education, and informal education that gives skills and smarts in a flexible way. like mobile schools or community centers that can reach girls who can not to attend traditional schools due to distance or family stuff. Providing education that is close to local economic opportunities can

empower women to gain skills that improve their lives and contribute to their communities. the programs can also help the needs of women who missed out on formal education earlier in life, giving them with pathways to improve their 5status.

Finally, partnerships between governments, NGOs, and the private sector can enhance efforts to improve women's access to education. Collaborative initiatives can focus on integrating educational programs with health, nutrition, and economic empowerment projects, creating a holistic approach to women's development. For example, providing school meals can encourage families to send their daughters to school while also addressing issues of malnutrition. Additionally, mentorship and scholarship programs sponsored by businesses can support young women in pursuing higher education and vocational training, thus increasing their opportunities for employment. By leveraging resources and expertise across sectors, a coordinated effort can create sustainable solutions to the lack of education for women, ultimately leading to greater gender equality and socio-economic development.

Questions to Consider:

- Does your country have good education systems for women?

- Does your county have any programs in place right now to help women access education?
- What steps has your country taken to protect education?
- Is education an important part of your country's culture?