

Committee: ECOSOC

Topic: Integrating Non-Governmental Organizations into Equal Pay Efforts

Report of the Chairs

I. Theme of the Conference

Model United Nations San Antonio (MUNSA) is a conference dedicated to fostering authentic and passionate debate amongst delegates in order to generate solutions to current global issues. The theme of *MUNSA XXIV: Envision* encapsulates our mission to urge delegates to foresee a future in which these problems have been dissolved. With collaboration in mind, delegates from every committee are encouraged to visualize innovative resolutions and a prosperous world to come. Together, we will propel ourselves into an age in which brilliant ideas converge to transform our world and address its most paramount issues.

II. Rationale

Unequal pay and gender discrimination in the workplace is a present issue in today's global economy. The UN believes that the scale of pay for identical work should be the same regardless of the employee's gender. Unequal pay causes economic discrepancies, holds women back from achieving their full potential and propels sexism in the world. Globally, women are currently paid approximately 20% less than men. Wage gaps are found in most countries across the world. The highest gender pay gap, 62.5%, was recorded in Pakistan.³ This committee encourages global collaboration to integrate NGOs in the fight against gender wage gaps. Delegates will visualize a world with equal pay for equal labor and make it a reality.

III. Background of the Topic

A gender wage gap is a disparity in income between men and women in the same employment. Various pieces of legislation have been passed to promote income equality, including the Equal Pay Act of 1963 (EPA), which made it illegal for employers to pay unequal wages to men and women in the same workplace who perform substantially equal work in America. This led to great strides in patching wage gaps worldwide. The Global Gender Gap

Index was first introduced by the World Economic Forum in 2006 as a tool to measure the magnitude of gender disparities and track progress.

The Equal Pay International Coalition (EPIC) works closely with the UN on a global level to support governments and workers' organizations to take steps to reduce the gender pay gap.⁶ Key stakeholders in this opposition include Australia, Canada, Germany, Iceland, Jordan, New Zealand, Panama, Republic of Korea, South Africa, and Switzerland in the fight against unequal pay. In recent years, the UN Women committee has hosted various campaigns to raise money for the movement against unequal pay. One campaign, "Stop the Robbery," brought attention to the substantial amount of money women have been robbed of due to the world's history of unequal pay.

IV. Contemporary Evidence of the Topic

Recently, a study was conducted by the World Economic Forum to evaluate global progress regarding the gender wage gap.² Of the 144 countries studied, 89 have marginally closed their gender wage gap over the past two years, whereas 55 countries have regressed. These 55 countries can be found in the Middle East, South Asia, and Central Europe. Gender wage gaps affect women beyond the paycheck. Many women experience a lower quality of education, limited access to health care, and lower leadership roles due to gender wage gaps.

The UN utilizes many different committees to mitigate the gender wage gap. Equal pay is recognized as a human right, and Target 8.5 of the United Nations Sustainable Development Goals "calls for equal pay for work of equal value."⁴ Men are at an economic advantage and make 68% more than women worldwide. This committee urges delegates to collaborate in order to propose innovative solutions that will close this 32% gap through lively debate and visionary ideas.

V. References and Research Resources

1. UN Women (n.d.). *Equal Pay for Work of Equal Value*. Retrieved from <https://www.unwomen.org/en/news/in-focus/csw61/equal-pay>

2. World Economic Forum (2018). *The Global Gender Gap Report*. Retrieved from http://www3.weforum.org/docs/WEF_GGGR_2018.pdf
3. Devon Delfino (Aug. 17, 2018). *Countries Where Men Earn Significantly More Than Women*. Retrieved from <https://www.businessinsider.com/countries-with-the-gender-pay-gap-2018-8>
4. United Nations (n.d.). *About the Sustainable Development Goals*. Retrieved from <https://www.un.org/sustainabledevelopment/sustainable-development-goals/>
5. U.S. Equal Employment Opportunity Commission (n.d.). *The Equal Pay Act of 1963*. Retrieved from <https://www.eeoc.gov/laws/statutes/epa.cfm>
6. Equal Pay International Coalition (n.d.). *Equal Pay for Work of Equal Value*. <https://www.equalpayinternationalcoalition.org/>

VI. Note to the Delegates

Esteemed delegates,

Welcome to MUNSA XXIV: Envision. We are so excited to have you at this conference and in the ECOSOC committee. If you have any questions about the topics or anything MUNSA-related, feel free to contact us using the information above. We look forward to having a great conference!

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