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Research report

Forum: [CSW]

Issue: [Equalising the wages of all genders
within countries]

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LMUNA

Lorentz Lyceum
Model United Nations
Arnhem

Introduction of the issue:

Women make less money than men for the exact same job, and that is a global issue. It results in a lifetime of income inequality between men and women. This problem is active in every country and in every sector of work¹. While all Women in general get paid less, this problem is worse for women of colour². But not just women, there are a multitude of genders who get paid less because of their gender. For example, transgender people are getting paid around the same amount as women, just because they used to be another gender than they identify as. Transgender people often leave their job because of workplace discrimination, which forces them to find another job where they might make less³. Non-binary people assigned female at birth (AFAB) are being discriminated at the workplace too and are often forced to leave the workplace by that too. Non-binary people assigned male at birth (AMAB) don't even get hired at most jobs because of hiring discrimination⁴. So non-binary people both AFAB and AMAB, transgender people, both male and female, and women of any race are getting paid less.

¹ <https://www.unwomen.org/en/news/in-focus/csw61/equal-pay>

² <https://www.shrm.org/resourcesandtools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/pages/report-women-age-25-to-30-making-slight-wage-headway.aspx>

³ <https://www.americanprogress.org/issues/lgbtq-rights/news/2012/04/16/11494/the-gay-and-transgender-wage-gap/>

⁴ <https://www.investopedia.com/wage-gaps-by-gender-5082675>

Definition of key terms:

- AMAB: Assigned Male at Birth.
- AFAB: Assigned Female at Birth.
- Shekels: A silver coin and unit of weight used in ancient Israel and the Middle East.
- Repeal: The action of revoking or annulling a law or act of parliament
- Prohibit: Formally forbid (something) by law, rule, or other authority
- Act: A statutory plan passed by Congress or any legislature which is a “bill” until enacted and becomes a law.
- Enforce: To make one subject to something such as rule or law.
- Transgender: One whose gender identity does not correspond to their sex at birth. This can, but does not necessarily, include those who have undergone medical intervention.
- Non-binary: Describing a person who does not identify as exclusively male or exclusively female or describing such a gender identity.
- Gender transition: The process of changing one's gender presentation and/or sex characteristics to accord with one's sense of gender identity.
- Harassment: Aggressive pressure or intimidation.
- Remunerate: Pay (someone) for services rendered or work done.
- Genderqueer: Having an overlap or blurred lines between gender identity.
- Implement: Put (a decision, plan, agreement, etc.) into effect.
- Equity: The quality of being fair and impartial.
- Division of kooyong: An Australian Electoral Division for the Australian House of Representatives in the state of Victoria (Australia)
- Exempted: Free a person/organization from an obligation or liability imposed on others.
- Methodology: A system of methods used in a particular area of study or activity.
- Bipartite: Involving or made by two separate parties.
- Municipality: A town or district that has local government.
- Claimants: A person making a claim, especially in a lawsuit or for a state benefit.
- Redress: Remedy or set right (an undesirable or unfair situation).
- perpetuating: Make (something) continue indefinitely.
- legislative mandate: Occurs when a law is passed by the General Assembly and that law explicitly or implicitly requires that a regulation be amended or that a new regulation be promulgated.
- Promulgate: Promote or make widely known (an idea or cause).

General overview:

Worldwide, women only make 0,84 dollars for every 1 dollar earned by men⁵. As a result, there's a lifetime of income inequality between men and women and more women are retiring into poverty.

The unequal pay wages are expected to date back to around 1000 Before Christ. It states in If anyone makes a special vow to the Lord involving the valuation of persons, then the valuation of a male from twenty years old up to sixty years old shall be fifty shekels of silver, according to the shekel of the sanctuary. If the person is a female, the valuation shall be thirty shekels." which means that women were paid 20 shekels of silver less than the men, who got 50 shekels.

The Elizabethan Statute of Artificers empowered local justices to set maximum wages for various kinds of work; it was passed in 1563 and not repealed until 1813. There is some disagreement about whether wage assessments determined actual wage rates, but in any case, the system was little used in the eighteenth century.

In February 1869, there was a letter written to the editor of New York Times. In the letter was questioned why female government employees were not paid the same as male ones. Why this is important is because this event sparked the movement that caused people to work on the unequal pay issues.⁶

In 1883 the Western Telegraph Company Strike was one of the first public demands on fair pay for women. The workers protested for "equal pay for equal work". The strike was unsuccessful⁷

In 1963, '64 and '65, there was quite a lot done against the pay gap. June 10th, 1963, this is the day when the Equal Pay Act passed. In this act it was stated that sex discrimination is prohibited. SEC. 206 [Section 6] subsection (D), paragraph (2) states: "No labour organization, or its agents, representing employees of an employer having employees subject to any provisions of this section shall cause or attempt to cause such an employer to discriminate against an employee in violation of paragraph (1) of this subsection." referring to Paragraph (1), where it states that it is prohibited to pay people less because of their gender.⁸

in 1964, on the second of July, The Civil Rights Act passed. In SEC. 2000e-2. [Section 703] subsection (a) paragraph (1) it is stated that employers can't refuse to hire or discharge any individual because of their race, colour, religion, sex, or national origin. In paragraph (2) it states that employers can't "limit, segregate, or classify his employees or applicants for employment in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his status as an employee, because of such individual's race. Colour, religion, sex, or national origin"⁹

And the second of July 1965, the U.S. Equal Employment Opportunity Commission (EEOC) was created. The EEOC is responsible for enforcing federal laws that make it illegal to

⁵ <https://www.shrm.org/resourcesandtools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/pages/report-women-age-25-to-30-making-slight-wage-headway.aspx>

⁶ <https://time.com/3774661/equal-pay-history/>

⁷ <https://www.sutori.com/story/history-of-the-gender-pay-gap--ytEHZgHk3j9jUGdfBjkPFo1E>

⁸ <https://www.eeoc.gov/statutes/equal-pay-act-1963>

⁹ <https://www.eeoc.gov/statutes/title-vii-civil-rights-act-1964>

discriminate against a job applicant or an employee because of the person's race, colour, religion, sex (including pregnancy, transgender status, and sexual orientation), national origin, age (40 or older), disability or genetic information. Most employers with at least 15 employees are covered by EEOC laws (20 employees in age discrimination cases). Most labour unions and employment agencies are also covered. The laws apply to all types of work situations, including hiring, firing, promotions, harassment, training, wages, and benefits.¹⁰

The Educational Amendment of 1972, meanwhile, expanded the reach of the Equal Pay Act to include white-collar executive, professional and administrative jobs—categories that had been exempted under the original law.

Other important gender equity employment laws include the Pregnancy Discrimination Act of 1978, which strengthened protections for pregnant workers; and 2009's Lilly Ledbetter Fair Pay Act, which reduced time restrictions on wage discrimination complaints.¹¹

This stubborn inequality in the average wages between men and women persists in all countries and across all sectors, because women's work is under-valued, and women tend to be concentrated in different jobs than men. Even though the work itself may require equal or more effort and skills, it's valued and remunerated less. For women of colour, immigrant women and mothers, the gap widens. For example, the wage gap is greater for women of colour, according to the Equal Pay Day Campaign. In 2017, for every \$1 earned by white, non-Hispanic men, Latina women earned 55 cents; Native American women earned 60 cents; Black women earned 63 cents; and Asian and Pacific Islander women earned 85 cents, while the average white, non-Hispanic women earned 86 cents per \$1 for a male¹². And for mothers there also is the so-called "motherhood penalty" which pushes women into informal economy, casual and part-time work, and tends to be larger in developing countries than in developed countries¹³.

While there isn't a lot of research done for the other genders' or transgender's role in the wage gap issue, we are safe to say they have around the same wage problem as women. One study found that the earnings of female transgender workers fell by nearly one-third following their gender transitions. Interestingly, that same study found that the earnings of male transgender workers slightly increased following their transition. As such, transgender men may experience a wage advantage rather than a wage penalty. This research strongly indicates that in addition to facing significant workplace discrimination in hiring and firing based on their gender identity, transgender women experience significant gaps in pay largely attributable to their gender¹⁴.

Unfortunately, very little research has been conducted on how the wage gap impacts nonbinary and genderqueer people. In terms of the opportunity gap, however, a 2016 study found that nonbinary individuals AMAB typically faced hiring discrimination, while those

¹⁰ <https://www.eeoc.gov/overview>

¹¹ <https://www.history.com/topics/womens-rights/equal-pay-act>

¹² <https://www.shrm.org/resourcesandtools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/pages/report-women-age-25-to-30-making-slight-wage-headway.aspx>

¹³ <https://www.unwomen.org/en/news/in-focus/csw61/equal-pay>

¹⁴ <https://www.americanprogress.org/issues/lgbtq-rights/news/2012/04/16/11494/the-gay-and-transgender-wage-gap/>

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AFAB more often experienced discriminatory treatment within their workplaces. Additionally, nonbinary people were more likely to have been denied a promotion, though they generally have fared better than transgender women.

Major parties involved:

Opponents of the wage gap:

UN Women (csw61)

Women are factually “robbed” of 23 cents per male dollar, this needs to end.

Antonio de Aguiar Patriota (the chair of csw61 2017)

we need to overcome the inequalities between men and women, but men are play a crucial part in that. Men need to take responsibility for change.

Patricia Arquette (actress who joined the UN in fight against the wage gap)

there is improvement, but there is still an ongoing robbery of 23% of women's salary globally, so its still, obviously, a big issue. ¹⁵

Iceland

In 2018 Iceland introduced the first policy in the world that requires companies and institutions with more than 25 employees to prove that they pay men and women equally for a job of equal value. The policy is implemented through a job evaluation tool called the Equal Wage Management Standard, or simply, the system. ¹⁶

Canadian Women's Foundation

“If it’s illegal in Canada to pay women less than men, the argument goes, then the gender pay gap can’t be real. We wish it were that simple.”¹⁷

Proponents or deniers of the wage gap:

Stephen Miller - Proponent and “denier”

Stephen Miller was the senior advisor on women's issues to the old President of the United States of Amerika, President Trump. As a senior adviser on women's issues, this man denied every proof of the truth of the wage gap. He said: “Ladies just don’t like to work hard or do the dirty work.” ¹⁸he also stated that he wouldn’t feel comfortable with having to hire a “full-time male babysitter”. He stated this in the following quote: “The truth is, even in modern-day America, there is a place for gender roles. I simply wouldn’t feel comfortable hiring a full-time male babysitter or driving down the street and seeing a group of women carrying heavy steel pillars to a construction site.” ¹⁹

Josh Frydenberg - “denier”

Josh Frydenberg is the deputy leader of the liberal party in Australia and Federal member for

¹⁵ <https://news.un.org/en/audio/2017/03/624922>

¹⁶ <https://hbr.org/2021/01/how-iceland-is-closing-the-gender-wage-gap>

¹⁷ <https://canadianwomen.org/blog/the-gender-pay-gap-is-a-myth/>

¹⁸ <https://nwl.org/blog/meet-the-wage-gap-denier-advising-trump-on-womens-issues/>

¹⁹ <https://www.thecrimson.com/article/2017/2/16/cuneo-nicholas-my-undergraduate-campus-troll-is-now-senior-adviser/>

the Division of Kooyong²⁰. "The gender pay gap has closed and the budget is coming back to surplus for the first time in more than a decade," he told the parliament²¹.

Leonora Risse - "denier"

Leonora Risse, who studied the labour market as an economist, has made the following statement about the wage gap: "Paying workers the same rate for doing exactly the same job simply reflects the basic moral principle of 'pay equity' – this is not the same thing as the 'gender pay gap'." after that she states that the gender pay gap is a calculation of the difference in female earnings compared to male earnings across all jobs and industries.²²

²⁰ <https://parlinfo.aph.gov.au/parlInfo/search/display/display.w3p;query=id:%22handbook/allmps/FKL%22>

²¹ <https://www.northweststar.com.au/story/6378070/awkward-government-split-on-gender-pay-gap/>

²² <https://www.broadagenda.com.au/2019/theres-no-gender-pay-gap/>

Timeline Key Events:

- ± 1000BCE: First sign of a wage gap, women were probably paid 40% less (Location unknown)²³
- 1563: The Elizabethan Statute of Artificers passes (Great Britain)²⁴
- 1813: The Elizabethan Statute of Artificers repealed (Great Britain)²⁵
- 1869: Letter to New York Times editor (America)²⁶
- 1883: Western Telegraph Company Strike (America)²⁷
- 1963: Equal pay act (America)²⁸
- 1964: Civil Rights Act (America)²⁹
- 1965: Creation of EEOC³⁰ (America)³¹
- 1972: Educational Amendments (America)³²
- 1978: Pregnancy Discrimination Act (America)³³
- 1996: First Equal Pay Day (America)³⁴
- 2009: Lily Ledbetter Fair Pay Act (America)³⁵
- 2010: National Equal Pay Task Force established (America)³⁶
- 2012: Department of Labor announced the winners of the "Equal Pay App Challenge." (America)³⁷
- 2013: experiment carried out in EPSEL (Peru)
- 2014: President Obama signed an Executive Order to prevent workplace discrimination and empower workers to take control over negotiations regarding their pay³⁸
- 2014: President Obama signed a Presidential Memorandum directing the Secretary of Labor to require federal contractors to submit data on employee compensation by race and gender, helping employers take proactive efforts to ensure fair pay for their employees.³⁹

²³ <https://economics.yale.edu/sites/default/files/files/Workshops-Seminars/Economic-History/burnette-061011.pdf>

²⁴ <https://economics.yale.edu/sites/default/files/files/Workshops-Seminars/Economic-History/burnette-061011.pdf>

²⁵ <https://economics.yale.edu/sites/default/files/files/Workshops-Seminars/Economic-History/burnette-061011.pdf>

²⁶ <https://time.com/3774661/equal-pay-history/>

²⁷ <https://www.sutori.com/story/history-of-the-gender-pay-gap--ytEHzgHk3j9jUGdfBJkPFo1E>

²⁸ <https://www.history.com/topics/womens-rights/equal-pay-act>

²⁹ <https://www.sutori.com/story/history-of-the-gender-pay-gap--ytEHzgHk3j9jUGdfBJkPFo1E>

³⁰ Equal Employment Opportunity Commission

³¹ <https://www.eeoc.gov/overview>

³² <https://www.history.com/topics/womens-rights/equal-pay-act>

³³ <https://time.com/3774661/equal-pay-history/>

³⁴ <https://www.pay-equity.org/about-history.html>

³⁵ <https://www.humanresourcesmba.net/fag/what-is-the-lilly-ledbetter-fair-pay-act/>

³⁶ <https://obamawhitehouse.archives.gov/issues/equal-pay>

³⁷ <https://obamawhitehouse.archives.gov/issues/equal-pay>

³⁸ <https://obamawhitehouse.archives.gov/issues/equal-pay>

³⁹ <https://obamawhitehouse.archives.gov/issues/equal-pay>

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- 2018: Equal Pay Day 2018 (America)⁴⁰

⁴⁰ <https://www.sutori.com/story/history-of-the-gender-pay-gap--vtEHzgHk3j9jUGdfBJkPFo1E>

Previous attempts to solve the issue:

Although progress around gender pay equity has been much more modest than in other areas associated with promoting gender equality, some countries have been implementing innovative proposals in recent years.

A first group of initiatives deals with Gender Pay Equity Programmes proposed by the ILO⁴¹. These programs seek to provide employers and workers with tools to eliminate gender wage inequality in specific contexts, through job assessments processes. One of the countries to follow this path is Chile. After identifying some limitations on implementing the provisions of the law, the Chilean Government signed a protocol of agreement with the ANEF⁴² and the PSI⁴³ which, among other aspects, included conducting a pilot study to make visible the gender pay gap based on the principle of “equal pay for work of equal value” in the ISL⁴⁴. This pilot study made it possible to analyse all ISL jobs and the wage ratio by applying a methodology to calculate the value of each job, and to determine wages appropriately. Beyond guaranteeing gender pay equality in ISL, this experience will allow us to continue providing guidance through similar efforts in other institutions and companies.

PSI has promoted similar initiatives in other countries, always based on bipartite agreements between the company/administration and the entity’s workers’ organizations. In Peru, a similar experiment was carried out in 2013 in EPSEL⁴⁵. In the municipality of Quixadá in Brazil, a Gender and Remuneration Equity Committee was established and an Equity Law including equal pay for work of equal value, among other measures to promote equality was passed. Panama and Colombia are just beginning to implement similar initiatives.⁴⁶

To counter pervasive gender bias, state policymakers in several American states have passed laws banning pay secrecy. Pay secrecy prevails when companies prohibit employees from openly discussing pay with colleagues. This secrecy enables wage gaps to persist.⁴⁷

the Equal Pay Act of 1963, which requires that men and women in the same workplace be given equal pay for equal work

The very first bill that President Obama signed into law was the Lilly Ledbetter Fair Pay Act, which extended the period in which claimants can bring pay discrimination claims, enabling countless victims of pay discrimination to seek redress where they otherwise could not.

In 2010, the President pledged to crack down on violations of equal pay laws and, that same year, established the National Equal Pay Task Force. The Task Force, which consists of professionals at the U.S. EEOC, the Department of Justice, the Department of Labor and the Office of Personnel Management, has improved enforcement of equal pay laws and promoted efficiency and efficacy by enhancing federal interagency collaboration.

⁴¹ International Labour Organisation

⁴² Agrupación Nacional de Empleados Fiscales (National Association of Tax Employees)

⁴³ Public Services International

⁴⁴ Instituto de Seguridad Laboral de Chile (Labour Safety Institute of Chile)

⁴⁵ the public water company

⁴⁶ https://www.ilo.org/wcmsp5/groups/public/---americas/---ro-lima/documents/meetingdocument/wcms_645428.pdf

⁴⁷ <https://irle.berkeley.edu/state-policy-strategies-for-narrowing-the-gender-wage-gap/>

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In April of 2012, the Department of Labour announced the winners of the "Equal Pay App Challenge." The Department of Labor, in conjunction with the Equal Pay Task Force, launched this challenge – inviting software developers to use publicly available data and resources to create applications that provide greater access to pay data organized by gender, race, and ethnicity; provide interactive tools for early career coaching or online mentoring; or provide data to help inform pay negotiations.

Possible solutions

- **Ensure equal pay**
 - Even in the absence of a legislative mandate, businesses should voluntarily track pay across gender, race, parental status and other demographic characteristics and encourage their suppliers to do the same. Efforts to close pay gaps should include an annual pay audit and mechanisms to ensure company-wide transparency around negotiation, pay, reward processes and salary ranges.⁴⁸
- **Raise the minimum wage**
 - Women's over-representation in low-wage work, such as service-sector jobs and tipped employment, is one of the factors that contribute to the gender pay gap. Since women represent nearly two-thirds of workers who receive the federal minimum wage, raising the minimum wage would have an immediate effect in terms of narrowing the gender pay gap and lifting women out of poverty.⁴⁹
- **Unionize workplaces**
 - Unions have been shown to help narrow the gender pay gap. According to research from the Economic Policy Institute, women working in unions earn an average of 94 cents per male dollar, while non-union women earn only 78 cents to the dollar. This may be due to more equitable pay practices often advocated for by unions, including standardized wages, pay transparency, and grievance procedures in case of discrimination.⁵⁰
- **Eliminate Negotiation**
 - Multiple studies show that women don't perform as well as men in negotiations. Women often avoid negotiation, accepting the first offer presented by a prospective employer.
- **Increase pay transparency**
 - If you don't know how much your peers are making, it can be difficult to determine whether you're being compensated fairly or not. Many workplaces actively discourage employees from sharing salary information, while others foster a culture of secrecy that prevents employees from being comfortable disclosing their compensation to their co-workers.
- **Stop basing employee pay on salary history**
 - When negotiating salary expectations with prospective applicants and new hires, employers often ask employees their salary history from previous jobs. In some cases, these hiring strategies are used to justify low pay based on how much an employee earned in former positions. Basing employee pay on salary history can also disproportionately affect women, who are already more likely to make less than their male peers, by perpetuating a cycle of unequal pay even across successive jobs and companies.
- **Improve work-life balance**

⁴⁸ <https://bteam.org/our-thinking/news/closing-gender-pay-gaps-12-solutions-for-pay-equality>

⁴⁹ <https://www.moneyunder30.com/strategies-for-narrowing-the-gender-pay-gap>

⁵⁰ <https://www.moneyunder30.com/strategies-for-narrowing-the-gender-pay-gap>

- According to the European Institute for Gender Equality, a better **work-life balance** could help to shrink the gender pay gap. Because women often take on additional responsibilities outside the workplace when it comes to childcare, they may find it more challenging to balance the demands of a family and their career. This can result in women working lower-paid, more flexible jobs, working only part-time, or leaving the workforce entirely.

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Further reading:

Help with solutions:

<https://bteam.org/our-thinking/news/closing-gender-pay-gaps-12-solutions-for-pay-equality>
<https://www.moneyunder30.com/strategies-for-narrowing-the-gender-pay-gap>
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<https://www.eeoc.gov/statutes/title-vii-civil-rights-act-1964>
<https://nwlc.org/blog/wage-gap-over-time/>
<https://clintonwhitehouse4.archives.gov/WH/EOP/CEA/html/gendergap.html>

Transgender and/or Nonbinary wage gap:

<https://www.macleans.ca/society/for-transgender-women-the-pay-equity-gap-is-even-wider/>
<https://www.investopedia.com/wage-gaps-by-gender-5082675> (Investopedia also gives a clear understanding about the wage gap in general)

Organisation and/or person info:

<https://www.eeoc.gov/overview>
<https://joshfrydenberg.com.au/about-josh/>

Others:

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<https://economics.yale.edu/sites/default/files/files/Workshops-Seminars/Economic-History/burnette-061011.pdf>
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Recommended audio:

Audio about Gender Pay Gap (from 0:00 to 6:25 Minutes)
<https://news.un.org/en/audio/2017/03/624922>