



JAPAN  
METROPOLITAN  
MODEL  
UNITED  
NATIONS

# Economic and Financial Committee

Background Guide Topic:

## Eliminating the Gender Pay Gap



## Director's Note

Dear Delegates,

Thank you so much for applying for the Japan Metropolitan Model United Nations. My name is Rinka Sasaki and I will be the Director for the Economic and Financial Affairs Council. This year, we will be discussing matters on eliminating the gender pay gap, and hopefully gain knowledge on the process of the conference as well. I am currently enrolled as a first-year student at Senzoku Gakuen High School, and have lived in the US for two years of my life. Having participated in a MUN conference in New York and having chaired the beginner conference in last year's JMMUN, I am excited to be on this platform again to direct this conference. I am looking forward to hearing each delegate's ideas and seeing each representative's original and thoughtful ideas on this year's topic.

My experience in MUN started four years ago when I joined the MUN club in my first year at this school. I participated in some meetings at our school, but did not understand most of what was happening. I eventually began to feel scared about participating in MUN meetings, and was not an active participant in the latter half of my first year.

The JMMUN conference I participated in my second year helped me recognize the joy of doing MUN. I learned that MUN conferences are a place to express yourself in front of others while considering your country's stance. I am hoping that this conference will be an opportunity for you to recognize this as well. We all know that making a speech to present in front of others in English can be difficult. However, doing in-depth research on your country's stance, keeping up with the news, and preparing a few speeches beforehand can help build your confidence. I wish for delegates to challenge themselves and make this year's conference meaningful.

The topic we chose for this year is a topic all of you may have heard of at least once before. Therefore, we are expecting in-depth discussions and resolutions on the gender pay gap. Each nation holds different backgrounds to this topic; the key to finding the right bloc is to look at them and find the resolution your country seeks.

Lastly, I am looking forward to an active conference with unique and logical ideas from all delegates. MUN has taught me so many useful skills such as public speaking skills, logical thinking skills, research skills, the ability to look at an issue from diverse

perspectives, and the importance of being connected with people from all over the world. I hope delegates will achieve these skills and much more in this conference.

Sincerely,

A handwritten signature in cursive script that reads "Rinka Sasaki". The ink is dark and the handwriting is fluid and legible.

Rinka Sasaki  
Director, Economic and Financial Committee  
Japan Metropolitan Model United Nations

## Introduction

In 2015, countries adopted the United Nations' 2030 Sustainable Development Agenda and its 17 Sustainable Development Goals (SDGs). The gender pay gap is included in Goal 5. Gender Equality, Goal 8. Decent Work and Economic Growth, and Goal 10. Reduced Inequalities.

The United Nations (UN) believes that eliminating the gender pay gap would contribute to the creation of a sustainable future for all people. In Goal 5, the UN states that "gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous, and sustainable world."<sup>1</sup>

In Goal 8, the UN recognizes that there are yet many barriers existing in eliminating the gender pay gap. In 40 out of 45 countries with data, men earn 12.5% more wage than women, according to the UN.<sup>2</sup> Furthermore, while women have been increasing their public presence worldwide, "women continue to do 2.6 times the unpaid care and domestic work that men do."<sup>3</sup> Women's participation rate

in the labor force also has room for improvement, as women's labor force participation rate is 63%, while men's labor force participation rate is 94%.<sup>4</sup> Currently, the gender pay gap is 23% globally. The UN estimates that without further action, it will take another 68 years to achieve equal pay.

In Goal 10, the UN recognizes that inequality within households is one major factor of the gender pay gap. The UN states that up to 30% of income inequality between genders is due to an inequality within households.<sup>5</sup> As for some examples that delegations should consider implementing in their resolutions, the UN has implemented specific goals such as Goal 10.2 - "By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status"<sup>6</sup> - and Goal 10.3 - "Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard."<sup>7</sup>

Taking these goals into consideration, delegations are required to

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<sup>1</sup> The United Nations, "Goal 5: Achieve gender equality and empower all women and girls" 2019, <https://www.un.org/sustainabledevelopment/gender-equality/> Accessed 12 Aug. 2019.

<sup>2</sup> The United Nations, "Promote inclusive and sustainable economic growth, employment and decent work for all" 2019, <https://www.un.org/sustainabledevelopment/economic-growth/> Accessed 12 Aug. 2019.

<sup>3</sup> *ibid.*

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<sup>4</sup> *ibid.*

<sup>5</sup> The United Nations, "Goal 10: Reduce inequality within and among countries" 2019, <https://www.un.org/sustainabledevelopment/inequality/> Accessed 12 Aug. 2019.

<sup>6</sup> *ibid.*

<sup>7</sup> *ibid.*

research the current situation of the gender pay gap in their nation in order to tackle this global issue. The chairs would like to remind delegates that this conference is held for discussing on every other aspect involved with the gender pay gap: religion, culture, education, informal/formal sectors, promotion, motherhood, etc. This conference aims at the elimination of the gender pay gap, and would like to apply a broad perspective in order to tackle this issue.

## History of the Committee

The Economic and Financial Committee (ECOFIN) was officially established in 1945. It is the second committee established out of the six committees of the United Nations General Assembly. The first meeting was held in San Francisco in 1945. ECOFIN is open to all nations in the United Nations General Assembly and currently consists of 193 nations in total. ECOFIN has financially and technologically supported many developing countries by giving financial aid and opportunities to prosper for every nation. In times of crisis or times of development, ECOFIN supports nations that hold debts or nations that are financially struggling by decreasing both

poverty and economic strain, in order to boost economic growth.<sup>8</sup>

## Key Terms and Concepts

### Gender Pay Gap

“the difference between median earnings of men and women relative to median earnings of men”<sup>9</sup>

### Informal Sector

An illegal activity where an individual earns without income tax or work without pay. Furthermore, it includes legal activities that are rewarded with something other than money.<sup>10</sup>

### MEDC and LEDC

“LEDC (Less Economically Developed Country) sector includes countries with a lower GDP and a lower standard of living than MEDC (More Economically Developed Country) countries. Indicators used to classify

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<sup>8</sup> Best Delegate, “Research Binder Friday: ECOFIN”<https://bestdelegate.com/committee-guide-to-ecofin-economic-and-financial-committee/> Accessed 5 Aug. 2019.

<sup>9</sup> OECD, “Gender wage gap - OECD Data - OECD.org.”  
<https://data.oecd.org/earnwage/gender-wage-gap.htm>. Accessed 24 Aug. 2019.

<sup>10</sup> BusinessDictionary, “What is informal sector? definition and meaning - BusinessDictionary ....” n.d.  
<http://www.businessdictionary.com/definition/informal-sector.html>. Accessed 30 Aug. 2019.

countries as LEDC or MEDC include industrial development and education.”<sup>11</sup>

### **OECD** (The Organisation for Economic Co-operation and Development)

an organization that “collects and shares data and information on the progress of international economic matters such as the eradication of poverty and inequality in labor”<sup>12</sup>

### **STEM** (Science, Technology, Engineering, and Mathematics)

“an educational program developed to prepare primary and secondary students for college and graduate study in the fields of science, technology, engineering, and mathematics. In addition to subject-specific learning, STEM aims to foster inquiring minds, logical reasoning, and collaboration skills.”<sup>13</sup>

## **History of the topic**

One major cause for the gender pay gap was gender discrimination. Factors such as women’s career breaks, household labour, religion, and tradition also had a

negative impact on the gender pay gap. It was after the World War II that the movement aiming towards equal pay increased.<sup>14</sup>

In 1945, the Women’s Equal Pay Act was introduced by the US Congress. This would have mandated the payment of men and women's wages to be equal in works done with similar quantity and quality. This unfortunately failed to pass and during the 1950s, little progress was made. However, in 1963, the US congress passed the Equal Pay Act. The Equal Pay Act was made so that “employers cannot award unequal wages or benefits to men and women working jobs that require equal skill, effort, and responsibility, and which are performed under similar working conditions.”<sup>15</sup>

## **Sub Topics**

### **Culture**

This section introduces cases from several countries as an example of how culture can be seen as one cause of the gender pay gap. This section will especially focus on “Culture at Workplaces” and “Race-Discriminatory Culture”.

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<sup>11</sup> “Mission 2015: LEDC MEDC Education Comparison - MIT.”  
[http://web.mit.edu/12.000/www/m2015/2015/ledc\\_medic\\_edcomparison.html](http://web.mit.edu/12.000/www/m2015/2015/ledc_medic_edcomparison.html). Accessed 2 Aug. 2019.

<sup>12</sup> “About” 2019, <http://www.oecd.org/about/>  
Accessed 24 Aug. 2019.

<sup>13</sup> “STEM (science, technology, engineering, and mathematics)” 2019,  
<https://whatis.techtargget.com/definition/STEM-science-technology-engineering-and-mathematics>  
Accessed 24 Aug. 2019.

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<sup>14</sup> “Gender Pay Gap and The Struggle for Equal Pay”  
<https://www.striking-women.org/module/workplace-issues-past-and-present/gender-pay-gap-and-struggle-equal-pay> Accessed 5 Aug. 2019.

<sup>15</sup>“Equal Pay Act”  
<https://www.history.com/topics/womens-rights/equal-pay-act> Accessed 4 Sep 2019.

## **Culture at Workplaces**

### **China**

In China, there are laws that ban gender discrimination. However, these laws are mostly unclear and rarely enforced. Gender discrimination is tolerated in Chinese culture and is causing gender discrimination in recruitment.

In April 2018, leading Chinese firms including an e-commerce giant, Alibaba, were heavily criticised for gender discrimination in job advertisements. The advertisements reflect “traditional and deeply discriminatory views” that women are less capable than men and that they will not be committed to their jobs because of their role as family caregivers.”<sup>16</sup>

Famous technology companies have used advertisements that have openly requested for male applicants as well. Furthermore, gender discrimination can be seen in advertisements for national jobs. In 2018, nearly 20% of job advertisements for China’s national civil service had conditions such as “men only” and “men preferred,” according to a report by the Human Rights Watch.<sup>17</sup> Advertisements for female train conductors required them to be “trim,” “fashionable”, and “beautiful.”<sup>18</sup> These forms of gender

discrimination in hiring practices are contributing to a decrease in the female workforce, therefore becoming a major factor of the gender pay gap in China.<sup>19</sup>

### **South Korea**

In 2018, South Korea was “ranked 30 out of 36 OECD nations for women's employment, even though it has the highest tertiary education rate of the group for women aged 25 to 34.”<sup>20</sup> Gender discrimination seen in job interviews and workplaces reflects the patriarchal culture in South Korea.

In one case which reached the country's Supreme Court, the CEO of the Korea Gas Safety Corporation “was found to have actively instructed managers to manipulate the scores of 31 applicants, while eight women with passing scores were disqualified and replaced with lower scoring men in 2015 and 2016.”<sup>21</sup> Furthermore, a 2017 survey conducted by Incruit, a recruitment firm, found that “more than one in four women said they were asked about their plans for marriage or children during interviews.”<sup>22</sup>

Choi Mi-jin, president of the Women Labor Law Support Center,

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<sup>16</sup> “China's 'men only' job culture slammed in new report” 23 Apr 2018, <https://www.straitstimes.com/asia/east-asia/chinas-men-only-job-culture-slammed-in-new-report> Accessed 12 Aug. 2019.

<sup>17</sup> *ibid.*

<sup>18</sup> *ibid.*

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<sup>19</sup> *ibid.*

<sup>20</sup> “South Korea's glass ceiling: the women struggling to get hired by companies that only want men” 2 Feb 2019, <https://edition.cnn.com/2019/01/31/asia/south-korea-a-hiring-discrimination-intl/index.html> Accessed 12 Aug. 2019.

<sup>21</sup> *ibid.*

<sup>22</sup> *ibid.*

acknowledges the dominance of stereotypes in the Korean society regarding gender roles. In Korean society, men assume the role of earning money for his family, and women are responsible for taking care of their children and doing housework. She further mentions that the values and stereotypes which the society possesses is what causes the prevalence of gender discrimination in hiring and why it “continues to be practiced.”<sup>23</sup> The lack of laws regulating against gender discrimination is another factor which allows gender discriminatory recruitment interviews to continue, thus contributing to the gender pay gap.

### **Indonesia**

Indonesia also has a patriarchal culture that contributes to the gender pay gap. Indonesian culture has an assumption that men should work for the family and women should do the housework. Data by the ILO in 2012 shows that women represent approximately 38% of the workforce in the civil service. In Indonesia, more than a third of women have jobs that assign women to do domestic work, such as “taking care of the household and nurturing.”<sup>24</sup> These jobs are paid lower compared to other jobs, and are

a cause of women earning less than men.<sup>25</sup> Therefore, a cultural assumption that women are responsible for housework and usually earn less than men are a cause of the gender pay gap in Indonesia.

### **Denmark**

Social norms that women should care for their children is a cause of the gender pay gap in Denmark. Denmark has a stable childcare system. It is a country that “offers new parents an entire year of paid leave after the birth of a child. The government offers public nursery care for children under 3 at the equivalent of \$737 a month.”<sup>26</sup> However, there is a 15% pay gap between the genders. A study by the National Bureau of Economic Research estimates that childbearing “accounts for 80 percent of the gender wage gap in Denmark.”<sup>27</sup> According to the Danish policy, parents are allowed to split up their leave. However, in reality, women tend to take most of the couple’s leave. This reflects the social norm in Danish society which believes that mothers should take care of their babies and that the same burden does not fall on fathers. As a matter of fact, there is a recent data which shows that “Danish men account for just 10

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<sup>23</sup> *ibid.*

<sup>24</sup> “Indonesian Culture Causes many Gender Pay Gaps” 2019, <https://wageindicator.org/wageindicator-15-years/indonesian-culture-causes-many-gender-pay-gaps> Accessed 13 Aug. 2019.

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<sup>25</sup> *ibid.*

<sup>26</sup> “A stunning chart shows the true cause of the gender wage gap” 19 Feb 2018, <https://www.vox.com/2018/2/19/17018380/gender-wage-gap-childcare-penalty> Accessed 13 Aug. 2019.

<sup>27</sup> *ibid.*



percent of parental leave taken in the country.”<sup>28</sup> Cultural gender roles play a part in women taking more parental leave than their husbands, and this is the main cause of the gender pay gap in Denmark.

## **Race-Discriminatory Culture**

### **USA**

In the USA, the gender pay gap is larger for women of color compared to white women. While white women earn \$0.87 for every dollar earned by their male counterparts, Asian women earn \$0.79. Black women earn \$0.63 to every dollar, Native American women earn \$0.57, and Latina women earn \$0.54.<sup>29</sup>

Regardless of “the fact that women earn college degrees at a higher rate than men,” research has found that more women engage in jobs with low salary. This is more conspicuous in the case of women of color.<sup>30</sup> Research shows that women of color “account for 17 percent of the overall workforce, but make up 33 percent of some of the fastest-growing low-wage jobs such as retail, fast food, personal care aides, and home health aides.”<sup>31</sup> This evidence suggests that racial

bias is a factor for the gender pay gap along with the gender bias.<sup>32</sup>

## **Education Effects**

This section introduces cases from multiple countries to show how education can also be a factor of the gender pay gap.

### **Yemen**

Yemen was the worst performer in a gender equality in 2014, and this low level has been kept to the present day. As a premise, women have few opportunities to work in the society. This is caused partially by the education style in Yemen which discourages girls from going to school. This style makes children believe that women do not need to work in the society, and this has been thought to have a direct connection to the gender gap.

In Yemen, girls are discouraged from studying for their future. “With 24 percent of the female population illiterate, it becomes challenging to find a female teaching staff.”<sup>33</sup> In Yemen, it is common for girls to be dropping out of primary or secondary school. However, the perception of education has started to change in this country.<sup>34</sup>

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<sup>28</sup> *ibid.*

<sup>29</sup> “Why the gender pay gap still exists 55 years after the Equal Pay Act was signed” 10 June 2018, <https://www.cnbc.com/2018/06/08/why-the-gender-pay-gap-still-exists-55-years-after-the-equal-pay-act.html> Accessed 13 Aug. 2019.

<sup>30</sup> *ibid.*

<sup>31</sup> *ibid.*

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<sup>32</sup> *ibid.*

<sup>33</sup> “BREAKING DOWN CULTURAL BARRIERS TO GIRLS...” 10 June 2018, <https://borgenproject.org/breaking-down-cultural-barriers-to-girls-education-in-yemen/>

<sup>34</sup> *ibid.*

In order to change girls' education in Yemen, the Yemeni government has been making significant attempts. One attempt made in 2007, with the aid of the IDA (International Development Association), is the training of female teachers. Out of 550 participants, 525 have received their certification, and the government worked on increasing the enrollment of children in basic education and enhanced the quality of teaching in schools.<sup>35</sup> Another attempt by the government is the Second Basic Education Development Project for Yemen. It aims for the improvement of the quality of basic education and for the increase in rates of female students in schools.<sup>36</sup>

Currently, the USAID (United States Agency for International Development) has also been working in Yemen to create a safe educational infrastructure for female students.<sup>37</sup>

Another specific social gap between men and women which affects girls' education in Yemen is underage marriage. The United Nations Population Fund has observed that the rate of girls marrying under age 18 has risen from 52% to 66% between 2016 and 2017. Girls do not receive enough care in Yemen, and there is no system which aims to improve the current situation.<sup>38</sup>

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<sup>35</sup> *ibid.*

<sup>36</sup> *ibid.*

<sup>37</sup> *ibid.*

<sup>38</sup> "Yemeni Women's Uphill Struggle for Education"

## **Chad**

Girls in Chad have less chance to work in a society than boys do. The girls in Chad are expected to do household chores from a young age. This results in the education system in Chad that relies on the stereotype that education is not as important as girls' responsibilities at home. Chadian girls are not educated enough, yet they are forced to take care of others.<sup>39</sup> Chadian girls need to choose between supporting their family members' lives or studying for themselves, which does not leave them with much of a choice. In developing countries like Chad, children need to work for their families lives. This fact prevents education opportunities for children.

The government has been taking some actions to tackle this situation in Chad. There has been an education plan called Chad's Interim Education Plan (PIET). PIET is "effective from 2018 to 2020 and consists of three different priorities which are as follows: continue to provide quality primary education, improve the relevance of education at every level as well as improve the management and coordination of the education sector in Chad."<sup>40</sup> With the help

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<https://www.al-fanarmedia.org/2014/06/yemeni-womens-uphill-struggle-education/> Accessed 19 Aug, 2019.

<sup>39</sup> "GIRLS' EDUCATION IN CHAD" 30 Jul 2018, <https://borgenproject.org/girls-education-in-chad/>

<sup>40</sup> *ibid.*

of foreign aid, impoverished countries like Chad, may be able to provide equal educational opportunities to girls.<sup>41</sup>

### **Childbirth and Childcare**

This section introduces cases from multiple countries as an example of how childbirth and childcare have an influence on the gender pay gap.

#### **Finland**

In Finland, children have early education support, and many parents think it is good for their child's future. "Early childhood education is education, teaching and care that have been pedagogically planned, with carefully considered goals."

<sup>42</sup> Usually, children in developed countries have few chances to know about working. Finland gives children an opportunity to study about work and to perceive a clear image about their future.<sup>43</sup> Learning about work widens children's future possibilities and provides children with a positive view about their abilities.

#### **USA**

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<sup>41</sup> "LOCATING COMMUNITIES WITH EDUCATION INEQUALITY IN CHAD" 24 Jan. 2019, [fraym.io/locating-communities-with-education-inequality-in-chad/](https://fraym.io/locating-communities-with-education-inequality-in-chad/). Accessed 20 Aug, 2019.

<sup>42</sup> "Day care - InfoFinland:early childhood education" 14 Feb 2019, <https://www.infofinland.fi/en/living-in-finland/education/child-education/day-care>

<sup>43</sup> "Early childhood education and care" 2018, [www.educationfinland.fi/what-we-offer/early-childhood-education-and-care](http://www.educationfinland.fi/what-we-offer/early-childhood-education-and-care). Accessed 27, Aug, 2019.

In the USA, there is a severe problem about childcare support. "In the United States, 51 percent of all residents live in a child care desert." In addition, there is an inequality of childcare depending on their race, residence area, and their income level.<sup>44</sup> "69 percent of mothers of young children participate in the labor force."<sup>45</sup> Some suspect the "child care deserts are associated with fewer mothers in the workforce."<sup>46</sup> This situation is common, especially among developed countries. A lot of families are waiting for chances to get a place that their children can be taken care of.<sup>47</sup>

Childcare needs a lot of money, and this point makes the childcare problem more complicated. Even when parents do find a nursery school for their child, some suffer from its cost. Because of this, the government started to support parents by a new system<sup>48</sup>

In order to raise children, a lot of support is needed. The government

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<sup>44</sup> "58 percent of Hispanic/Latino families, 60 percent of rural families, and 55 percent of low-income families" (Center for American Progress, 2017) live in areas without sufficient childcare supply.

<sup>45</sup> "Do you live in a childcare desert?"(2017), <https://www.childcaredeserts.org/>

<sup>46</sup> *ibid.*

<sup>47</sup> "Childcare and daycare" 2019, [usahello.org/resources/childcare/](http://usahello.org/resources/childcare/). Accessed 27, Aug, 2019

<sup>48</sup> "The US and the High Cost of Child Care: A Review of Prices and Proposed Solutions for a Broken System" (2018), <http://usa.childcareaware.org/advocacy-public-policy/resources/research/costofcare/>.

support efficaciously changes parents' situations<sup>49</sup>

### **Informal and Formal Sectors**

This section introduces informal and formal sectors, and explains why they are influencing the gender pay gap.

The informal sector is a widespread issue nations face regardless of their level of development. According to the International Labour Organization (ILO), “[more] than 60 per cent of the world’s employed population earn their livelihoods in the informal economy.”<sup>50</sup> This amounts to 2 billion people and they “are deprived of decent working conditions”<sup>51</sup>. One will have a higher possibility of finding people in these situations in developing countries. People suffering in informal sector do not have a choice. They are forced by the society due to the lack of formal labor as well as the lack of livelihood.

Furthermore, according to ILO’s research, if agriculture is included in the informal sector, half of the workers are seen as been working in informal employment. Moreover, in Africa, “85.8 percent of employment is informal” while

it is “68.2 per cent in Asia and the Pacific, 68.6 per cent in the Arab States, 40.0 per cent in the Americas and 25.1 per cent in Europe and Central Asia”<sup>52</sup>.

Women suffer more in informal labor than men. Women tend to be in informal labor more in many of the low and low-middle countries and are found in vulnerable places<sup>53</sup>.

The basic fact of women having a higher possibility of being in the informal sector has several dimensions.

Firstly, for women, informal sector is an important choice of labor. In developing nations, most women in labor are engaged in informal employment. However, the type of informal employment varies in each region. In many African countries, “almost all women in the informal sector are either self-employed or contributing family workers”<sup>54</sup>. On the other hand, in many countries in Latin America and Asia, “although the majority of workers are self-employed or contributing family members, at least 20 percent of women in the informal sector are casual wage workers”<sup>55</sup>. However, some say these

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<sup>49</sup> “America’s childcare desert in 2018” 6 Dec 2018 <https://www.americanprogress.org/issues/early-childhood/reports/2018/12/06/461643/americas-child-care-deserts-2018/>

<sup>50</sup> “Women and Men in the Informal Economy: A Statistical Picture - ILO.” 20 Feb. 2018, [https://www.ilo.org/wcmsp5/groups/public/---dgregor/---dcomm/documents/publication/wcms\\_626831.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgregor/---dcomm/documents/publication/wcms_626831.pdf). Accessed 27 Aug. 2019.

<sup>51</sup> *ibid.*

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<sup>52</sup> “Informal economy: More than 60 per cent of the world’s employed ... - ILO.” 30 Apr. 2018, [https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS\\_627189/lang--en/index.htm](https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_627189/lang--en/index.htm). Accessed 1 Aug. 2019.

<sup>53</sup> *ibid.*

<sup>54</sup> “WOMEN IN THE INFORMAL SECTOR: A GLOBAL PICTURE, THE ...” n.d. <http://www.cpahq.org/cpahq/cpadocs/module6mc.pdf>. Accessed 27 Aug. 2019.

<sup>55</sup> *ibid.*

percentages are not relevant since there are many unknown labor including industrial outworkers and home workers. Furthermore, compared to the male informal workforce, women in the informal sector are more likely to be subcontract employees and are less likely to be paid employees or to be owner operator<sup>56</sup>. Gender based differences and region based differences defines the level of informal economy within a country.

When women are forced to work or need to work in informal sectors, they are left without any protection of labor laws in nations, social benefits such as pension, health insurance or paid sick leave<sup>57</sup>. Furthermore, women in these work sources are derived to low wage as well as unsafe conditions such as sexual harassment<sup>58</sup>. The lack of protection give series of serious damage to women. For example, informal labor does not provide workers with pensions in their elderlies, bringing elderly women into poverty. Research proves not only in developing countries but also in developed countries such as France and Germany, “women’s average pension is more than 30 per cent lower than men’s”<sup>59</sup>, suggesting the fact

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<sup>56</sup>ibid.

<sup>57</sup> "Women in informal economy | UN Women – Headquarters." n.d. <https://www.unwomen.org/en/news/in-focus/cs/w61/women-in-informal-economy>. Accessed 27 Aug. 2019.

<sup>58</sup>ibid.

<sup>59</sup>ibid.

that informal sector is a widespread problem.

Informal economy has great impact on women and creates gender gaps in pay; therefore, it interferes with the empowerment of women as well as equalizing gender rights.

### **Female Leaders**

This section will introduce how the rate of female leaders in workplaces have an influence on the gender pay gap.

In addition to the gaps caused by governmental and/or economical causes, gender pay gaps are caused due to the unfairness created by organizations and work industries. Women’s leadership roles must be considered in work places. According to the World Economic Forum, not only that more effort must be made to balance labor according to talent, but companies must also adopt better practices and policies in hiring, retention, promotion, mentorship, sponsorship, transparency, and targets<sup>60</sup>.

It is said that women cover a third of the workforce. However, “only 5 per cent or less of CEOs of the largest global corporations are women”<sup>61</sup>. Even if

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<sup>60</sup> "5 charts that will change how you see women's equality in 2017 ...." 2 Nov. 2017, <https://www.weforum.org/agenda/2017/11/women-equality-gender-gap-report-2017/>. Accessed 2 Aug. 2019.

<sup>61</sup> "GaininG MoMentuM - ILO." 3 Jun. 2014, <https://www.ilo.org/wcmsp5/groups/public/---dgrep>

women do become leaders, they usually belong to small companies. ILO, which proves that women are vital work force, further states “[human] capital has become key for companies to maintain a competitive edge in economies that are increasingly based on knowledge and technology”<sup>62</sup>. Many companies and employers believe women workers will create further development and increase competitiveness.

Although women labor and empowerment directly relates to the development of a nation or a company, moving women into decision making includes complex issues. However, there has been some progress.

Countries from regions such as Europe and North America have improved its policy making and the empowerment of women. Furthermore, improvement has been seen in some markets. The percentage of women directors seen in the Russell 3000, “increased from 10 percent in 2008 to 18 percent in 2018, with most of the increase taking place since 2013.”<sup>63</sup> Furthermore, the percentage of women directors in the International Space Station (ISS)’s core universe of widely held European firms “tripled from 8 percent in

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[orts/---dcomm/---publ/documents/publication/wcms\\_334882.pdf](#). Accessed 27 Aug. 2019.

<sup>62</sup> *ibid.*

<sup>63</sup> "Women in the C-Suite: The Next Frontier in Gender Diversity." 13 Aug. 2018, <https://corpgov.law.harvard.edu/2018/08/13/women-in-the-c-suite-the-next-frontier-in-gender-diversity/>. Accessed 2 Aug. 2019.

2008 to 27 percent in 2018”<sup>64</sup> Role of women has been discussed in many industries for the past few decades. Not only do women in board positions need to be considered but there is a need for all industries to determine women as a workforce with great passion.

Regardless of the fact that women have started to gain leadership in some industries, pay gaps exists in the high status as well. For example, research shows, “[approximately] 46 percent of women in the top five positions rank either fourth or fifth in pay, compared to 33 percent of male top five executives in these pay rankings”<sup>65</sup>.

In addition to the empowerment of women executives, the increase of women politicians must be furthered. UN Women's research figures only 24.3% of all national parliamentarians were women in February 2019, a slow increase from 11.3% in 1995. Furthermore, in June 2019, 11 women were serving as Head of State and 12 were serving as Head of Government. In Rwanda, women won 61.3% of the seats in the lower house, having the highest number of women parliamentarians. Globally, there are 27 nations in which women take less than 10% of parliamentarians in single or lower houses including 3 chambers with no

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<sup>64</sup>*ibid.*

<sup>65</sup> *ibid.*

women at all<sup>66</sup>. Despite the increase in the percentage and number, women leaders in politics have not been the same as men leaders.

Steps must be made by all industries and governments in order to empower women's role in society.

## Each Region's Stance

This section introduces the stances of each region by alphabetical order, and a few select countries within each region by alphabetical order.

### Africa

#### Namibia

The conception of the gender pay gap in Namibia is progressing in female education, particularly among younger generations. Namibian women have achieved gender equality in education and health according to the Global Gender Gap Index.<sup>67</sup> However, in this country's case, women are treated unfairly by economical standards. They still have less opportunities of empowerment.

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<sup>66</sup> "Facts and figures: Leadership and political participation | UN Women ...."  
<http://www.unwomen.org/en/what-we-do/leadership-and-political-participation/facts-and-figures>. Accessed 2 Aug. 2019.

<sup>67</sup> "108 Years: Wait for Gender Equality Gets Longer as Women's Share of Workforce, Politics Drops"  
<https://www.weforum.org/press/2018/12/108-years-wait-for-gender-equality-gets-longer-as-women-s-share-of-workforce-politics-drops/>. Accessed by 1 Aug. 2019.

Through this present situation, the Namibian government guarantees to work on the gap. The Namibian government has been taking initiatives to redress gender equality. Legislations have been enacted to prohibit discrimination based on gender. Namibian government policies have sought to support women's labor environment and wage level, and numerous organisations have continued to call out for gender equity within the society.<sup>68</sup>

#### South Africa

South Africa has a large gender pay gap. Men make on average \$558 more than women per month. This is the sixth-largest pay gap in Africa.<sup>69</sup>

The World Economic Forum has stated in reaction to the 2017 report's findings on pay, that men and women who are doing the same job are paid differently.<sup>70</sup> The cause of this is that the South African society has a stereotype that women are more likely to work in industries with lower average pay, rather than in high-income areas, which are

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<sup>68</sup> "INSIDE THE GENDER PAY GAP: WHAT EXPLAINS DISPARITIES IN GENDER PAY IN NAMIBIA?"  
[https://www.npc.gov.na/?wpfb\\_dl=313](https://www.npc.gov.na/?wpfb_dl=313). Accessed 2017.

<sup>69</sup> "What does the pay gap between men and women really look like in Africa?"  
<https://www.google.com/amp/s/www.timeslive.co.za/amp/news/africa/2018-03-13-what-does-the-pay-gap-between-men-and-women-really-look-like-in-africa/>. Accessed 13 March. 2018.

<sup>70</sup> *ibid.*

traditionally dominated by men.<sup>71</sup> As a result, many developing countries in Africa have a constitution that men monopolize upper-class societies. This structure is difficult to change, and the elimination of the gender wage gap has not been making much progress in South Africa.<sup>72</sup>

### **Zambia**

Of its population of 12 million people, 4 million of Zambia's citizens are in formal, pensionable employment and the majority of these workers are male, according a Central Statistical Survey.<sup>73</sup>

Zambia has a serious gender wage gap, because of its citizens' stereotype that regards women of less value than men. This stereotype is difficult to be diminished by law. "Part of the Zambian Labour Laws states that no person shall be discriminate against on basis of race, gender, colour or religion. But this law has been flouted, mostly due to lack of stringent implementation measures."<sup>74</sup> Zambian women suffer from the prejudice. This bias appears in work places, thus leading to the gender pay gap.<sup>75</sup> The women need to fight against the society. Stereotypes take a lot of time to be created

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<sup>71</sup> *ibid.*

<sup>72</sup> *ibid.*

<sup>73</sup> "The Women Gender Wage Gap in the Zambia" <https://mywage.org/zambia/salary/equal-pay-men-women-zambia/gender-pay-gap> Accessed by 2019.

<sup>74</sup> *ibid.*

<sup>75</sup> *ibid.*

and be prevalent, so changing it is difficult if the government does not move to solve it. Zambia is a concrete example of this.<sup>76</sup>

### **Asia**

#### **China**

Women make up around 44 percent of the total labor force in China. There are job advertisements in China that target women. "Many include requirements for women to be married with children and to possess specific physical attributes (e.g., height, weight) that are not related to job duties." Additionally, another cause for the gender pay gap in China is the low rate of women working as board directors from publicly traded companies. The fact that in China's single house parliament, women make up only a quarter of all positions is another factor for the wage gap.<sup>77</sup>

#### **Indonesia**

Although the overall wage gap in Indonesia is 5%, men are paid 1.2% more than women regarding the same level of jobs.<sup>78</sup> In Indonesia, "the wage gap tends to be wider among younger workers, particularly among those who are

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<sup>76</sup> *ibid.*

<sup>77</sup> "Women in the Workforce-China; Quick Take" <https://www.catalyst.org/research/women-in-the-workforce-china/> Accessed 24 Aug. 2019.

<sup>78</sup> "Women Paid More Than Men for Same Job in Indonesia: Global Survey" <https://www.thejakartapost.com/news/2018/05/22/women-paid-more-than-men-for-same-job-in-indonesia-global-survey.html> Accessed 24 Aug. 2019.



underemployed.”<sup>79</sup> Indonesia is making an effort to equalise both the opportunity and the wages of both genders.<sup>80</sup>

### **Japan**

Japan ranks in the bottom third of the 144 countries surveyed by The World Economic Forum. Many women are forced to quit their jobs after giving birth to a child due to the lack of nursery schools which is a major cause of the pay gap.<sup>81</sup> Another major factor is that female representatives only make up 9% of the total parliament.

To fight against pay gap, Prime Minister Abe has made changes, making an environment where women are able to release their full potential. He additionally increased the number of females in leadership positions. Nevertheless, “despite Abe’s ‘womenomics’ programme, as it’s known, the plan is struggling to make a dent,” and struggles to rapidly diminish the gap.<sup>82</sup>

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<sup>79</sup> “New Evidence on the Gender Wage Gap in Indonesia” Accessed 24 Aug. 2019.

<https://investinginwomen.asia/knowledge/new-evidence-gender-wage-gap-indonesia/>

<sup>80</sup> *ibid.*

<sup>81</sup> “How Japan Can Fix It’s Gender Pay Gap”

[https://www.japantimes.co.jp/opinion/2018/05/03/commentary/japan-commentary/japan-can-fix-gap-in-g-gender-gap/#.XWE\\_epMzbjA](https://www.japantimes.co.jp/opinion/2018/05/03/commentary/japan-commentary/japan-can-fix-gap-in-g-gender-gap/#.XWE_epMzbjA) Accessed 24 Aug. 2019.

<sup>82</sup> “Women in Japan, How The Gender Pay Gap Limits Their Potential To Shine”<https://www.lifegate.com/people/news/women-in-japan-gender-pay-gap> Accessed 24 Aug. 2019.

### **Malaysia**

The difference between Malaysia’s pay gap is currently marked at 21%. The rate of women in the labor workforce is significantly smaller compared to men; despite the fact that for every male student there are 1.63 female student.<sup>83</sup>

Malaysia has already taken many steps to narrow the inequality. In 2015, “the government mandated that women comprise at least 30% of the boards of large corporations by 2020.”<sup>84</sup> Due to this, the pay gap has slowly decreased.<sup>85</sup>

### **Russia**

Russian women significantly earn less than men with around a quarter of the pay gap. Russia is lagging behind other developed countries. Russian women do not have enough representation in politics; out of 31 ministers, only three are female which may be the one reason for Russia’s gender wage gap.<sup>86</sup>

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<sup>83</sup> “Women Should Leave Work At 4:21pm. Here’s Why”

<https://www.imoney.my/articles/gender-wage-gap-malaysia> Accessed 24 Aug. 2019.

<sup>84</sup> “Advancing Gender Equality in Malaysia”  
<https://www.theedgemarkets.com/article/advancing-gender-equality-malaysia> Accessed 24 Aug. 2019.

<sup>85</sup> *ibid.*

<sup>86</sup> “Women In Russia Earn Far Less Than Their Male Counterparts”  
<https://www.themoscowtimes.com/2017/09/15/women-in-russia-earn-much-less-than-men-a58950> Accessed 24 Aug. 2019.

## **Singapore**

Singapore is ranked 4th overall in the World Economic Forum (WEF)'s survey with 13% of wage gap between men and women. The cause for the pay gap in Singapore may be “due to occupational differences as women are much more likely than men to work in service, education and care-related roles — 91 percent of personal care workers are female.”<sup>87</sup> Another factor is that, since men spend more time in work compared to women, they tend to get higher wages and career advancements.<sup>88</sup>

## **South Korea**

South Korea's gender wage gap is 39 percent on average. Moreover, Korea is the country with the highest gender wage gap out of 28 OECD nations. The gender stereotypes in South Korea is the major reason for the pay gap.<sup>89</sup> Women in South Korea is “under-represented in public life,” even though they have higher average scores in PISA and PIAAC and have a higher level of education compared to their male peers. It can be said that

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<sup>87</sup> “Singapore's Gender Wage Gap Widens in 2018”  
<https://www.todayonline.com/singapore/singapore-gender-wage-gap-widens-2018> Accessed 24 Aug. 2019.

<sup>88</sup> *ibid.*

<sup>89</sup> “Gender Wage Gap in South Korea”  
<https://infogram.com/gender-wage-gap-in-south-korea-1g4qpzdozydom1y> Accessed 24 Aug. 2019.

beating gender stereotypes is necessary in order to diminish the wage gap.<sup>90</sup>

## **The Philippines**

The WEF noted that the Philippines was able to close 80% of the gap, which caused the nation to rise to 8th place.<sup>91</sup> The major reason behind Philippines high gender equality is their culture. Traditionally, “the indigenous peoples of the region showed great reverence for women.”<sup>92</sup> Moreover, the Philippines has elected two female presidents which is, as an Asian country, rare.<sup>93</sup>

## **Europe**

### **European Union**

Regarding the gender pay gap, European Union (EU) countries have a wide spread rate “from less than 8% in Belgium, Italy, Luxembourg, Poland, Romania, and Slovenia to more than 20% in Austria, the Czech Republic, Germany,

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<sup>90</sup> “Men and Women Differ About Competition - A Cause of The Gender Pay Gap”  
<https://www.continentaltelegraph.com/economy/men-and-women-differ-about-competition-a-cause-of-the-gender-pay-gap/> Accessed 24 Aug. 2019.

<sup>91</sup> “Philippines climbs to No. 8 in 2018 Global Gender Gap report”  
<https://www.rappler.com/nation/219124-philippine-s-ranking-global-gender-gap-report-2018> Accessed 24 Aug. 2019.

<sup>92</sup> “The Gender Pay Gap: What Asia Can Learn From The Philippines”  
<https://www.hcli.org/articles/gender-gap-what-asia-can-learn-philippines> Accessed 24 Aug. 2019.

<sup>93</sup> *ibid*

Estonia and the United Kingdom”<sup>94</sup>. The EU has promoted Equal Pay Day, a day women have to work until they gain the same amount as male colleagues earn the previous year, in order to raise awareness on the gender pay gap between men and women.<sup>95</sup>

### **Belgium**

Belgium is one of the nations with the lowest gender pay gap in both Europe and the OECD, beating countries such as Sweden and Iceland, countries with the best reputation for gender equality. 2017 OECD research shows the median wage of Belgian man is 3.3% higher than women, while the average of the EU nations is 19.2%.<sup>96</sup> In some labor, women are paid more by hour.

A law was created in Belgium in 2012, which “made it mandatory for the gender pay gap to be specifically taken into account when unions and employers negotiate their wage agreements”<sup>97</sup>. It also “requires the Federal labour service (SPF)

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<sup>94</sup> "The gender pay gap situation in the EU | European Commission." n.d. [https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/equal-pay/gender-pay-gap-situation-eu\\_en](https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/equal-pay/gender-pay-gap-situation-eu_en). Accessed 23 Aug. 2019.

<sup>95</sup> "European Equal Pay Day." 2019, <https://www.equalpayday.be/europa/>. Accessed 24 Aug. 2019.

<sup>96</sup> "How Belgium is defeating the gender pay gap | The Independent." 5 Apr. 2018, <https://www.independent.co.uk/news/world/europe/gender-pay-gap-belgium-how-fight-business-work-women-income-men-a8290321.html>. Accessed 24 Aug. 2019.

<sup>97</sup> *ibid.*

to check and sign off job classifications on the basis of their gender neutrality”<sup>98</sup>, and urges companies with more than 50 employees to submit a report on gender gaps every two years, making Belgium have the lowest gender pay gap in Europe.

### **Czech Republic**

Czech Republic being second highest country for gender pay gap marks 22% of difference between men and women in wage.

According to the Czech Statistical Office (CZSO), Czech’s major situation in gender gap is due to the education opportunities and the differences in the role in labor.<sup>99</sup> CZSO states the highest pay gap continues to exist between women and men due to the education in universities, on the average gap of 27.8%. Furthermore, research shows differences existing in Czech Republic is also shown in the representation of men and women in company management. Currently, only 7% of the managers at Czech firms are women

Czech Republic has a legislation on equality of wages and “an Equal Pay Day has been organized by Business and Professional Women (BPW) since 2010.”

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<sup>98</sup> *ibid.*

<sup>99</sup> "Equal Pay Day to challenge gender pay gap in the Czech ... - Expats.cz." 26 Mar. 2019, <https://news.expats.cz/praguejobs/equal-pay-day-to-challenge-gender-pay-gap-in-the-czech-republic/>. Accessed 24 Aug. 2019.

<sup>100</sup> *ibid.*

<sup>101</sup> However, equal pay is complex in Czech Republic. Case Laws do not exist regardless of the fact that there are apparent differences in pay. Employees with low pay are hesitant of suing their employers. Furthermore, it is difficult to prove that there is clear discrimination when it comes to payment. This is due to the social habit of not being open with the amount of payment they receive. Therefore, they are not aware of the unfairness existing in the company<sup>102</sup>. Many interference will continue to exist until gaining equal wage.

### **Estonia**

Estonia marks the highest gender pay gap in all European nations raging up to 25%.

The European commission has estimated that in 2012, Estonia made action plans to improve the high pay gap. Such plans are for example, improving the implementation of the existing Gender Equality Act such as the improvement of the collection of statistics, awareness raising, support of the work of the Gender Equality and Equal Treatment Commissioner, promoting gender mainstreaming especially in the field of education, analysing the organizational

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<sup>101</sup> *ibid.*

<sup>102</sup> "The Policy on Gender Equality in the Czech Republic - European ...." 2015, [http://www.europarl.europa.eu/RegData/etudes/IDAN/2015/510009/IPOL\\_IDA\(2015\)510009\\_EN.pdf](http://www.europarl.europa.eu/RegData/etudes/IDAN/2015/510009/IPOL_IDA(2015)510009_EN.pdf). Accessed 24 Aug. 2019.

practices and pay systems in the public sector<sup>103</sup>.

Although such actions were stated, European Commission made a recommendation suggesting, even though the pay gap is the widest in the European Union and has increased recently, "[flexibility] in parental leave and a benefit system with a view to facilitating parents' return to the labour market was needed."<sup>104</sup> Furthermore, it states, "[better] pay transparency could help to better understand the reasons behind this high gender wage gap."<sup>105</sup>

### **France**

France has about 15% gender pay gap, higher than the average of European nations.

In 2018, the French government announced an action plan which consists of measures in order to ensure gender equality in workplaces. Out of the 10 measures, 5 are for gender pay gap and the other half are for sexual harassment.

Measures announced by the French government relating to gender pay gaps

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<sup>103</sup> "Tackling the gender pay gap in the European Union - Equal Salary." 2013, [https://www.equalsalary.org/wp-content/uploads/2018/10/Tackling\\_Gender\\_Pay\\_Gap\\_European\\_Union\\_Report2014\\_ES\\_P21.pdf](https://www.equalsalary.org/wp-content/uploads/2018/10/Tackling_Gender_Pay_Gap_European_Union_Report2014_ES_P21.pdf). Accessed 24 Aug. 2019.

<sup>104</sup> "European commission includes gender pay gap, R&D as ... - ERR News." 5 June. 2019, <https://news.err.ee/949246/european-commission-includes-gender-pay-gap-r-d-as-areas-to-improve>. Accessed 24 Aug. 2019.

<sup>105</sup> *ibid.*

include applying the principle of “equal pay for equal work”. This requires companies to make their equal pay results transparent in order to fight against the gender pay gaps in working environments.<sup>106</sup> In order to strengthen the policy and minimize gender pay gap as well as gender inequality, the French government has implemented the plan in the law on “the freedom to choose one’s professional future” dated 5 September 2018. Further precisions on what is expected from companies have been recently given in an administrative decree dated 8 January 2019<sup>107</sup>. Moreover, the creation of the equal pay index, which was made in effort to minimize the gender pay gap, has been successful.<sup>108</sup>

Although France is still a country with high gender pay gap, the nation has implemented new policies and new thoughts in order to combat gender inequality.

### **Romania**

Although there was a fall in the operation of the country in 1989, which led to a stop of the promotion of gender equality in the 20th century, Romania has

promoted policies for equal rights and equal pay for women.

Currently, Romania is estimated to have the lowest gender pay gap in Europe of approximately 5%. However, “Romania is one of the few countries in the EU where women’s employment rate has fallen slightly since 2000, settling around 58%, compared to 75% of male employees, a rate that grew over the past 5 years.”<sup>109</sup>. The fact that women’s employment rate is lower than that of men’s in Romania could relate to the gender pay gap in this country. On the other hand, it has been estimated that Romania’s low gender pay gap is due to the increase of women’s working opportunity.

### **United Kingdom**

United Kingdom has a gender wage gap of around 20%, being one of the highest countries in unequal payment.

Gender pay reporting requirements, introduced as a part of the Equality Act 2010, was put into action in 2017. This requires all employers with 250 or more staff to report pay, bonuses and other data on a government’s website<sup>110</sup>. Although

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<sup>106</sup> "Closing the Gender Pay Gap in France: Get Ready | Orrick ... - JD Supra." 14 Feb. 2019, <https://www.jdsupra.com/legalnews/closing-the-gender-pay-gap-in-france-83487/>. Accessed 27 Aug. 2019.

<sup>107</sup> *ibid.*

<sup>108</sup> *ibid.*

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<sup>109</sup> "smartree analysis: in romania, the average gender pay gap is 5 ...." 4 May. 2018, <https://actmedia.eu/daily/smartree-analysis-in-romania-the-average-gender-pay-gap-is-5-below-the-eu-average/75279>. Accessed 24 Aug. 2019.

<sup>110</sup> "Gender Pay Gap: women still short-changed in the UK - Financial Times." 23 Apr. 2019, <https://ig.ft.com/gender-pay-gap-UK-2019/>. Accessed 24 Aug. 2019.

policy makers wished for transparency and improvement of the pay gap through the implementation of this requirement, there has not been much improvement. The pay gap only shrunk from 9.7% (2017) to 9.6% (2018); furthermore, it is discovered that more than a quarter of the companies pay women over 20% less than men by hour.

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Before the deadline of the recent report, British women such as women from lawmakers encouraged women to talk about their unfairness in salaries. British women took action by starting a #PayMeToo hashtag campaign in an attempt to encourage employees to talk to one another about how much they are paid, wishing for equal pay in the United Kingdom.<sup>112</sup>

## **Oceania**

### **Australia**

The principle of “equal pay for equal work”<sup>113</sup> has been introduced in Australia in 1969, and in 1984, a law which bans gender discrimination was first passed.<sup>114</sup> However, according to data in 2019 by the Workplace Gender Equality

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<sup>111</sup> *ibid.*

<sup>112</sup> "Britain Aims to Close Gender Pay Gap With Transparency and Shame ...." 4 Apr. 2018, <https://www.nytimes.com/2018/04/04/business/britain-gender-pay-gap.html>. Accessed 24 Aug. 2019.

<sup>113</sup> “Spotlight on the Gender Pay Gap in Australia” 2018, <https://www.bakermckenzie.com/en/insight/publications/2018/06/spotlight-on-the-gender-pay-gap-in-australia> Accessed 24 Aug. 2019.

<sup>114</sup> *ibid.*

Agency, women earn 14% less than their male counterparts in Australia; Australia’s gender pay gap has been wavering in between 14% and 19% for the past 20 years.<sup>115</sup> According to a report created by the Commonwealth of Australia in 2016, The Australian Services Union (ASU) remarked, “legislative changes introducing equal remuneration for work of equal or comparable value into the Fair Work Act 2009 achieved some success in ameliorating unequal pay.”<sup>116</sup> Australia has been making actions in order to combat the gender pay gap, and will be making more improvements in the future.

### **New Zealand**

In New Zealand, the Equal Pay Act 1972 “requires that men and women doing work requiring the same, or substantially similar, skill, effort, responsibility and working conditions are paid the same.”<sup>117</sup> Although New Zealand has an Equal Pay Act as such, the gender pay gap still exists in the country.

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<sup>115</sup> “Australia’s Gender Pay Gap Statistics” 15 Aug 2019,

<https://www.wgea.gov.au/data/fact-sheets/australias-gender-pay-gap-statistics> Accessed 24 Aug. 2019.

<sup>116</sup> “Chapter 3---Narrowing the gender pay gap” 29 Apr 2016,

[https://www.aph.gov.au/parliamentary\\_business/committees/senate/economics/economic\\_security\\_for\\_women\\_in\\_retirement/Report/c03](https://www.aph.gov.au/parliamentary_business/committees/senate/economics/economic_security_for_women_in_retirement/Report/c03) Accessed 24 Aug. 2019.

<sup>117</sup> “Gender pay gap” 2019, <https://www.employment.govt.nz/hours-and-wages/pay/pay-equity/gender-pay-gap/> Accessed 24 Aug. 2019.

On August 21st 2019, StatsNZ announced that the gender pay gap in New Zealand was 9.3%.<sup>118</sup> Although the number itself has decreased from 1998 when it was 16.3%, further improvement has stalled in the last 10 years.<sup>119</sup> According to the New Zealand Herald<sup>120</sup>, the Prime Minister has stated disappointment in the stalling of the gender pay gap following this result. New Zealand is required to make further movements in order to eliminate the gender pay gap.

### **Papua New Guinea**

According to the UNFPA, addressing gender inequality in Papua New Guinea is “a major challenge.”<sup>121</sup> In Papua New Guinea, “Violence against women is unacceptably high”<sup>122</sup> and Papua New Guinea’s “systems of family and community relationships often exclude women from leadership and decision making roles.”<sup>123</sup> Addressing the gender pay gap in this nation would require

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<sup>118</sup> *ibid.*

<sup>119</sup> *ibid.*

<sup>120</sup> “Prime Minister Jacinda Ardern says Government has 'more work to do' on gender pay gap” 21 Aug 2019, <https://www.nzherald.co.nz/nz/news/article.cfm?id=1&objectid=12260639> Accessed 24 Aug. 2019.

<sup>121</sup> “Gender equality” 2019, <https://png.unfpa.org/en/topics/gender-equality-12> Accessed 24 Aug. 2019.

<sup>122</sup> “ADDRESSING GENDER INEQUALITY IN PAPUA NEW GUINEA” 2019, <https://institute.mercy.org.au/addressing-gender-inequality-in-papua-new-guinea/> Accessed 24 Aug. 2019.

<sup>123</sup> *ibid.*

making legislations protecting women’s right as its first step.

## **The Americas**

### **Argentina**

Argentina holds a similar stance to Brazil; Argentina has a law that requires equal pay, but has a wide gender pay gap.<sup>124</sup> Poll results from the Thomson Reuters Foundation show that only 37% of women are confident that they have the same job opportunities as men.<sup>125</sup> Thus, the lack of equal job opportunities for women may be the cause of the gender pay gap in Argentina.

### **Brazil**

According to Paula Tavares, a Brazilian lawyer and senior legal and gender specialist, “Brazil prohibits gender discrimination in hiring.”<sup>126</sup> However, issues on the gender pay gap and the rights of women upon recruitment remain. Women are allowed to work in nearly all the jobs that men work in. However,

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<sup>124</sup> “Spotlight on the Gender Pay Gap in Latin America” , 14 Jun 2018 <https://www.bakermckenzie.com/en/insight/publications/2018/06/spotlight-on-the-gender-pay-gap-in-latin-america> Accessed 24 Aug. 2019

<sup>125</sup> “Argentina The 5 key issues facing women working in the G20”, 2015 <http://poll2015.trust.org/country/?id=argentina> Accessed 28 October 2019

<sup>126</sup> “How Does Brazilian Law See Women” 20 Mar 2017, <https://blogs.worldbank.org/latinamerica/how-does-brazilian-law-see-women> Accessed 24 Aug. 2019.

women are restricted against working for jobs that require heavy lifting. In Brazil, “the Consolidation of Labor Laws prohibits the employment of women for tasks requiring muscle strength in excess of 20kg for continuous work or 25kg for occasional work.”<sup>127</sup> However, this law is simply gender discriminatory, as 20~25kg is “only the average weight of a 5-year-old child.”<sup>128</sup> Brazil is required to reconsider its laws that possibly includes gender discrimination, as this is stopping women from working in the same jobs as men.

Furthermore, Brazil has an unequal system between men and women in leaving work for childcare. The Brazilian law entitles mothers “to maternity leave for a maximum of six months,”<sup>129</sup> whereas fathers’ “paternity leave spans for only 20 days.”<sup>130</sup> This rule affects women upon recruitment, as this will make employers more likely to choose young male candidates as opposed to young female candidates. Brazil is required to eradicate this inequality in order to eliminate the gender pay gap.

## **Canada**

Canada has a law that makes paying women less than men illegal. However, Canada has a gender pay gap that still needs to be closed. According to

2016 OECD data, “Canada is ranked as having the 8th highest gender pay gap out of a list of 43 countries.”<sup>131</sup>

The government of Canada believes that achieving gender equality would benefit not just women, but all Canadians, since it would make many families prosper. Canada has released a “proactive pay equity legislation for the federal jurisdiction”<sup>132</sup> in October 2018. This legislation ensures “that women and men working in federally regulated workplaces, including the federal private sector, the federal public service, Parliamentary workplaces and Ministers’ offices, receive equal pay for work of equal value.”<sup>133</sup> As a part of this measure, a “Pay Equity Commissioner” will be sent from the Canadian Human Rights Commission, and this commissioner will receive funding and the right to conduct enforcements such as initiating audits, conducting investigations, and issuing orders as well as “administrative monetary penalties.”<sup>134</sup> Applying this legislation to all Canadians would certainly be an

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<sup>127</sup> *ibid.*

<sup>128</sup> *ibid.*

<sup>129</sup> *ibid.*

<sup>130</sup> *ibid.*

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<sup>131</sup> “The Facts about the Gender Wage Gap in Canada” 2019,

<https://www.canadianwomen.org/the-facts/the-wage-gap/> Accessed 24 Aug. 2019.

<sup>132</sup> “Government of Canada introduces historic proactive pay equity legislation” 29 Oct 2018, <https://www.canada.ca/en/employment-social-development/news/2018/10/government-of-canada-introduces-historic-proactive-pay-equity-legislation.html> Accessed 24 Aug. 2019.

<sup>133</sup> *ibid.*

<sup>134</sup> *ibid.*



effective way to address the gender pay gap in Canada.

### **Colombia**

Similar to Brazil, Mexico, and Venezuela, Colombia has a law that requires women to be paid equally to men. Colombia ranked 32th out of 144 countries for women's economic participation and opportunities on a report by the World Economic Forum in 2017. This result is better than that of other Latin American countries. Furthermore, Colombia ranks in the middle tier along with other Latin American countries on the gender pay gap.

<sup>135</sup>

### **Cuba**

In Cuba, women make up 66% percent of the labor force. Cuba reaffirmed that it needs to continue making an effort to achieve gender equality back in September 2015. Cuba said that “it will continue to work to change cultural patterns so that men and women share the care of their family.”<sup>136</sup> As an example, Cuba pledged to add more women in “decision-making positions in government.”<sup>137</sup> Furthermore, Cuba reflected that their overall past effort had

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<sup>135</sup> *ibid.*

<sup>136</sup> “Cuba reaffirms ongoing efforts to equalize women’s and men’s roles at home and numbers of women in government decision-making” 27 Sep 2015, <https://www.unwomen.org/en/get-involved/step-it-up/commitments/cuba> Accessed 24 Aug. 2019.

<sup>137</sup> *ibid.*

some achievements, but was mostly “fragile and insufficient.”<sup>138</sup> Cuba confirmed that “the full realization of gender equality and the empowerment of women requires a more just and equitable international order that eradicates poverty and hunger, puts an end to conflicts, favours human beings above capital, and preserves the environment.”<sup>139</sup> Whether Cuba has made further progress since then has been unclear.

### **Mexico**

According to 2018 OECD data, women in Mexico earn 86% of the payment their male counterparts earn.<sup>140</sup> Although this means that the gender pay gap in Mexico is around the same level or slightly smaller than Canada and the US, data from the World Bank in 2018 shows that only 55% of women participate in the labor force.<sup>141</sup>

Mexico has been making “significant progress in achieving gender equality”<sup>142</sup> by strengthening laws on gender equality and increasing public resources. The National Development Plan

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<sup>138</sup> *ibid.*

<sup>139</sup> *ibid.*

<sup>140</sup> “Gender wage gap” 2019, <https://data.oecd.org/earnwage/gender-wage-gap.htm#indicator-chart> Accessed 24 Aug. 2019.

<sup>141</sup> “Ratio of female to male labor force participation rate (%) (national estimate)” 2019, <https://data.worldbank.org/indicator/SL.TLF.CACT.FM.NE.ZS> Accessed 24 Aug. 2019.

<sup>142</sup> UN Women, “Mexico” 2019, <https://lac.unwomen.org/en/donde-estamos/mexico> Accessed 24 Aug. 2019.

(2013-2018) mainstreamed “gender equality and women’s empowerment in all its areas,”<sup>143</sup> and the National Gender Equality Policy (2013-2018) focused “on advancing substantive equality.”<sup>144</sup>

## **USA**

The United States has banned unequal pay in the Equal Pay Act of 1963.<sup>145</sup> However, as women still earn only 80% of what their male counterparts earn, additional measures have been taken among states. In some states of the US, employers are prohibited to ask job applicants about their previous wage. This prevents female applicants from continuing to receive lower wages than men due to the fact that they had been paid less than men in their former workplaces from gender discrimination. California, Massachusetts, New York City and Puerto Rico are among the jurisdictions which have already implemented this restriction, and “similar measures are under consideration in more than 20 other states.”<sup>146</sup> This measure helps prevent employers from determining an employee’s salary based on the employee’s past salary, putting an end to a cycle of gender discriminatory wages.

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<sup>143</sup> *ibid.*

<sup>144</sup> *ibid.*

<sup>145</sup> “Equal pay day: How do we close the gender pay gap?” 2 Apr. 2019. <https://www.bbc.com/news/world-us-canada-47753007> Accessed 24 Aug. 2019.

<sup>146</sup> *ibid.*

The US also has an equal pay day to recognize the gender pay gap in their nation. The next equal pay day in the US is March 31st, 2019. According to the National Committee on Pay Equity, this date shows the additional days women would have to work in an year in order to achieve the same pay as men. This day was created in 1996 in order to raise public awareness. The “Equal Pay Day was originated by the National Committee on Pay Equity (NCPE) in 1996 as a public awareness event “to illustrate the gap between men and women's wages.”<sup>147</sup>

## **Venezuela**

Venezuela’s situation on the gender pay gap is better than most other countries in Latin America. According to data from the World Economic Forum in 2017, Venezuela ranks 48th out of 144 countries on the gender pay gap, whereas most Latin American countries are in the middle tier. Venezuela has a law that requires equal pay between men and women.<sup>148</sup>

## **Examples of Possible Discussion Topics**

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<sup>147</sup> “National Committee on Pay Equity” 2019, <https://www.pay-equity.org/day.html> Accessed 24 Aug. 2019.

<sup>148</sup> “Spotlight on the Gender Pay Gap in Latin America” , 14 Jun 2018 <https://www.bakermckenzie.com/en/insight/publications/2018/06/spotlight-on-the-gender-pay-gap-in-latin-america> Accessed 24 Aug. 2019

- The influence of culture and religion on the gender pay gap  
男女の賃金差における、文化と宗教の影響
- Education on STEM subjects and their correlation to the gender pay gap  
男女の賃金差と、STEM教育との相関関係
- Informal sectors and their correlation to the gender pay gap  
男女の賃金差と、非公式的な経済部門との相関関係
- The lack of female leaders  
女性リーダーの不足

### Questions to Consider

- Does your country have laws that ensure women receive equal pay as men?  
自国に男女が平等な賃金を得ることを保証する法律はあるか。
- How large is your country's gender pay gap?  
自国の男女の賃金差はどれくらいか。
- Does your country have an equal education system for both genders? Why/ Why not? If not, what will your nation do about it in the future?  
自国には男女に平等な教育制度があるか。なぜそうか。もしなければ、自国はそれに対して将来どうするつもりか。

- What is your country's culture? How does it affect the gender pay gap in your country?  
自国の文化はどんなか。男女の賃金差に対して、自国の文化はどのような影響を及ぼしているか。
- Does your country have an informal sector? How does it affect your country's economy and the gender pay gap?  
自国に非公式な経済部門はあるか。ある場合、自国の経済と男女の賃金差に対してどのような影響を及ぼしているか。

### Chair Recommendation

In any conference, delegates must remember to stay consistent with their nation's stance. As delegates are full of ideas on solving the gender pay gap in the conference, the chairs can predict that some delegates may start straying from their nation's stance and start tackling the elimination of the gender pay gap from a global perspective. Although this perspective is indeed crucial in resolving international issues, chairs must remind delegates that the UN is a place where delegations discuss international matters based on their country's needs. Delegates are required to balance their own country's needs first and foremost, and then consider the needs of other countries.

The goal of this conference is to eliminate the gender pay gap in order to achieve a more prosperous society. This goal is likely to be persistent among all nations in the committee; however, most LEDCs currently find achieving gender equality itself challenging, while most developed nations have achieved some level of gender equality. Delegates should keep in mind to address their nation's economic status and level of gender equality when considering a resolution for the issue.

## **Resolutions**

### **Past UN Resolutions**

Resolution concerning the Promotion of Gender Equality, Pay Equity and Maternity Protection  
-11 Dec 2008 (ILO)

The role of the United Nations system in implementing the internationally agreed goals and commitments in regard to gender equality and the empowerment of women  
-May 2011 (ECOSOC)  
E/RES/2011/5

Promotion and protection of all human rights, civil, political, economic, social and cultural rights, including the right to development  
-8 July 2019 (UNHRC)

A/HRC/41/L.21

### **UN Reports**

Report of the working session on gender statistics  
-14 April 2014 (ECOSOC)

Ministerial round table: Gender pay gaps in the public and private sectors: how can equal pay for work of equal value be achieved in the changing world of work?  
-21 March 2017 (ECOSOC)

### **Tips from the Chairs**

Information from accurate and reliable sources are required for delegates to engage in discussions during the conference. Make sure that the information you prepare for the conference comes from reliable sources. Be prepared with information about your nation on multiple aspects of the topic, as the conference will be holding moderated caucuses on multiple aspects on the gender pay gap. Researching some nations your delegation would like to work with would be helpful as it would assist you in focusing on certain delegates' speeches. Do not be afraid to pass notes or engage in conversation with other delegations during unmoderated caucuses, as that is the first step to gauging the situation of the conference, and will aid you upon writing a resolution. Coming with a copy of your

nation's position paper as well as preparing a few clauses for a resolution would help you in writing working papers and draft resolutions.

The chairs would also recommend delegates to practice their 1-minute opening speeches beforehand, as it will boost your self-esteem and help you practice addressing a crowd. Make sure to speak in a loud and clear voice, otherwise chairs may have to ask delegates to raise their voices.

Finally, make sure you have enough information ready so that you can actively participate in the conference as a delegation of your assigned nation. Giving the conference your full attention and effort will definitely pay you back with an unforgettable MUN experience.

## Vocabulary List

**agenda** 議題

“a list of items to be discussed at a formal meeting”<sup>149</sup>

**conservative** 保守的

“averse to change or innovation and holding traditional values”<sup>150</sup>

**discrimination** 差別

“the unjust or prejudicial treatment of different categories of people, especially on the grounds of race, age, or sex”<sup>151</sup>

**domestic work** 家事

work in private households that are usually “without clear terms of employment”<sup>152</sup>

**employee** 従業員

“a person employed for wages or salary, especially at non-executive level”<sup>153</sup>

**employer** 雇用者

a person that employs people

**employment** 雇用

“the state of having paid work”<sup>154</sup>

**finance** 財政

“the management of large amounts of money, especially by governments or large companies”<sup>155</sup>

**gender bias** 性別の偏見

“inclination towards or prejudice against one gender”<sup>156</sup>

**gender discrimination** 性差別

unjust treatment of people based on their gender

**gender equality** 男女平等

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<sup>149</sup> Lexico, “agenda”, 2019  
<https://www.lexico.com/en/definition/agenda>  
Accessed 30 Aug 2019

<sup>150</sup> Lexico, “conservative” 2019,  
<https://www.lexico.com/en/definition/conservative>  
Accessed 30 Aug 2019

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<sup>151</sup> Lexico, “discrimination”, 2019  
<https://www.lexico.com/en/definition/discrimination>  
Accessed 30 Aug 2019

<sup>152</sup> ILO, “Who are domestic workers?”, 2019  
[https://www.ilo.org/global/docs/WCMS\\_209773/lang-en/index.htm](https://www.ilo.org/global/docs/WCMS_209773/lang-en/index.htm)  
Accessed 30 Aug 2019

<sup>153</sup> Lexico, “employee”, 2019,  
<https://www.lexico.com/en/definition/employee>  
Accessed 30 Aug 2019

<sup>154</sup> Lexico, “employment”, 2019  
<https://www.lexico.com/en/definition/employment>  
Accessed 30 Aug 2019

<sup>155</sup> Lexico, “finance”, 2019  
<https://www.lexico.com/en/definition/finance>  
Accessed 30 Aug 2019

<sup>156</sup> Lexico, “gender bias”, 2019  
[https://www.lexico.com/en/definition/gender\\_bias](https://www.lexico.com/en/definition/gender_bias)  
Accessed 30 Aug 2019

“the state in which access to rights or opportunities is unaffected by gender”<sup>157</sup>

**gender stereotype** 性別の固定観念

“a widely held but fixed and oversimplified image or idea”<sup>158</sup> of a specific gender

**household** 家庭

“a house and its occupants regarded as a unit”<sup>159</sup>

**legislation** 法制

“laws, considered collectively”<sup>160</sup>

**maternity leave** 出産・育児休暇

“a period of absence from work granted to a mother before and after the birth of her child”<sup>161</sup>

**male counterpart** 対応する男性

men serving the same purpose in the same situation as compared to women

**paternity leave** 父親の育児休暇

“a period of absence from work granted to a father after or shortly before the birth of his child”<sup>162</sup>

**patriarchy** 父権社会

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<sup>157</sup> Lexico, “gender equality”, 2019  
[https://www.lexico.com/en/definition/gender\\_equality](https://www.lexico.com/en/definition/gender_equality) Accessed 30 Aug 2019

<sup>158</sup> Lexico, “stereotype”, 2019  
<https://www.lexico.com/en/definition/stereotype>  
Accessed 2019

<sup>159</sup> Lexico, “household”, 2019  
<https://www.lexico.com/en/definition/household>  
Accessed 30 Aug 2019

<sup>160</sup> Lexico, “legislation”, 2019  
<https://www.lexico.com/en/definition/legislation>  
Accessed 30 Aug 2019

<sup>161</sup> Lexico, “maternity leave”, 2019  
[https://www.lexico.com/en/definition/maternity\\_leave](https://www.lexico.com/en/definition/maternity_leave)  
Accessed 30 Aug 2019

<sup>162</sup> Lexico, “paternity leave”, 2019  
[https://www.lexico.com/en/definition/paternity\\_leave](https://www.lexico.com/en/definition/paternity_leave)  
Accessed Aug 30 2019

“a system of society or government in which men hold the power and women are largely excluded from it”<sup>163</sup>

syn) male dominant society 男性優位社会

**poverty** 貧困

“the state of being extremely poor”<sup>164</sup>

**prosper** (経済的に) 繁栄する

“succeed in material terms; be financially successful”<sup>165</sup>

**racial discrimination** 人種差別

unjust treatment of people based on their race

**recruitment** 採用

“the process of finding people to work for a company or become a new member of an organization”<sup>166</sup>

**self-employment** 自営業

“the state of working for oneself as a freelance or the owner of a business rather than for an employer”<sup>167</sup>

**sexual harassment** 性的嫌がらせ

“behaviour characterized by the making of unwelcome and inappropriate sexual remarks or physical advances in a

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<sup>163</sup> Lexico, “patriarchy”, 2019  
<https://www.lexico.com/en/definition/patriarchy>  
Accessed 30 Aug 2019

<sup>164</sup> Lexico, “poverty”, 2019  
<https://www.lexico.com/en/definition/poverty>  
Accessed 30 Aug 2019

<sup>165</sup> Lexico, “prosper”, 2019  
<https://www.lexico.com/en/definition/prosper>  
Accessed 30 Aug 2019

<sup>166</sup> Cambridge Dictionary, “recruitment”, 2019  
<https://dictionary.cambridge.org/ja/dictionary/english/recruitment>  
Accessed 30 Aug 2019

<sup>167</sup> Lexico, “self-employment”, 2019  
<https://www.lexico.com/en/definition/self-employment>  
Accessed 30 Aug 2019

workplace or other professional or social situation”<sup>168</sup>

**social norms** 社会規範

“the unwritten rules of behavior that are considered acceptable in a group or society”<sup>169</sup>

**underage marriage** 未成年者の結婚

“a marriage of a girl or boy before the age of 18 and refers to both formal marriages and informal unions in which children under the age of 18 live with a partner as if married”<sup>170</sup>

**workforce** 労働力

“the people engaged in or available for work, either in a country or area or in a particular firm or industry”<sup>171</sup>

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<sup>168</sup> Lexico, “sexual harassment”, 2019  
[https://www.lexico.com/en/definition/sexual\\_harassment](https://www.lexico.com/en/definition/sexual_harassment) Accessed 30 Aug 2019

<sup>169</sup> Your Dictionary, “Social Norm Examples”, 2019  
<https://examples.yourdictionary.com/social-norm-examples.html> Accessed 30 Aug 2019

<sup>170</sup> UNICEF, “Child marriage”, 2019  
<https://www.unicef.org/rosa/what-we-do/child-protection/child-marriage> Accessed 30 Aug 2019

<sup>171</sup> Lexico, “workforce”, 2019  
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