



UN WOMEN

“Empowering diversity to ensure that every woman lives up to her full potential and the ways we can ensure that women who belong to stigmatized minorities have equal professional opportunities.”

Study Guide

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1. Welcoming Letter

Distinguished Delegates,

Welcome to the 2024 ARCMUN Conference! As your committee chairs, we are looking forward to meeting you and sharing your ideas for empowering diversity to ensure that every woman lives up to her full potential. Further, to promote the ways in which women who belong to stigmatized minorities have equal professional opportunities.

The United Nations (UN) depend on the cooperation and goodwill of its 193 Member States. Because each state has unique interests and concerns, it is challenging to write, negotiate, and pass resolutions. Every stage of the process demands creativity and diplomacy.

As your committee chairs, we will work to keep the UN women committee running smoothly. We will do our best to help you understand parliamentary procedures and to ensure that the views of all delegates are heard and respected.

We expect each delegate to come to the conference with an understanding of his or her country's positions and a willingness to forge agreements. To ensure that you act professionally and diplomatically, please learn and practice ARCMUN's Rules of Procedure. Those documents and many more can be found on the ARCMUN website. It is highly recommended that you print the above documents, plus your position paper, the topic and background guides for your committee, and any additional research regarding your country compiled in a binder or folder to give you easy access to these resources at the conference.

We look forward to seeing you at the Aristotelio College on Thursday, February 29 and wish you the very best in your preparations.

Sincerely,

Despoina Georgiadou,

Alexandra Topalidou,

Erasmia Frengidou

2. Introduction to the committee

UN Women is the global champion for gender equality, working to develop and uphold standards and create an environment in which every woman and girl can exercise her human rights and live up to her full potential. As the world is constantly changing and modernizing, the organization has also evolved in order to meet the challenges of the 21st century. UN Women was established by the merger of the United Nations Development Fund for Women (UNIFEM, established in 1976) and other entities, and became operational in January 2011. As of today, The UN-Women Executive Board is made up of representatives from 41 Member States elected to three-year terms by the UN Economic and Social Council, with the following regional allocation and number of members: Africa (10), Asia and the Pacific (10), Eastern Europe (4), Latin America and the Caribbean (6), Western Europe and other States (5), and contributing countries (6).

UN Women supports UN Member States as they set global standards for achieving gender equality, and works with governments and civil society to design laws, policies, programs and services needed to ensure that the standards are effectively implemented and truly benefit women and girls worldwide. It works globally to make the vision of the Sustainable Development Goals a reality for women and girls and stands behind women's equal participation in all aspects of life, focusing on four strategic priorities:

- Women lead, participate in and benefit equally from governance systems
- Women have income security, decent work and economic autonomy
- All women and girls live a life free from all forms of violence
- Women and girls contribute to and have greater influence in building sustainable peace and resilience, and benefit equally from the prevention of natural disasters and conflicts and humanitarian action.¹

¹<https://www.unwomen.org/en/about-us/about-un-women>

3. Definition of Key Terms

CMDs: Common mental disorders such as depression and anxiety disorders are highly prevalent, disabling and costly with diminished quality of life, medical morbidity and mortality

Stigmatization: a social process of disapproval based on stereotypes or particular distinguishing characteristics of individuals (e.g., gender) - has been recognized as one of the primary explanations for the barriers to career advancement of women.

MISF: Mental Illness Stigma Framework

ILO: The International Labour Organization is a United Nations agency whose mandate is to advance social and economic justice by setting international labour standards. Founded in October 1919 under the League of Nations, it is one of the first and oldest specialised agencies of the UN.

Diversity: Having a range of people with various racial, ethnic, social, economic, and cultural backgrounds and various lifestyles, experience, and interests.

Bureau of Labor Statistics: is the principal fact-finding agency for the Federal Government in the broad field of labor economics and statistics.

LGBTQ+: is an initialism that stands for "lesbian, gay, bisexual, and transgender". In use since the late 1980s, the initialism, as well as some of its common variants, functions as an umbrella term for marginalized sexualities and gender identities.

4. Introduction to the topic

Diversity

Diversity is defined as “the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations.

Promoting diversity is the first step to not just “tolerance” but true inclusion and acceptance. Through growing contact with, exposure to, and communication between people who are not like us, we can learn how to relate to difference in a way where difference doesn’t have to be a problem, a barrier, or a threat. And accidentally, we might also see that the people we assumed to be so different to us may actually have a lot more in common than we thought. Increasing familiarity with these differences (and commonalities) can shape and shift our perspectives, cultivate an acceptance that facilitates belonging, and diminish the misconceptions and prejudices that fuel discrimination. Diversity—through the lenses of race, ethnicity, ability, gender, sexual orientation, neurodiversity, and beyond—can help to strengthen organizations, as studies have shown time and again. Diversity enhances creativity. It encourages the search for novel information and perspectives and can improve the bottom line of companies. It also leads to unfettered discoveries and breakthrough innovations. Companies that are diverse, equitable, and inclusive are better able to respond to challenges, win top talent, and meet the needs of different customer bases. Diverse teams have been shown to be better able to radically innovate and anticipate shifts in consumer needs and consumption patterns.

According to a recent report by Built In, diverse companies enjoy 2.5 times higher cash flow per employee and diverse management has been shown to increase revenue by 19 percent. However, there is still a long way to go in terms of achieving true diversity and inclusion in all aspects of life, including education, employment, healthcare, and social services. For example, unemployment rates are higher for people who are Black and Hispanic or Latin.

Lack of diversity can cause various repercussions affecting the growth and profitability of an organization. Workplace diversity is a vital component of success and contentment and advocates for cultural advancements. However, creating a diverse workforce and developing a

sense of unity and harmony among different individuals and teams can be challenging for some companies. The outcomes of lack of diversity in the workplace manifest in various ways. It depends on who is undergoing the low- diversity workplace. The lack of it usually leads to high employee turnover or reduced turnover.

Gender balance has been a stated aim in business and society for decades, since gender diversity contributes to more equality and better decision-making, improves organizational financial performance, and stimulates creativity and innovation. In spite of the fact that there is a consistent vertical pattern in the quantity of women effectively taking part in the working environment, there is as yet a shortage of them in top administrative roles. This motivates a closer look at the reasons why this happens. We will also focus on past noticeable wellsprings of stigmatization and expand the focal point to physical disabilities, appearance, mentality, and cultural (e.g., adaptability). Criticism of women is a staggered cycle, so we center around the predecessors (wellsprings of shame) and results (outcomes of disgrace) for women at the individual, hierarchical, and cultural level.

DRUG AND PRISON STIGMA

Both drug use and imprisonment bare stigma for people, however the level of marginalization is a lot more noteworthy for women due to conventional image. Stigma brings about bias and victimization, building up existing social disparities, especially those established in orientation, sexuality and race. According to Link and Phelan, "those who are stigmatized can experience direct, structural or internalized discrimination". For instance, a previously imprisoned lady might be dealt with ineffectively by others, denied admittance to lodging or work in light of her criminal history, or assimilate sensations of uselessness as a result of the lowered conjectures of those around her. This disparagement is probably going to essentially impact the progress of a women's transition from prison to home, possibly restricting her potential to ask for help and risking her will to access medical care, drug therapy, employment and lodging. For the overwhelming majority of these women, their disgrace

comes from the meeting classes of detainment history, drug use, psychological well-being status, orientation, race/nationality or sexual direction, making it a hard attribute to solitary classification.

Imprisonment stigma is communicated through a discipline instead of restoration way to deal with drug use, a perspective on drug clients as "lawbreakers," no capacity to bear any utilization (or backslide), and a scorn for remedial intercessions or sympathy for those with chronic drug habits. The stigma can be assimilated, by the people who have been imprisoned or used drugs, as shame and responsibility which might compound emotional well-being issues, increase the possibility for backslide, and bring about low confidence.

STIGMA FOR MENTAL HEALTH DISORDERS

It is assessed that around one in five people among the worldwide population overall experiences CMDs. Despite the fact that many individuals are facing CMDs worldwide, there is a massive stigma that connects the CMDs with the individuals that suffer from them. Psychological instability is a multidimensional problem which for most people that are affected leads to the feeling of disgrace while it is a complex issue causing incredible weight on the people who are influenced. Not only that, most of the times it accelerates the worsening of their therapy. There are numerous definitions for mental illness stigma in stigma bibliography. The Mental Illness Stigma Framework MISF has been analyzing how stigma is experienced on the viewpoint of the population who frequently ascribes stigma (for example stigmatizer) to the people who have psychological sicknesses (for example slandered). Different mental, emotional and conduct components are related with every one of these viewpoints.

The effect of stigma on a singular's life can be grasped regarding three parts:

- 1) Experienced stigma, alluding to the everyday encounters of generalizations, bias and segregation from others,
- 2) expected disgrace, the assumption to be an objective of a generalization, bias or separation, and

3) incorporated stigma, which is the use of psychological instability disgrace to oneself, for example, accepting that they are perilous to other people or they are clumsy.

There are contrasts in the degree of the effect of dysfunctional behavior stigma contingent upon the racial or potentially ethnic foundation of the people who are impacted. Researches have shown that the Colored groups with mental illness appear as more dangerous and communicated more prominent requirement for isolation than the White groups. These outcomes were duplicated by later examination contrasting Asian Americans, African Americans and Hispanics with European Americans (White). Further, the variety in psychological maladjustment stigma could be considerably more so among explicit ethnic groups inside expansive racial classifications.

PHYSICAL DISABILITIES

Women with handicaps work frequently experience unequal employing and advancement principles, unequal admittance to preparing and re-training, unequal admittance to credit and other useful assets, unequal compensation for equivalent work and word related isolation, and seldom partake in economic decisions.

Bureau of Statistics Report in the U.S., concluded that 9.4% of women with disabilities is unemployed, compared to 4% for those without disabilities. That implies women with disabilities are over two times as liable to be jobless than are their non-disabled partners.

"From a gender perspective, men with disabilities are almost twice as likely to have jobs than women with disabilities."²

All basic rights are widespread and thusly energetically incorporate women with disabilities. Each individual is conceived equivalent and has similar freedoms to life and government assistance, training, and work, living autonomously, and dynamic support in all parts of society. Any immediate or roundabout victimization of a woman with a disability is an infringement of her freedoms.

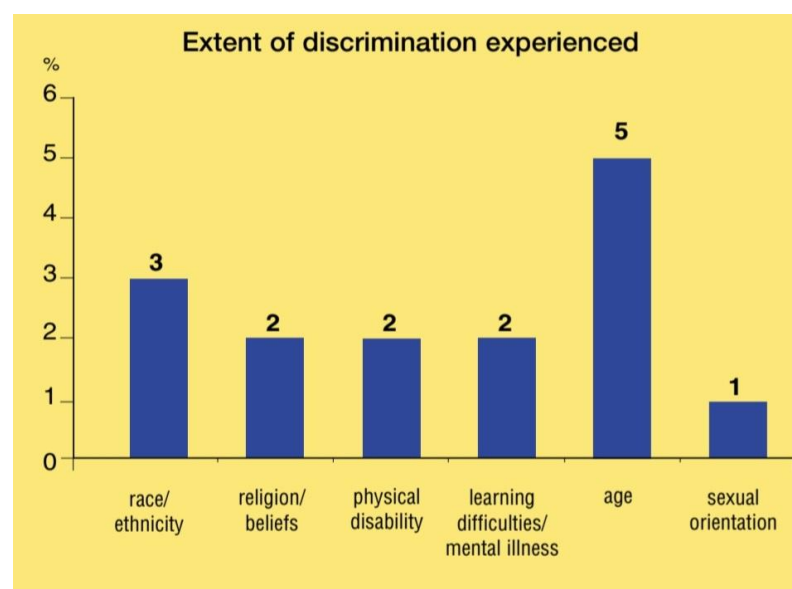
²<https://www.ruhglobal.com/disability-employment-gap-among-women-and-girls-with-disabilities/>

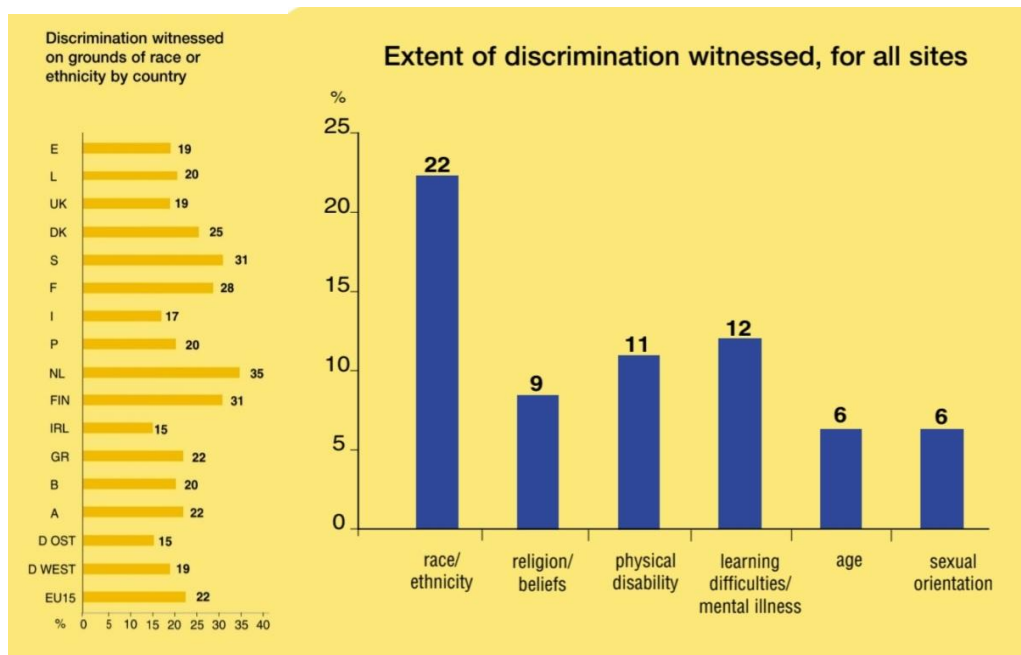
Conforming to ILO women with inabilities are at more serious gamble of destitution than men with incapacities. At the point when they take care of business, they acquire not as much as individuals without incapacities, yet further orientation aberrations exist. Women with disabilities procure not as much as men with inabilities.

STIGMA AND DISCRIMINATION AROUND THE GLOBE

Europe

The most often cited ground for discrimination was age (five per cent), followed by racial or ethnic origin (three per cent), religion or beliefs, physical disability, learning difficulties or mental illness (two per cent each) and sexual orientation (one per cent). Young people, people with higher education and those on the left of the political spectrum were more likely to report having experienced discrimination.





There were some differences between European countries. The widest differences concerned racial origin and ethnicity. For example, the Dutch were the most likely to report discrimination on grounds of racial or ethnic origin (seven per cent), followed by Luxembourg (six per cent) and France (five per cent) all compared with just one per cent in Spain, Italy, Finland, Ireland and Germany

America

Last fall, Harvard T.H. Chan School of public health released the results of a series of surveys conducted in conjunction with National Public Radio and the Robert Wood Johnson Foundation. Here is a selection of the key findings.

Workplace

57% of black Americans reported discrimination in pay and consideration for promotions.

31% of all women say they have been discriminated against when applying for jobs due to their gender.

Native Americans, living in majority Native areas are more than twice as likely (54%) as those living in non-majority Native areas (22%) to say they have faced anti-Native discrimination in hiring, promotion, and compensation.

Harassment

51% of black Americans say they have personally experienced people using racial slurs against them.

60% of women ages 18 to 29 reports that they or a female family member have been sexually harassed.

35% of Asian Americans report personally experiencing people making insensitive or offensive comments or negative assumptions about their race or ethnicity.

Health care

9% of white Americans making under \$25,000 per year say they have avoided medical care out of concern they would be racially discriminated against because of their race, compared to 0% of white Americans making \$75,000 or more per year.

22% of black Americans say they have avoided seeking medical care for themselves or a member of their family out of concern they would be discriminated against because they are black.

16% of LGBTQ people report being personally discriminated against when going to a doctor or health clinic because of their identity.

Interacting with police

30% of LGBTQ people of color say they have avoided calling the police, even when in need, out of concern that they would be discriminated against because of their orientation. Only 5% of white LGBTQ people reported this avoidance.

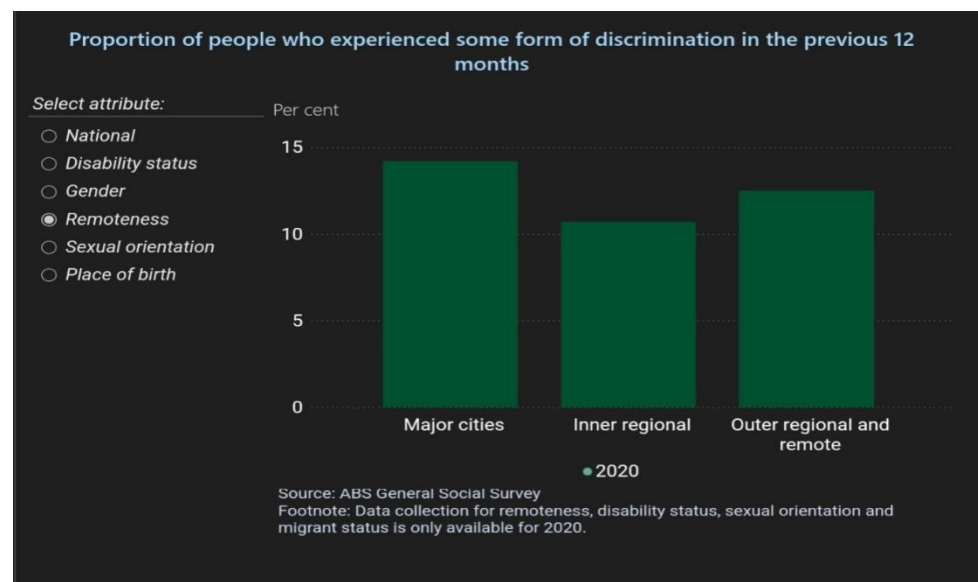
60% of black Americans say that they or a family member has been unfairly stopped or treated by the police because they are black.

Nonimmigrant Latinos are nearly twice as likely (36%) as immigrant Latinos (19%) to say they or a family member have been unfairly stopped or treated by the police because they are Latino.

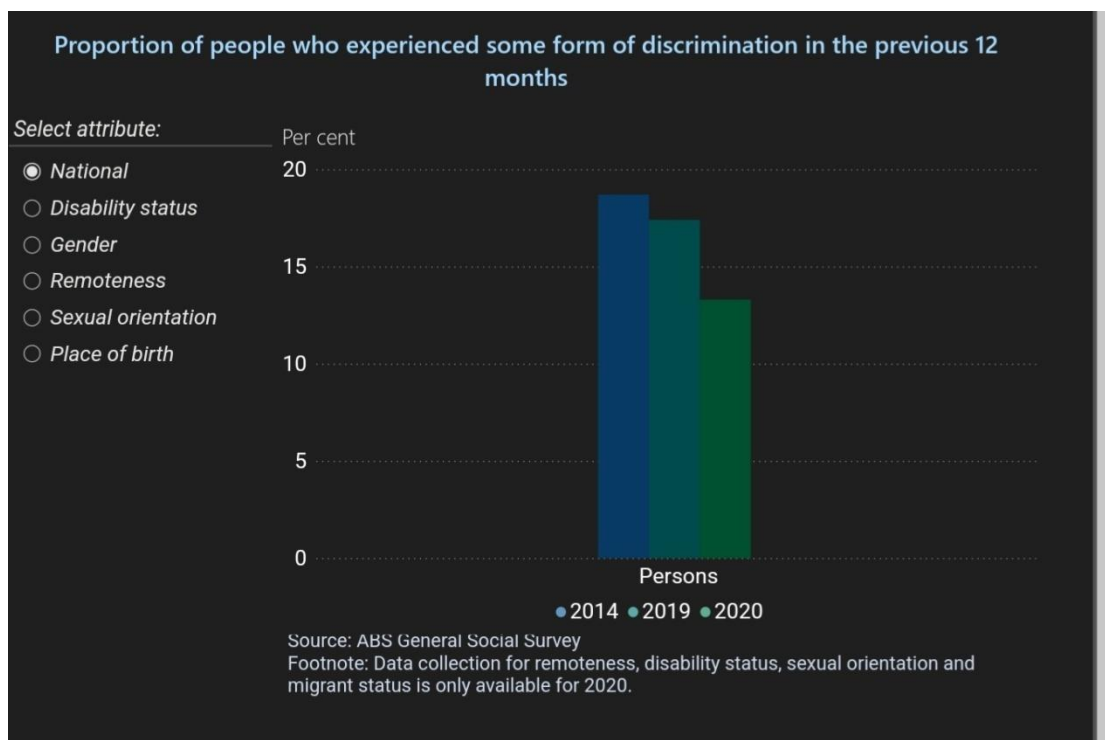
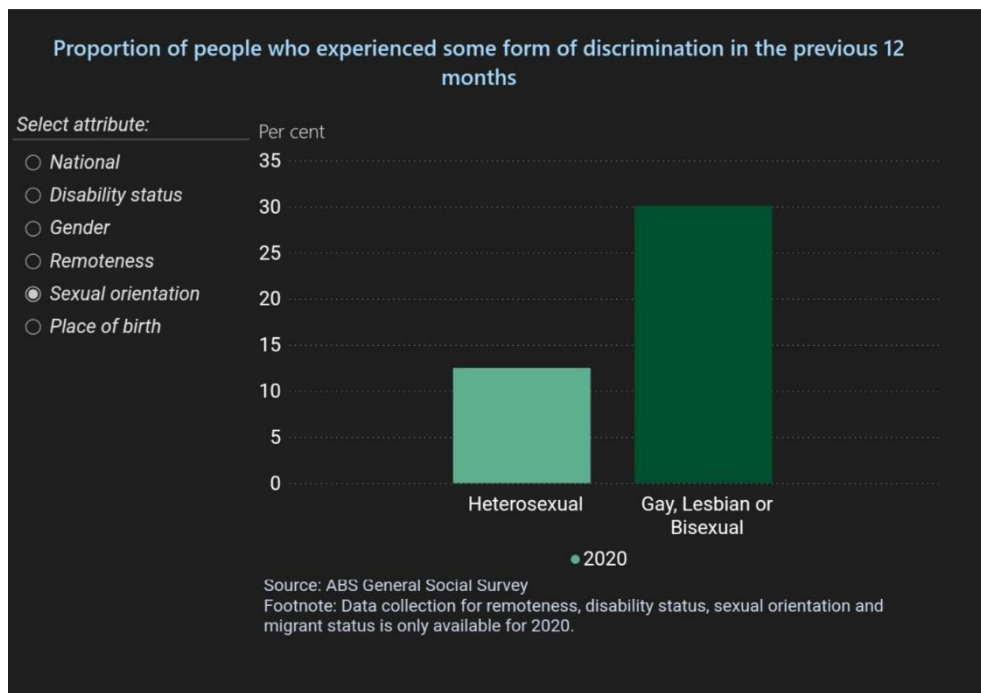
Australia

In 2020, 13.3 per cent of Australians experienced some form of discrimination in the past year, a decrease from 18.7 per cent in 2014³.

The 2022 Mapping Social Cohesion Report found that 16 per cent of people reported experiencing race or religion-based discrimination.



³ <https://treasury.gov.au/policy-topics/measuring-what-matters/dashboard/experience-of-discrimination>



Over the last 12 months. These findings suggest the experience of discrimination in 2020 may have been affected by the COVID-19 pandemic

People who described themselves as gay, lesbian, or bisexual were more likely to experience discrimination than heterosexual people — 30.1 per cent compared to 12.5 per cent.

One in five (20.8 per cent) people with a mental health condition reported having experienced some form of discrimination.

People with disability were also more likely to report having experienced discrimination compared to those with no disability — 15.8 per cent compared with 12.4 per cent.

16.1 per cent of people born overseas reported discrimination compared with 11.9 per cent of those born in Australia.

In 2022, Reconciliation Australia found that 60 per cent per cent of Aboriginal and Torres Strait Islander people have experienced at least one form of racial prejudice in the past 6 months — 52% in 2020, 43% in 2018.

Asia

Women still remain the largest group facing discrimination in terms of employment opportunities and wage gaps. An increase in employment rates for women over the past decade has not been even throughout the region. For example, in East Asia and the Pacific the female share of non-agricultural paid employment increased to 43.5% whereas in South Asia the rate remains the world's lowest at only 16.5%. Furthermore, two-thirds of all employed women in South Asia are working without pay. An important measure of good-quality jobs available to women is their share of legislative, senior official or managerial (LSOM) jobs. Higher participation rates for women in LSOM jobs indicate a reduction of discriminatory barriers. Overall, the Asia and Pacific region experienced a rise of nearly 4% in women in such positions over the past decade.



However, South Asia shows only 8.6% of women attaining these levels as compared to 24.8% for East Asia and the Pacific. A persistent form of discrimination in South Asia has been caste-based discrimination. For example, this form confines Dalits to occupations often involving the most menial tasks such as "manual scavenging" or the removal of dead animals. Dalits are generally not accepted for any work involving contact with water or food for non-Dalits or entering a non-Dalit residence. They are thus excluded from a wide range of work opportunities in the area of production, processing or sale of food items, domestic work and the provision of certain services in the private and public sectors (e.g., office helpers). Limited access to education, training and resources, such as land or credit, further impair their equal opportunities for access to non-caste-based occupations and decent work. The deprivation stemming from discrimination in all areas of their life leads to higher levels of poverty among Dalits compared to non-Dalits. International Labor Office Declaration on Fundamental Principles and Rights at WORK IN FREEDOM Equally serious and pervasive is discrimination confronting indigenous peoples in the region as in other regions as well. These peoples account for over 15% of the world's poor, although they make up 5% of the world's population. In Nepal, the indigenous peoples from the hill areas, the Hill Janajatis, lacking opportunities at home, make up largest share of migrants working abroad (29%) in countries other than India, and have the highest average remittance income (almost 35% of annual household income).

5. Points to be addressed

1. What is the E.U doing to promote gender equality outside the European union.
2. The term feminist and feminism are frequently echoing negatively. Who do you consider a feminist?
3. What can the states do to annihilate the inequalities between women with disabilities in the work place and stop the stigma against ex-convicts?
4. What should states do in order to make everyone feel included and safe to express their opinions?
5. To what extent do you think that the states have taken the appropriate measures and responsibility to improve the position of women in the labour sector?
6. In which countries do you think the quality of diversity should be upgraded?
7. What do you think is the most significant barrier to female empowerment in your country?
8. What is the most efficient way to work directly with states that are resistant to change or slow to progress?

6. Actions already taken

1. Argentina's Gender Identity Law

Argentina's law, adopted in 2012, allows for legal gender recognition based solely on an individual's self-determination and makes sex-change surgery a legal right, covered by public and private insurance.

2. Germany's Wage Transparency Act

As of January 6, 2018, German law allows workers at companies with more than 200 employees to find out the median remuneration of a colleague of the opposite sex in the same or a comparable role. The median remuneration is based on that of at least six opposite-sex colleagues.

3. Rwanda's Political Representation

Rwanda's Constitution, adopted in 2003, mandates that 30 percent of parliamentary seats be reserved for women. Today, 61.3 percent of the lower chamber and 38.5 percent of the upper chamber seats of the Rwandan parliament are held by women, the highest representation of women parliamentarians in the world.

4. Pakistan's Transgender Persons (Protection of Rights) Act

Pakistan's new law, adopted in 2018, prohibits discrimination against transgender people in schools, at work, on public modes of transit, and while receiving medical care. It also allows people to choose their gender and to have that identity recognized on official documents, including national IDs, passports, and driver's licenses.

5. Iceland's Equal Pay Law

Gender-based pay discrimination has been illegal in Iceland since 1961. But in the face of a gender wage gap of nearly 6 percent, Iceland adopted a new law in 2018 that requires companies to demonstrate that their wages are fair. By 2022, any public or private body in Iceland employing more than 25 people that has not been independently certified as paying equal wages for work of equal value will face daily fines.

7.Conclusion

The importance of realizing the value of women's inclusion in the professional field but also to accept and encourage them to be themselves is massive. The promotion of wrong standards as well as the general inequality that exists between the sexes, internalized misogyny and the marginalization of all women by characterizing them as a "weak sex" must and is in our hands to change.

It is becoming increasingly evident that empowering women in the professional space is a universal need of the utmost importance and one that affects millions of women worldwide. Today, it is frustrating in any event for women to be allowed open doors inconsistent to those of men and for states and legislative bodies to make a little move against it. The potential answers for the main thing are various and different, however there are likewise a lot more boundaries to look at and examine to acquire a total point of view. We trust that this Study Guide will act as a motivation for additional exploration and will urge you to shape intriguing conclusions that will prompt a productive discussion during the council meetings.

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