



Economic and Social Council

Topic 1: Guaranteeing equality, diversity and inclusion in the workplace

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1. Definition of Key Terms

Equality: the ideal that all humans deserve same opportunities and social, political, economic and jurisdictional rights regardless of their gender, sexual orientation, ethnicity, origin, social and economic status, physical/mental abilities, religion or any other aspect of one’s private life.

Inclusion: the act of making a person or a thing part of a community or a group.

Diversity: a range of things or people that are somehow different from each other

Glass-ceiling: the attitude in a society that prevents women from rising to the top work positions.

Meritocracy: a social system in which people get reward because of their skills rather than their social status, wealth, gender, ethnicity etc.

Gender pay-gap: the disparity between men’s and women’s wages for same job positions.

Stigma: something stereotypically attached to a group of people, specifically something considered to be ashamed of.

EEOC: Equal Employment Opportunity Commission

OECD: Organization for Economic Cooperation and Development

ECLAC: Economic Commission for Latin America and the Caribbean

2. Introduction

Equality, diversity and inclusion in the workplace mean implementing the ideal of being equal by giving every human their right to work. This includes employers treating workers equally,

hiring them and giving promotions regardless of their ethnicity, gender, abilities and/or other personal factors. This means basing the work-system on meritocracy.



Stigmas and stereotypes can be, in fact, debilitating as they can be used to create hostile environments especially in the workplace.

In the latest years, however, inclusion has gained always more importance for companies, as the advantages of it have become clear, such as the improvement of companies themselves.

3. Background information

Inequality, homologation and exclusion have been and still are widely spread around the world mostly due to racism, xenophobia and white cis men supremacy.

Occupational inequality affects several aspects of our society, one of those is socio-economic status: not allowing less wealth or lower-classes belonging people to achieve higher positions, generally because of their roots, physical or mental abilities, sexual orientation, gender identity etc.

Whilst, in the case of women, it is common to talk about glass-ceiling which is a kind of discrimination due to the patriarchal system of the society that considers men to be more capable or able to invest certain types of positions and jobs, even.

An important aspect to be considered as one of the consequences of discrimination in the workplace regarding gender is the pay-gap.

This phenomenon can be considered either nationally or internationally.

Women are exposed to a greater poverty risk than men due to both sexist bias and the lack of employment.

They are more unlikely to be employed as, statistically, women tend to take longer career breaks and to work for shorter hours, usually because of pregnancy or children care.

It is common to divide gender pay-gap in adjusted and unadjusted: the first is the one that considers all the factors on the gap's existence such as differences in education, number of hours worked, job sector, position etc. This is necessary to diminish discrimination and closing the gender pay-gap.

However, the pay gap does not involve just gender but, for instance, also racial discrimination. Disparity of wages also exists between black and white males and females.

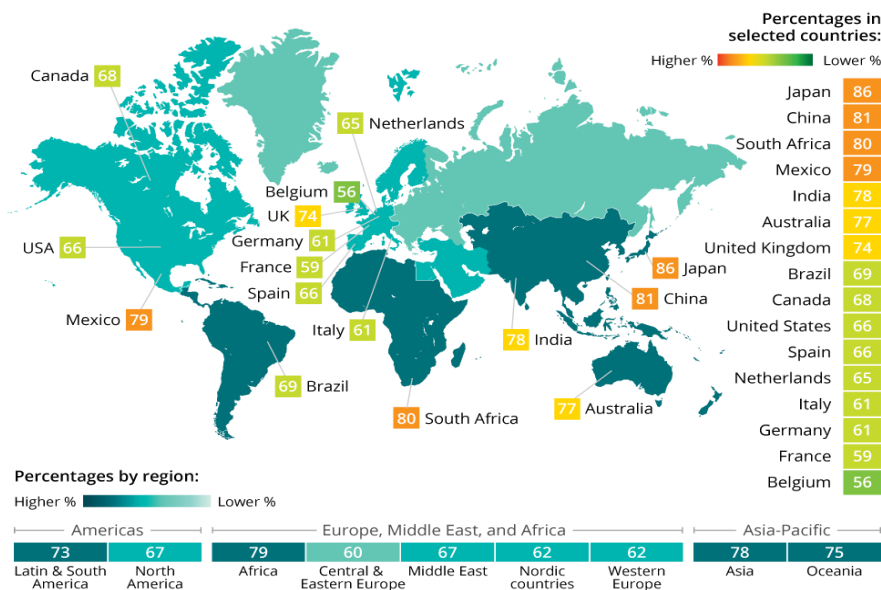
Discrimination against people with disabilities is often due to the

4. Major Countries involved

Discrimination of any kind, as already said, continue to be widely spread around the world, therefore, although all the countries present very different situations, no State may actually claim they have totally achieved equality in the workplace.

Nevertheless, CEO statistics show that, compared with the ones from 2014, diversity has risen by the 32% in companies around the world.

Figure 1. Diversity and inclusion: Percentage of respondents rating this trend “important” or “very important”



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The EECO has released in 2017 datas that shows the complaints in the USA for discrimination of workers regarding:

- Retaliation 41,097 (48.8% of all charges field)
- Race 28,528 (33.9%)
- Abilities 26,838 (31.9%)
- Gender 25,605 (30.4%)
- Age 18,376 (21.8%)
- Nationality 8,299 (9.8%)
- Religion 3,436 (4.1%)
- Color 3,240 (3.8%)
- Equal Pay Act 996 (1.2%)
- Genetic Information 206 (0.6%)



In other statistics, about racial discrimination, EEOC shows that black men and women respectively earn 33% and 19% than their white peers.

According to EOCED reports the nations with the most significantly wide pay-gaps are Korea, 34.6%; Estonia, 28.3%; Japan, 24.5%; Latvia and Chile, 21.1%; and Israel, 19.3%.

In the United States it is calculated yearly on full-time jobs. According to EOCED studies a woman earns between 78-82% of a man, thus 82 cents every dollar man does

In Europe, the gender pay-gap is calculated hourly and depends on the country.

Belgium, Italy, Luxembourg, Poland, Romania, Slovenia, present 8% of disparity of salaries, due to the law female employment, while in countries like Austria, Czech Republic, Germany, Estonia and United Kingdom, the pay-gap accounts about 20% and women are usually restricted to a smaller number of sectors

In the latest years, however, Latin American countries have narrowed their gender pay-gap, but they still present the 26% of disparities in wages.

In Africa and Middle East the top ranking countries for economic participation and opportunity are Burundi, Barbados, Bahamas, Benin and Belarus, all with a gap of less than 20 %, WEF said. The five worst are Syria, Pakistan, Saudi Arabia, Yemen and Iran, with an economic gender gap of at least 65 %.

5. UN Involvement

The United Nations General Assembly set seventeen goals in the Agenda 2030, which also includes gender equality, decent work and economic growth and reduced inequalities.

These three goals have subgoals that involve equality, diversity and inclusion:

- Target 5.4 Value Unpaid Care And Promote Shared Domestic Responsibilities
- Target 5.5 Ensure Full Participation In Leadership And Decision-making
- Target 8.5 Full Employment And Decent Work With Equal Pay
- Target 8.6 Promote Youth Employment, Education And Training
- Target 8.7 End Modern Slavery, Trafficking And Child Labour
- Target 8.7 End Modern Slavery, Trafficking And Child Labour
- Target 8b Develop A Global Youth Employment Strategy
- 10.1 Reduce Income Inequalities
- 10.2 Promote Universal Social, Economic And Political Inclusion
- 10.3 Ensure Equal Opportunities And End Discrimination



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6. Useful links

<https://www2.deloitte.com/insights/us/en/focus/human-capital-trends/2017/diversity-and-inclusion-at-the-workplace.html>

<https://news.microsoft.com/apac/2018/01/03/four-ways-drive-diversity-inclusion-workplace/>

<https://www.theguardian.com/commentisfree/2015/nov/10/workplace-racism-racial-bullying-discrimination>

<https://www.elibrary.imf.org/fileasset/misc/excerpts/women-at-work-in-LA.pdf?redirect=true>

<https://jobs.theguardian.com/article/disabilities-in-the-workplace-are-we-failing-our-disabled-workforce-/>