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Committee: UNW

Issue: Measures to bridge the unequal gender gap in corporations.

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Introduction

- Gender inequality in corporations is a multifaceted issue, influencing areas like leadership representation, pay equity, and career advancement.
- Corporations with gender-diverse leadership tend to perform better financially, yet women remain underrepresented in top positions.
- Bridging this gap is not only a matter of fairness but also crucial for enhancing corporate innovation, productivity, and decision-making.
- In many corporations, women are often funneled into roles that are seen as less critical or influential, such as HR or support functions, rather than profit-generating or technical positions, which limits their opportunities for advancement.
- Informal networks, which are often dominated by men, play a crucial role in promotions and career development. Women are frequently excluded from these networks, reducing their access to high-level opportunities and mentorship.

Background Information

- Corporate Causes of the Gender Gap:
 - 1. Recruitment Bias: Women are often overlooked for senior positions due to unconscious bias during hiring processes.
 - 2. Pay Inequality: Gender pay gaps persist, with women earning less than men for the same roles in many industries.
 - 3. Lack of Work-Life Balance: Rigid corporate cultures often discourage women, especially working mothers, from advancing in their careers.
 - 4. Glass Ceiling Effect: Many women face invisible barriers when trying to rise to executive and leadership roles.

Relevant Laws or Corporate Initiatives

- Corporate Strategies to Tackle Gender Inequality:
 - 1. Diversity Quotas: Many companies have introduced gender quotas to ensure women are represented on boards and in leadership roles.
 - 2. Pay Audits: Firms are adopting pay transparency and auditing practices to ensure gender pay equity.
 - 3. Mentorship Programs: Corporations like PepsiCo and Goldman Sachs have implemented mentoring programs aimed at promoting women into leadership.
 - 4. Work-Life Balance Policies: Companies are creating flexible work arrangements (remote work, flexible hours) to support working parents, particularly women.

Possible Solutions

- 1. Establish clear diversity and inclusion goals with regular progress tracking.
- 2. Create accountability mechanisms, such as tying executive bonuses to diversity targets.
- 3. Expand leadership and technical training programs to ensure women have the necessary skills to advance.
- 4. Promote corporate transparency through public reporting on gender diversity and pay equity.

References

- UN Women: <https://www.unwomen.org/en>

This is the official website for UN Women, a United Nations entity dedicated to gender equality and the empowerment of women, offering insights and resources on global gender issues.

- McKinsey Report: *Women in the Workplace 2023*.

This report, published annually by McKinsey & Company, provides a comprehensive analysis of women's representation in the corporate world, highlighting trends, challenges, and opportunities for closing the gender gap in leadership roles.

- World Economic Forum: *Gender Gap Report*.

This annual report tracks gender-based disparities across the globe, including economic participation, education, and political empowerment, offering insights into the state of gender inequality and how corporations can address it.

- Harvard Business review: : <https://hbr.org/2020/09/how-companies-can-close-the-gender-gap>

This article discusses effective strategies for companies to bridge the gender gap and improve female representation in leadership.