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# WFUNA International Model United Nations Geneva 2021

# RESOURCE GUIDE

## Timezone 2

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TIMEZONE

## International Labour Organization

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SIMULATION

## Inequalities and the World of Work

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AGENDA





## Foreword

Dear Participant,

Thank you for joining us for the WFUNA International Model United Nations Geneva Online 2021 conference. We are excited that you are interested in being involved with Model UN, and WIMUN in particular, during the ongoing global health pandemic.

While we are sad that we will not be able to welcome in-person, we look forward to an incredible online experience with you. This resource guide provides you with useful links and resources to help you prepare for the upcoming discussions during WIMUN Geneva Online.

We recommend that you take a careful look at all of them and use the provided information to guide your additional research.



## Topic Description

In recent decades, growing inequality in many countries has emerged as a major concern. The social and economic impact of the coronavirus disease (COVID-19) pandemic since early 2020 has only heightened this concern and highlighted the urgent need for action. The existence of high levels of inequality means that millions of people are unable to meet their needs or those of their families

Research has suggested that high levels of inequality slow the pace of economic growth, erode democracy, social cohesion and trust, contribute to environmental degradation, have negative effects on mental and physical health, and increase the risk of social unrest and conflict.

In recent years, the debate on vertical inequalities has focused on how the richest 1 percent or the top 10 percent of income earners have improved their situation compared to the poorest 99 percent or bottom 90 percent, in many countries. Horizontal inequalities occur when some groups within the population find themselves disadvantaged and discriminated against on the basis of their gender, ethnicity, race, beliefs, status as migrants, among other characteristics.

Spatial inequalities also exist between rural and urban areas and, more recently, between large mega-cities and smaller cities.

Gender inequalities represent one of the greatest forms of inequality in the world of work today. Women and girls still perform the greatest share of unpaid care work. While women spend on average 4 hours and 25 minutes per day performing unpaid care work, men spend only 1 hour and 23 minutes on such work. Furthermore, 21.7 percent of women perform such work on a full-time basis compared to 1.5 percent of men.



For many people, the experience of inequality starts at birth or at a young age, with unequal opportunities in access to healthcare, literacy or quality education due to poverty, gender, family background or other factors, which later translate into fewer job opportunities and lower earnings. Many girls, in particular, face unequal opportunities and persistent gender stereotypes in their access to education and health services and in other aspects of life.





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Representatives of Workers, Employers and Governments will first discuss the status and challenges of addressing these inequalities and work towards reaching consensus on the actions that should be taken to reduce both vertical and horizontal inequalities. These efforts are central to achieving the 2030 Agenda for Sustainable Development (2030 Agenda), which calls for full and productive employment and decent work for all and pledges that “no one will be left behind.”



## UN Resources

### [Inequalities and the world of work, International Labour Conference, 109th Session, 2021](#)

Summary: The document provided by the International Labour Organization focuses on the challenge posed by inequalities in the world of work, delving into the different forms of inequality, the role they play in work dynamics and the key policy areas that can be improved or even implemented to support disadvantaged groups or vulnerable people.

### [Curbing Inequalities in Europe - How can social dialogue and industrial relations help to close the gap?](#)

Summary: The document focuses on recent studies conducted on the role played by industrial relations in inequalities, since income inequality appears to be at its highest level for the past half-century. The paper addresses income inequalities from its root causes, paying particular attention to the contribution of the social partners and social dialogue in reaching agreements that are beneficial for both employers and workers, while balancing flexibility and security.

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### [Inequality in a rapidly changing world - World Social Report 2020](#)



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Summary: The report provides an excursus through the current status of inequality in today's world, it also explores the different kinds of inequality, and its implications. The following chapters include the technological revolution, the effects of climate change of inequality, urbanization and international migration, and lastly, the promotion of equality and social justice in a changing world.





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## Goal 10: Reduce inequality within and among countries

Summary: This page provides a brief description of the 10th SDG, which is to reduce inequalities, it highlights the impact that COVID-19 had on vulnerable communities.

### Reduce inequality within and among countries: data

Summary: This page provides different sets of data that shows: sharing of prosperity among countries, the share of national output used to remunerate workers, the rate of low-income countries that continue to benefit from preferential trade status, and it also shows that policies that facilitate orderly, safe, regular, and responsible migration are not yet universal.

## Non-UN Resources

### Gender Inequality, Work Hours, and the Future of Work

Summary: This report focuses on paid time at work, and the adverse impact of the unequal distribution of paid and unpaid time on gender equality and women's economic security.

### Gender inequalities in the new world of work

Summary: This publication addresses the impact of recent changes in digitalization and automation through a gender perspective, finding the gender inequalities are still present in many dimensions, leading to the need of more effective labour protection frameworks aimed at promoting equal access of women and men to quality jobs and their equal treatment at work.

### Employment Opportunities: Do Race and Ethnicity Matter?

Summary: This social development brief shows that the share of ethnic and racial minority workers in skilled -managerial, professional and technical- occupations is lower than that of workers in the majority or dominant ethnic group in a majority of countries with data.