FEBRUARY EDITION|VOLUME 4

DIAMUNTHLY NEWSLETTER

DIAMUN'S PROGRESS SO FAR!

DIAMUN's work so far is no easy feat, ranging from DIAMUNTHLY to UN day. But let's start from the beginning, shall we?

In the beginning of this academic year, the executive team was established, and
On October 24; the annual United Nations Day, Dubai International Academy's MUN organization organized a *UN day assembly*. Designed to celebrate the foundation of the United Nations, it also provided a general concept for students across all year groups.

The event started off with a *mock debate* starring DIAMUN's executive presidents as delegates of ASEAN and China, debating on rights to the south China sea and recent tensions in the pacific in an action packed one to one.

The debate was followed by *speeches from our Secretary General and President of the General Assembly*, Siddhant Tandon and Harsha Bharadwaj respectively on topics and committees for DIAMUNs 14th annual conference.

The assembly also featured a *guest speaker* from the United Nations Development Program that educated the audience on UN ideals and new projects.

Along with the guest speaker's speech, the event also had a *dramatic flag bearing ceremony* as the flags of the original founding member states including the US, Russia, France, and the United Kingdom along with other member states' flags, were raised high in celebration of the founding of the United Nations organization.

IN THIS VOLUME:

What has DIAMUN done thus far?

Ethnic Cleansing in Myanmar

Gender-based pay gap

ETHNIC CLEANSING IN MYANMAR

Although Myanmar has been known for bordering nations such as India, Bangladesh, China, Laos and Thailand, the current health of the government presents a completely different story.

The battle between the government and the Rohingya always existed ever since the formation of the country in 1948. The Rohingya Muslims have a lower life expectancy due to lower health benefits and lower quality of living. These people lack the existence of basic opportunities such as education. With rules becoming even stricter following the military coup in 1962, Myanmar citizens were required to carry national registration cards; the Rohingya, however, were given foreign identity cards that came with several academic and career limitations.

This discrimination was followed by widespread destruction and assault on the Rohingya people. The first wave of extreme violence began in 1978 from the Myanmar military in an effort to expel the Rohingya from the state, so-called "illegal immigrants," including the Rohingya, were identified and encouraged to leave the region.

The battle caught fire once again as in 2019, the Rohingyas were forced to flee their nation and migrate to neighboring India and Bangladesh with numbers suggesting well over a million people being forced to relocate. Seeing the human rights crisis, the leader of Myanmar Aung San Suu Kyi was called on the international stage to justify her actions and that along with domestic issues led to her house arrest within Myanmar.

This blow to the democratic system was dealt with a military coup in 2021 to solidify the government of the country and regain power. However, as the takeover reaches almost a year, the resistance from the public has never been stronger. The takeover has been faced with a lot of uprisings and riots across the country to oppose such violations of the democratic system.

As the years go on, the only thing remaining the same is the unfair and poor conditions faced by the Rohingya Muslims every day without a proper source of income, education or food.

THE GENDER-BASED PAY GAP

The wage disparity between men and women is referred to as the gender-based wage gap. Experts have calculated this disparity in a variety of methods, but the results all point to the same conclusion: Women regularly earn less than males, and the gap is even bigger for most women of color.

Why does this difference occur?

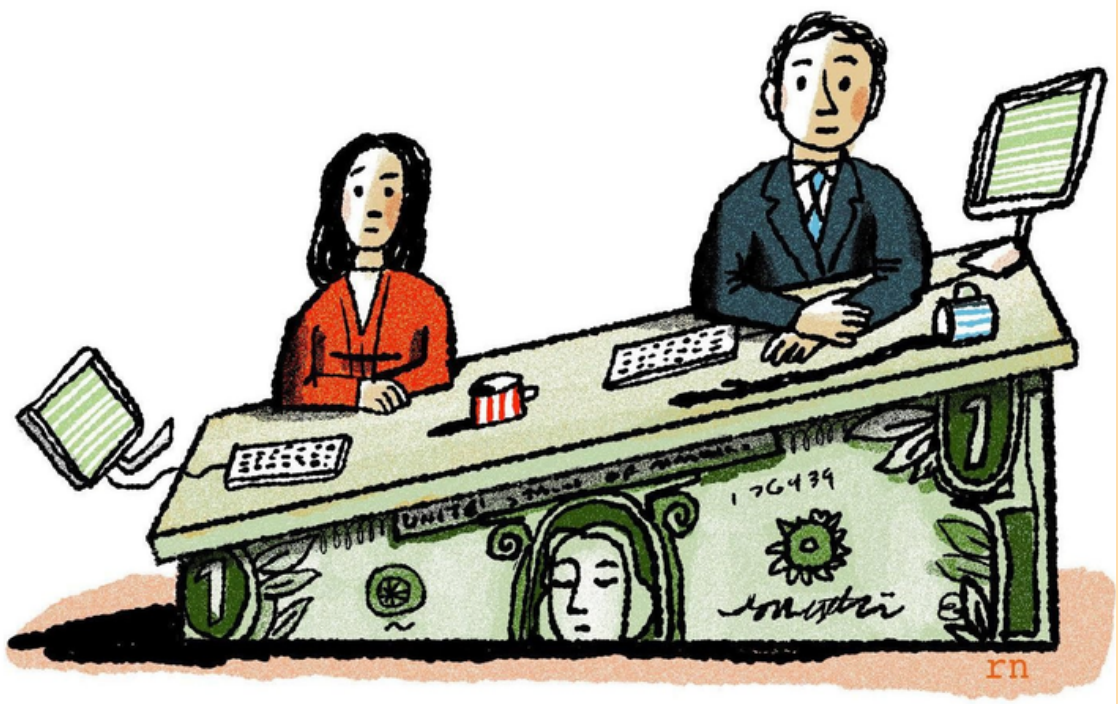
These salary disparities reflect the earnings ratios for men and women across all industries; they do not represent a direct comparison of men and women performing comparable jobs. This method of calculation allows specialists to capture the plethora of factors influencing the gender wage gap, which include, but are not limited to:

- Differences in industries or occupations: So-called women's jobs, which have historically had predominantly female workforces, such as home health aides and child care workers, tend to offer lower pay and fewer benefits than so-called men's jobs, which have historically had predominantly male workforces, such as jobs in trades such as building and construction.
- Differences in years of experience: Because women are disproportionately forced out of the workforce to support caregiving, they have less job experience than men. Women who have access to paid family and medical leave are more likely to return to work—and to return sooner. However, as of March 2019, just 19% of civilian workers had access to paid family leave through their employers, and only 40% had access to short-term disability insurance coverage for their own medical requirements.
- Differences in hours worked: Because women work fewer hours to enable caring, they are more likely to work part-time, which means lower hourly income and fewer benefits as compared to full-time workers.
- Discrimination: Although gender-based wage discrimination has been prohibited since 1963, it remains a common and widespread practice, particularly among women of color. It can grow in settings that prohibit open wage discussions and where employees fear retaliation.

What can be done to help resolve the gender-based pay gap?
Because the gender pay gap has no one singular cause, there isn't a quick fix when it comes to reducing the pay disparity between men and women. Instead, there are a variety of different strategies that could be implemented at the company, state, and national level in order to narrow the gap. These include, but are not limited to:

- Raise the minimum wage: Women's over-representation in low-wage work, such as service-sector jobs and tipped employment, is one of the factors that contribute to the gender pay gap.

- Increase pay transparency: According to the National Bureau of Economic Research, adopting transparent pay practices can help to narrow the gender pay gap by up to 30%. At the individual level, employees and managers can improve pay transparency by promoting open, honest discussions about compensation within the workplace.

- Expand paid family and medical leave: Implementing robust paid family and medical leave for both men and women would allow more women to remain in the workforce and help prevent the earnings drop that currently occurs after women have their first child.

- Fix pay disparities: Employers can conduct a pay audit in order to determine whether men and women are being compensated fairly. Then, employers can take steps to correct the disparity by offering pay increases to employees who they determine are making less than their peers. By regularly examining and adjusting employee pay, individual employers can help to promote an equitable work environment where everyone is paid fairly.