

## **Motion for a Resolution**

### ***The Committee on Women's Rights and Gender Equality***

***From the principle of equal pay to the “Strategy for equality between women and men”: Both the political and the corporate sector have come a long way in terms of gender equality, yet gender gaps remain especially in the labour market. How can the EU promote further progress in the field of gender equality in the labour market and ensure equal opportunities for both women and men in all Member States?”***

THE EUROPEAN YOUTH PARLIAMENT,

- A. Affirming that gender equality is a human right as stated in the Universal Declaration of Human Rights (Art. 1+2) and as such is also included in the Charter of the Fundamental Rights of the European Union (Art. 23),
- B. Noting with deep concern the persisting gender inequality in Europe concerning:
  - 1. the division of labour between men and women regarding occupations as well as career perspectives in certain sectors of the labour market,
  - 2. the payment of men and women doing similar or even the same work and the overall earnings of men and women due to the fact that women more often work in lower-earning jobs, work part-time or take time off from work to care for others, which results in an average of 41% less annual earnings for women across Europe,
- C. Expressing its appreciation of the important steps taken by the UNESCO implementing “Priority Gender Equality Guidelines” and the Council of Europe introducing a “Gender Equality Strategy” against various forms of unequal treatment,
- D. Welcoming the efforts of big companies across Europe to increase the number of women working in high positions in their companies,<sup>1</sup>
- E. Emphasising the obvious economic benefits to be expected from employing or promoting people for their skills and qualifications rather than their gender,
- F. Further recalling the fact that companies with at least one woman on their board of directors can make up to 4% more profit than companies without women on their board of directors,
- G. Convinced, however, that prescribed gender quotas do great harm to the free economy as they do not help finding the highest-skilled and most qualified employees, but do force companies to favour applicants based on their gender,
- H. Expecting companies to invest more in gender equality if the costs for promoting it were lower and if they received more positive publicity for it,
- I. Taking into account that European companies are becoming more multinational, are not bound to one EU Member State and can easily move to another one if they do not agree with laws passed in a single Member State,
- J. Taking note of the fact that some employers might review applications based on the applicant's name or physical appearance,
- K. Taking into consideration that numerous employers avoid employing women because of a possible future absence due to pregnancy instead of assisting them in combining family and work,
- L. Recalling that trials fought by unjustly rejected applicants against companies can take up to several years and are expensive,

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<sup>1</sup> E.g. adidas, which aimed at having 32% of women in their staff, or Commerzbank, which has reached the aim of having a quota of 30% women in their staff.

- M. Keeping in mind that it is hard for parents of young children to unite a career and a family life, which often leads to:
1. the decision not to have children, resulting in a continually ageing society,
  2. women working part-time or temporary jobs, resulting in old-age poverty because of a considerably lower pension level than that of men (on average 39% less),
- N. Fully believing that unequal roles and expectations about men and women in society are rooted in education and perpetuated in the media and by government policies, such as taxation systems which discourage women from working;
1. Calls upon the establishment of a European Gender Equality Agency (EGEA) which:
    - a. hosts a European Gender Equality Database (EGED) that lists every type of job available at all companies with more than 30 employees alongside a short description of the tasks done in this job and the wages paid for workers at this job,
    - b. is responsible for verifying the data submitted by the companies,
    - c. hosts an arbitration court negotiating in cases of both men and women feeling rejected during an application process because of their gender between the company and the applicant, in order to shorten the trials fought by rejected applicants,
    - d. hosts a committee which consists of an equal number of men and women from different social backgrounds that monitor the success and effectiveness of the measures proposed in this resolution,
    - e. publishes whitelists of small, medium and large scale companies which have rendered outstanding services for or have undergone remarkable developments towards gender equality in order to encourage companies to invest more in gender equality;
  2. Urges the Member States to accept a common set of Europe-wide labour laws, which introduce unified and anonymised application forms in order to make it impossible for employers to review applications based on the applicant's name or physical appearance to prevent companies from moving to other countries to avoid stricter laws;
  3. Supports the abolition and prohibition of any kind of gender quota regulations or comparable gender-favouring laws or regulations;
  4. Calls for the establishment of a European Gender Equality Fund (EGEF) which:
    - a. pays companies part of their expenses created by measures promoting gender equality inside the companies in order to encourage the companies to invest more in gender equality,
    - b. pays rejected applicants part of their legal costs if the company they fight against has been found guilty of rejecting higher skilled applicants because of their gender at least 30 times, in order to make such trials more affordable for anyone;
  5. Further requests all companies to offer the possibility of home office and flexitime for parents and to introduce crèches for their employees' children in order to make it easier for parents with young children to unite their career and family-life;
  6. Affirms different measures in order to change the attitude of society towards the roles of men and women both in the labour market and in society in general, such as but not limited to:
    - a. the introduction of Europe-wide "girls and boys days" as an opportunity for pupils to explore jobs and work-environments in which their gender is under-represented,
    - b. long-term media campaigns promoting non-stereotypical views and ideas on the role of men and women,
    - c. the distribution of informative material about gender equality in companies and boards of directors which shall be provided to managers and executive committee members of large companies in the EU, in order to inform them about the advantages of gender equality,
    - d. the introduction of training programmes for teachers across Europe, which raise awareness that girls and boys often underestimate themselves in certain areas of school life that society sees as untypical of them.