**Committee on Human Rights and Social Issues**

**Resolution HURA/BG/2/2019 on approving measures against the gender pay gap with the following reservations:**

**A pay gap is the difference in payment between men and women for the same job. It also entails unequal opportunities on the labor market. The pay gap is still in place, even though this has been a topic when discussing discrimination, e.g..**

The Youth European School Parliament:

1. Being aware of the fact that the gender pay gap is still in place.
2. Alarmed by the fact that the gender pay gap is even increasing in some European countries.
3. Alarmed by the fact that women still tend to be employed less often than men are.
4. Congratulates the European Union on the fact that female employment as a whole has increased and continues to increase, to 66% in 2017.
5. Taking into account that women are employed in lower-paid sectors.
6. Alarmed by the fact that even though on average women take more career breaks and are less likely to be promoted than men are.
7. Considering that the pay gap is not allowed to be in place by law.
8. Equal pay for equal work is covered by Article 1 of the International Convenant on Eonomic, Social and Cultural rights, and
9. Equal pay for equal work is covered by Article 4 of the European Social Charter.
10. Alarmed by the fact that as money begets power, the gender pay gap creates a power gap as well.

 **Parental/maternity leave**

1. Fully aware of the fact that women still choose to take up parental leave more often than men do.
2. Taking into consideration that facilities for parental leave more extensive for women in most European countries, and
3. Fully aware that the facilities differ between countries.
4. Alarmed by the fact that because women are out of the labor market during parental leave they experience a defuse in overall job experience.
5. Fully aware of the fact that pregnancy leave (to give birth) leads to small decrease in overall job experience.

**Job selection**

1. Alarmed by the fact that women still choose family life over their career more often than men do,
2. Assuming that social pressure, stereotypes, social expectations due to history play a major role in these decisions.
3. Taking into consideration that high-end positions, such as management positions, are not often to be obtained when working part-time.

**Discrimination and stereotypes**

1. Assuming that discrimination can be a factor for creating unequal opportunities,
2. Emphasizing that these unequal opportunities can have a demotivating effect of women’s career perspective.
3. Emphasizing that stereotypes lead to people thinking that men are smarter than women, and thus preferring women for non-managing or caring jobs such as secretaries or nurses.
4. Taking into account that this is also a factor for preferring men over women for executive or managing positions.
5. Taking into consideration that discrimination can be positive as well, as women are in a preferred position for some type of jobs, because of strong stereotypes which are in place.
6. Recommends that both parents get equal leave to take care of the children
7. Recommends that the European Union encourages governments to pay for daycare, so women are more inclined to take up a job.
8. Suggests that the European Union creates stricter laws on job security for pregnant women.
9. Recommends that the European Union encourages employers to create and provide daycare centers so workers can leave their child close to their work place.
10. Recommends that the European Union encourages employers to look into possibilities of splitting management jobs into part-time jobs.
11. Requests that the European Union invests into campaigns against gender-specific stereotypes (such as on the work place).
12. Suggests that the European Union creates a law which requires gender neutral job interviews.
13. Encourages employers to install a probationary period for employees in a new position, in order to take out gender bias.