



**21st nMEP 2nd digital nMEP Wels 22**  
28th – 30th January 2022

**PREP MODULE - EMPL**

Dear Delegates of the Committee on Employment,

We as Committee presidents are delighted by your participation in this national session of the Model European Parliament. You will meet a lot of new people, become friends but most importantly discuss various topics and hopefully learn a lot about debating, communicating and how the European Union deals with its issues.

Writing a resolution is not easy. Being prepared not only helps you but the whole committee in writing the perfect resolution. That is why we think it is essential to get prepared thoroughly.

In order to prepare yourself for the upcoming committee meetings and the committee work, we, the Committee Presidents, prepared some useful information and tips for you. Please use the links below to prepare yourself and get a better insight into our committee's question. However, we do encourage you to do research into the topic yourself.

We look forward to meeting you soon.

**Committee on Employment**

**EMPL**

**The question of reducing gender bias and modernizing the workspace**

Professionals for Science, Technology, Engineering and Mathematics (STEM) are in great demand. The number of men working in traditionally male-dominated fields like STEM still greatly surpasses the number of women. As these scientific fields become increasingly more important with regards to digitalization, development, healthcare etc.

What measures should be taken to simultaneously promote gender equality in male dominated fields and modernize the workspace? How can gender bias be reduced in the job market?

General information/facts:

<https://builtin.com/diversity-inclusion/gender-bias-in-the-workplace>

<https://chronus.com/blog/how-to-overcome-gender-bias-in-the-workplace>

<https://www.sage.com/en-gb/blog/eliminate-gender-diversity-workforce/>



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<https://hbr.org/2021/02/research-to-reduce-gender-bias-in-hiring-make-your-shortlist-longer>

<https://theconversation.com/how-to-avoid-gender-bias-in-job-postings-165037>

<https://www.weforum.org/agenda/2021/03/gender-equality-in-the-workplace-ways-to-improve/>

<https://www.ilo.org/infostories/en-GB/Stories/Employment/barriers-women>

<https://recruitee.com/articles/gender-bias-in-the-workplace>

[https://www.ilo.org/wcmsp5/groups/public/---ed\\_dialogue/---act\\_emp/documents/publication/wcms\\_601276.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---act_emp/documents/publication/wcms_601276.pdf)

<https://theewgroup.com/blog/unconscious-gender-bias/>

<https://www.ericsson.com/en/blog/2020/10/unconscious-gender-bias-in-the-workplace>

<https://www.catalyst.org/research/women-in-male-dominated-industries-and-occupations/>

<https://www.frontiersin.org/articles/10.3389/fpsyg.2015.01400/full>

[https://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---emp\\_ent/---multi/documents/publication/wcms\\_756721.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---multi/documents/publication/wcms_756721.pdf)



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<https://www.euractiv.com/section/economy-jobs/news/women-at-a-breaking-point-gender-equality-in-the-workplace/>

EU documents:

[https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality\\_en](https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality_en)

[https://ec.europa.eu/info/aid-development-cooperation-fundamental-rights/your-rights-eu/know-your-rights/equality/equality-between-women-and-men\\_en](https://ec.europa.eu/info/aid-development-cooperation-fundamental-rights/your-rights-eu/know-your-rights/equality/equality-between-women-and-men_en)

[https://ec.europa.eu/info/sites/default/files/aid\\_development\\_cooperation\\_fundamental\\_rights/annual\\_report\\_ge\\_2021\\_en.pdf](https://ec.europa.eu/info/sites/default/files/aid_development_cooperation_fundamental_rights/annual_report_ge_2021_en.pdf)

[https://ec.europa.eu/international-partnerships/topics/gender-equality-and-empowering-women-and-girls\\_en](https://ec.europa.eu/international-partnerships/topics/gender-equality-and-empowering-women-and-girls_en)

Videos:

<http://erc-online.eu/gendertoolkit-etuc/> (video at the bottom of the page)

<https://www.euractiv.com/section/economy-jobs/video/gender-equality-in-the-workplace-how-to-build-on-recent-progress-to-reach-true-parity/>

[https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS\\_566891/lang--en/index.htm](https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_566891/lang--en/index.htm)

<https://www.oecd.org/newsroom/reducing-gender-gaps-and-poor-job-quality-essential-to-tackle-growing-inequality.htm>