



22nd nMEP Graz 2023
26th – 29th January

PREP MODULE - EMPL

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?*

Dear Delegates of the Committee on Employment,

We would like to welcome you all to the 22nd national session in Graz. We are really excited to be part of this wonderful experience and can't wait to meet and work with you throughout the session!

The prep module and factsheet that we have prepared for you consist of useful information and will guide you while doing research on the topic. Certainly, the provided links should not be your only source of information: we highly encourage you to do your own research to gain a better understanding of the topic and thus be able to participate efficiently in our sessions. However, always remember to use reliable sources when researching!

With the help of your preparation, we really look forward to interesting and fruitful discussions during our committee sessions.

In case you have any questions, do not hesitate to contact us!

See you in January!

Your CP's,

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And CIE (Committee Issue Expert)

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General information/facts:

Overview/ introduction

- <https://esthinktank.com/2022/03/24/women-in-stem-in-the-european-union-facts-and-figures/>

Gender bias

- <https://builtin.com/diversity-inclusion/gender-bias-in-the-workplace>
- <https://www.sage.com/en-gb/blog/eliminate-gender-diversity-workforce/>
- <https://www.weforum.org/agenda/2021/03/gender-equality-in-the-workplace-ways-to-improve/>
- https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---act_emp/documents/publication/wcms_601276.pdf

Women in male dominated industries/ Barriers for women in employment

- <https://www.catalyst.org/research/women-in-male-dominated-industries-and-occupations/>
- <https://www.euractiv.com/section/economy-jobs/news/women-at-a-breaking-point-gender-equality-in-the-workplace/>

Gender pay gap

- https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/equal-pay/gender-pay-gap-situation-eu_en

Leaky Pipeline

- <https://www.bluesci.co.uk/posts/the-leaky-pipeline-is-diverse-representation-in-stem-a-pipe-dream>

EU Statistics/ Data

- <https://eige.europa.eu/gender-statistics/dgs>
- <https://digital-strategy.ec.europa.eu/en/news/women-digital-scoreboard-2021>



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Gender equality Index

- <https://eige.europa.eu/publications/gender-equality-index-2020-key-findings-eu>

EU documents:

- 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/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
- Resolution on including women in STEM
https://www.europarl.europa.eu/doceo/document/TA-9-2021-0025_EN.html

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