

## PREP MODULE – FEMM

### 4. Committee on Women’s Rights and Gender Equality

Dear Delegates of the Committee on Women’s Rights and Gender Equality,

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 deem it essential for all to undertake thorough preparations.

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

Lastly, we kindly request you to **send the CP your position paper by January 10<sup>th</sup>, 2024**; see email address below.

Position papers are a great way to fully understand and engage with the topic of our committee.

We look forward to meeting you soon.

Your CP team,

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### Committee on Women’s Rights and Gender Equality

### FEMM

#### 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/>

<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)

<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)



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