**Resolution submitted by: Australia**

**Concerning: The gender pay gap**

The Economic & Social Committee

*Noting* The disparity between average wages in Australia for men and women in every industry and occupation (the gender pay gap).

*Alarmed by* The fact that the gender pay gap currently stands at 15.3% and it has remained between 15 per cent and 18 per cent for the past two decades.

*Concerned* That Australia was ranked 46th on a global index measuring gender equality, slipping from 24th in 2013, and 15th in 2006.

Further Noting That one in five (18 per cent) mothers indicated that they were made redundant, restructured, dismissed, or that their contract was not renewed because of their pregnancy, when they requested or took parental leave, or when they returned to work.

*Recognising* That the factors influencing the gender pay gap are complex.

*Aware that* Women often have the primary child care responsibility and this leads to them taking part time jobs which are often lower paid. Australian women account for 92 per cent of primary carers for children with disabilities, 70% of primary carers for parents and 52% of primary carers for partners.

*Aware of*  The introduction of the Workplace Gender Equality Act in 2012, which was intended improve gender equality by requiring employers with more than 100 staff to submit a report setting out gender composition and comparison of pay between men and women, amongst other things.

*Further aware of* *Towards 2025* which is aiming to reduce the gender participation gap by 25% by 2025.

*Observing* That legislation has had no notable effects and doesn't help to address the societal factors which result in the inequality.

1. *Calls for* i. Further steps to be made to hasten the narrowing of the gender pay gap.

ii. Better child care and a requirement to allow employees to work more flexibly.

iii. Encourage the introduction of national laws making it illegal to pay women less than men for the same or similar work.

*2. Urging* Development of a national action plan to address the gender pay gap and to report regularly on the targets.

*3. Requiring* A meeting between member states to discuss progress towards the narrowing of the pay gap at least twice a year.

*4. Demanding* Legislation for all UN member states to ensure that there is no gap in every occupation regardless of gender.