M **J U E** **N**	**Commission on the Status of Women**	Distr. General 25th, June 2017 Original: English

8th Session

Agenda item: Economic Empowerment

Resolution Adopted by the Commission on the Status of Women, June 25 2017.

Code: Resolution 2-4

Topic: Promotion of Gender Equality and the Empowerment of Women

Committee: Increasing Pay Equality

       The Commission on the Status of Women,

       Recognizes that socio-cultural norms regarding gender roles have an affect on the lowered income of women,

       Expresses concern that very few countries promote paternity leave,

       Notes that the longer working hours of men have an effect on pay inequality,

       Expresses concern that men and women are not aware of their full pay rights,

       Notes with concern the large number of unregulated workers in various regions of the world, and the trouble it brings to the implementation of pay equality,

       1.*Calls once more upon* Member States to give women the right to be paid as much as men by the year 2040;

       2. *Recommends* that Member States implement equal parental leave for men and women to alleviate imbalances in the amount of time for parental leave due to socio-cultural norms regarding child-rearing, and advocates a system based on length of leave where parents receive 100% of their salary for 10 weeks, then 90% for 12 weeks, then 80% for 14 weeks, then 70% for 16 weeks;

3. *Stresses* that the equalization of working hours between men and women should correlate to more equal income, because among the OECD countries, 75% of men work an average of at least 40 hours per week, while only 50% of women work 40 hours per week;

4. *Underlines* the importance of actions from Member States and NGOs to raise awareness about the gender wage gap and the difficulties associated with a lower wage for women in comparison to men; possible actions being the use of media, community events and instruction in education systems on the gender wage gap;

5. *Calls for* the creation and enforcement of laws to increase salary transparency in public and private sector jobs.