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Country: France Committee: CSW

Topic: Assurance of Equal Pay for Services of Equal Derivative Values Between Men and Women

From birth girls and boys, women and men are expected by society to play certain roles based on tradition, religion and other beliefs. These roles are learned and shape the gender norms in our society sadly in most countries gender norms create disadvantages for women. In some places girls are not being sent to school, when they become women then they have the chance to earn money and even then, they earn less money than males most of the time.

France has legally guaranteed equal pay for equal work since passing the 1972 Gender Equality Act and Several other laws have been adopted since then, including a 2006 Act that obliges companies to close the pay gap for women returning from maternity leave. However, the gender pay gap persists. There is a nine per cent difference for work of equal value and a 25 per cent difference over a whole career. The World Economic Forum’s 2020 Global Gender Pay Gap report ranks France as number 127 in wage equality for similar work, a slight improvement since 2015 when the country ranked 132.

We as France **suggest that change** is needed in many levels and both men and women must be involved for it to happen. Research and development organizations need to invest in programs that promote gender equality alongside improving productivity and income, polices need to be implemented that increase women’s access to services and resources communities need to support women as leaders. When development organizations, policies and communities support the success of women we have a chance to tackle other problems such as extreme poverty while giving women the equality they need.