Country: Netherlands

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

Committee: CSW

82 cents, that’s the amount of money a woman gets for every dollar a man earns. And this gap gets wider for women of color. for every dollar a white man earns a Nepali woman earns 50 cents. There are a lot of reasons for this such as prejudice against women, sexism, stereotypes, and more. For example, women are usually seen as the primary caregiver of a child. that stereotype might cause some job givers to not hire a woman because they might be seen as potential mothers that might start working less after giving birth to a child. or another example that might be given is that how mothers who leave for maternity leave get surpassed by their male counterparts because they cannot work during that time. On top of that because of some stereotypes, some people believe that women should not get an education resulting in them not sending their daughters to school. This results in women not getting the education they deserve and struggling to find a job.

As the delegation of the Netherlands, we believe that women and men should get equal pay for the same job. In 1983, the principle of equal treatment was added to the Dutch Constitution. According to Article 1 of the Constitution, everyone in the Netherlands should be treated equally in equal circumstances, and distinctions on grounds of religion, belief, political opinion, race, sex, or any other grounds, are prohibited. With that law women and women that are in minority groups face less discrimination. Netherlands also gives an option for parental leave for both of the parents which helps to establish equality even further.

The delegation of the Netherlands believes that these problems could be solved if correct actions are taken. First and foremost we should focus on educating people on topics such as how men and women are equal and that some stereotypes are no longer valid. By doing this girls and women would be aware of their rights and the stereotypes would be demolished making it easier for women to get their education and find a job. We should also give equal opportunities to everyone such as parental leave for both of the parents. this way both parents would stay in an equal place in their jobs without surpassing each other. We should also raise awareness about this topic so women realize the discrimination they are facing easier.