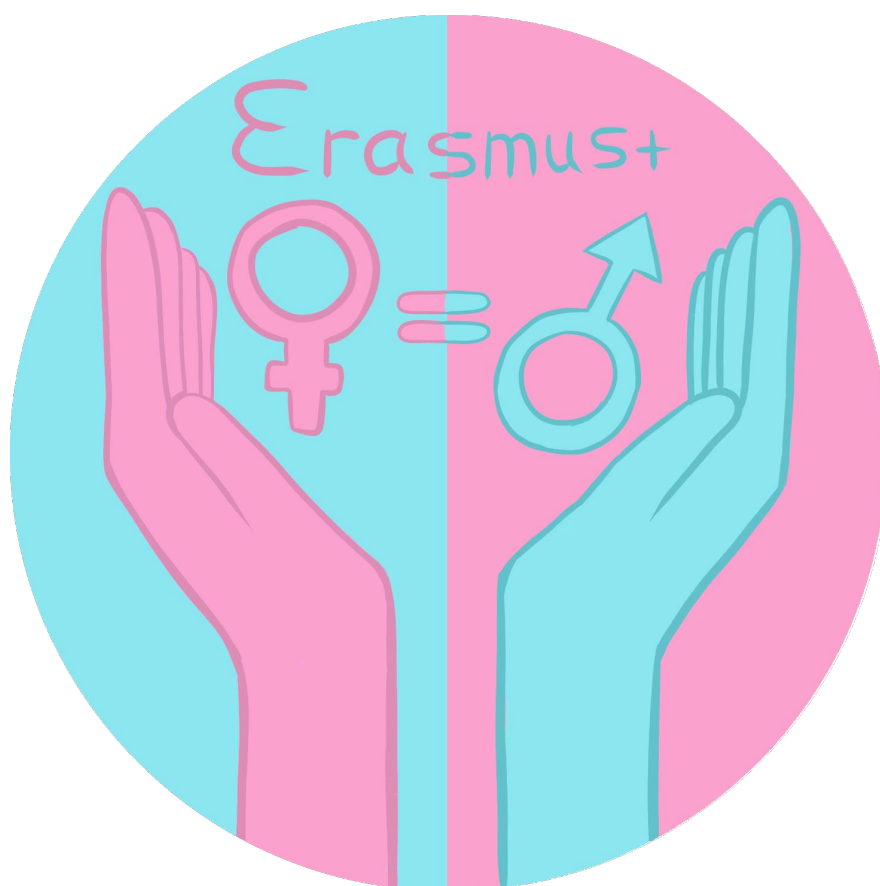


**OUR RECOMMENDATIONS
TO THE EUROPEAN
PARLIAMENT'S COMMITTEE
ON WOMEN'S RIGHTS AND
GENDER EQUALITY**



Erasmus+

RECOMMENDATIONS – WOMEN AND THE FAMILY

- In every school, there should be an hour per week for the students to learn more about birth control and abortion.
 - A website should be created to give online lessons to children about ways to prevent abortion.
 - During the pregnancy, women should get free medicine.
 - There should be compulsory talks at school to inform young women about contraceptive methods.
 - Parental leave should be mandatory so bosses don't have any excuses not to hire a woman because they have paid maternity leave.
 - All abortions should be free, until 12 weeks of gestation.
 - Companies should have a room with babysitters, so employers could leave their children if they can't afford daycare or leave them at home.
 - Either the mother's or the father's salary should increase in the first months so that the parents can afford to buy things to the baby.
 - Before and after an abortion, women should have psychological counselling.
 - A pregnant woman has to receive a full salary.
 - There should be a program for family planning at teenagers over 15 years old so that they know about birth control, abortion, pregnancy and how to deal with it.
 - Women should have the final say when it comes to decide to have an abortion or not.
 - All women should have free access to birth control methods at family planning consultations.
 - There should be a mutual agreement between men and woman when it comes to abortion, but women should have the final say.
 - Women should receive annual free consultations to the doctor where they can get information about the ways in which they can protect their health and learn about the symptoms of pregnancy and sexual diseases.
 - If women want to have a child but they are not socially or financially able to raise the child, they should be provided with the resources needed and information and advice from professionals in the domain.
 - Morning pill should be free in all the countries of the European Union.
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- The authorities should ask psychologists to help the prisoners who aggressed women
 - A couple therapy should be implemented for couples who are starting to show aggressive behaviour or to create troubles.
 - There should be a penalty (fine, community work) for harassers.
 - Investments should be made in informative companies that promote the end of harassment and domestic violence.
 - We recommend building more safe centers to host the women that were subject of domestic violence or harassment and guarantee them that the aggressor will go to prison.
 - We recommend having a week every year where children have lectures with a police officer to talk about domestic violence.
 - When a man harasses or beats a woman, he should pay more money and go to jail.
 - Abusers should get psychological help.
 - Domestic violence or rape victims, who have reported their situation to the police, should be provided with free health care (both psychological and physical).

- Those who practice domestic violence and rapists have to pay a certain amount of money to the victim every month for the following 10 years (the bigger the injuries, the bigger amount of money).

- Schools should have an hour every week where children can learn how to do the chores.

- Free lessons should be proposed to men to learn how they can help women with things around the house.

- There should be lessons to teach young boys and girls how to help their parents with the housework.

- All European governments should invest in informative campaigns and workshops in schools so as to encourage sharing chores equally between men and women.

- Textbooks at school should not be gender-biased.

- The government should provide free nannies to families with new born babies if they want to.

- There should be programs to teach men how to be fathers.

RECOMMENDATIONS – WOMEN AND WORK

1. Access to job with high-level responsibility

- Companies should invite successful women to special meetings where they can tell their story of success.
- Every company must have a male and female boss.
- Extra courses should be implemented for women in order to prepare them for high-level responsibility jobs and to give them confidence so that they can compete with the opposite gender.
- Companies should hire 50% of men and 50% of women as CEOs.
- Every time there is a competition between two people of different genders for a higher position at the workplace, the applicants should be objectively interviewed by a mixed panel of managers to ensure that the chosen applicant is capable of fulfilling all the responsibilities necessary for the position he/she applied for.

2. Employment (in)equality

- If a company director doesn't want to take a woman for a job, he should give a probation period, so she can see if she makes him change his mind by showing him what she can do.
- Yearly controls on employees should be carried on to see if they have reached the adequate position based on their evolution at the workplace during that period of time.
- Employers should be prohibited to ask questions about the private life of women.
- A law should impose to boards of directors to have 50% of women. Make kindergarten free so parents can go to work.
- Certain questions should be forbidden during the interview regarding the personal life of women (e.g.: Do you have children?/ Are you pregnant?) which aren't relevant to the job position the employee is applying for and invade the privacy of the woman.
- Interviews should be recorded in order to make sure that women and men are asked the same (appropriate) questions.
- When someone applies for a job, he/she could apply without a name, but a code on the CV. Like this, the employer can choose by qualification and experience, not by gender.
- The job interview could be done blindly.
- There should be an anti-discrimination committee in every country, and gender discrimination should be punished by law.
- It should be compulsory for parents to look after their sick children on turns. Then the boss can't say that women have more days off than men.

3. Wage (in)equality

- A special committee should be created to monitor the equality of salaries between women and men.
- A law should be voted for equal wages between men and women for the same job.
- An audit should be implemented once a month if the company respects all the aspects related to gender pay equality.
- establishing equal wages for everybody at the same job;
- Companies should be fined if they discriminate workers based on gender or if they give different wages to people with the same job.

RECOMMENDATIONS – WOMEN AND SPORT & CULTURE

WOMEN AND CULTURE

- Artwork done by women should be as published as artwork done by men.
- Men and women should earn the same salary when doing the same job.
- Women should have more monuments to commemorate their work.
- There should be more streets with women's names.
- There should be more women heroines in books and movies.
- Women artists should have more publicity.
- We should encourage television to make both men and women work together.
- We should promote in the same way men and women in positions as writers, painters, etc.
- We should have more or less the same number of women nominated for awards as men.
- The movie industry should recognise gender equality and change the "Best actress" and "Best actor" prizes into a "Best acting" prize.
- We should create some programmes that back up women to have high responsibility jobs, such as lawyers, doctors, computer scientists.
- We should recommend to promote gender equality in movies, theaters and TV series.
- Women represented in portraits should be represented as what they do in society not as their role correlated to men.
- The paintings which are painted by women should be taught more at school.

WOMEN IN SPORTS

- Men and women shouldn't be separated in sports.
- There shouldn't be more sports for men than there is for women.
- Women's football games should be on TV as often as men's.
- Chores should be equally divided so that women have more time to practice sport.
- Media should publish the results of women in sports more.
- There shouldn't be significant salary differences between male and female athletes.
- Women should have more opportunities to do men's sports too
- We should have mixed football teams (girls and boys).
- Sports ads should give more attention to women in sports.
- Women should participate in the same sports as men in the Olympic Games.
- We should do synchronized swimming with boys and girls.
- Women should be broadcast more.
- We should do mixed teams of cheerleaders.
- There should be only one prize "best sports personality" instead of "Best female personality" and "Best male personality".
- Female referees in men sporting events should be more often present and vice versa.

RECOMMENDATIONS – WOMEN AND POLITICS

- We shouldn't put 2 male presidents in two consecutive years.
- We should put the same number of women and men on TV shows (in political debates).
- For the same job in politics that they do, women and men should have the same salary.
- We should put women in more municipalities (for the job of mayor for example).
- There should be the same number of women and men in the senate.
- There should be more women running to become president or mayor.