

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.