



EUROPEAN PARLIAMENT

2014 - 2019

Committee on Employment and Social Affairs

2014/2160(INI)

07.4.2015

AMENDMENT 1 - 74

Draft opinion
Vilija Blinkevičiūtė
(PE551.786v01-00)

on the application of Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation
(2014/2160(INI))

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PE554.695v01-00

EN

United in diversity

EN

AM_Com_NonLegOpinion

Amendment 1

Vilija Blinkevičiūtė, Maria Arena, Edouard Martin, Emilian Pavel, Siôn Simon, Marju Lauristin, Glenis Willmott, Georgi Pirinski, Sergio Gutiérrez Prieto, Elena Gentile

Draft opinion

Recital -A a (new)

Draft opinion

Amendment

-Aa. whereas the main challenge for all EU countries is the correct application and enforcement of the rules on equal pay, as established by Directive 2006/54/EC,

Or. en

Amendment 2

Vilija Blinkevičiūtė, Maria Arena, Emilian Pavel, Edouard Martin, Siôn Simon, Glenis Willmott, Georgi Pirinski, Sergio Gutiérrez Prieto

Draft opinion

Recital -A b (new)

Draft opinion

Amendment

-Ab. whereas employment rates are generally lower among women in comparison to men: in 2013, the employment rate for men stood at 69.4 % in the EU-28, as compared with 58.8 % for women^{1 a},

^{1 a} http://ec.europa.eu/eurostat/statistics-explained/index.php/Employment_statistics.

Or. en

Amendment 3

Vilija Blinkevičiūtė, Maria Arena, Emilian Pavel, Edouard Martin, Siôn Simon, Jutta Steinruck, Glenis Willmott, Georgi Pirinski, Sergio Gutiérrez Prieto

Draft opinion
Recital A c (new)

Draft opinion

Amendment

-Ac. whereas women are generally paid around 16 % less than men, the gender pay gap effects women in receiving lower pensions in comparison to men – on average across the EU women's pensions are 39% lower than men's,

Or. en

Amendment 4

Vilija Blinkevičiūtė, Maria Arena, Edouard Martin, Emilian Pavel, Jutta Steinruck, Marju Lauristin, Georgi Pirinski, Sergio Gutiérrez Prieto

Draft opinion
Recital -A d (new)

Draft opinion

Amendment

- Ad. whereas lack of transparency in employee wage structure creates an environment for gender bias and discriminatory pay structures to remain unrevealed by employees and/or their representatives and extremely difficult to prove thus hampering the effective implementation of the equal pay for equal work principle,

Or. en

Amendment 5

Vilija Blinkevičiūtė, Maria Arena, Emilian Pavel, Jutta Steinruck, Marju Lauristin, Georgi Pirinski, Sergio Gutiérrez Prieto, Elena Gentile, Edouard Martin

Draft opinion
Recital -A e (new)

Draft opinion

Amendment

-Ae. whereas in most Member States national laws do not define in any way the concepts of 'work of equal value' and 'same work', therefore leaving it to interpretation of national courts on a case-by-case basis, thus contributing greatly to the lack of legal certainty for potential victims of pay discrimination, despite the references given by the Court of Justice of the EU in order to ensure legal certainty,

Or. en

Amendment 6

Terry Reintke, Karima Delli

on behalf of the Verts/ALE Group

Draft opinion

Paragraph -1 a (new)

Draft opinion

Amendment

-1a. Takes the view that gender equality, by increasing social and economic well-being, benefits not only women but society as a whole; recalls that effectively challenging gender stereotypes is crucial to increasing women's participation in all segments of the labour market; calls on the EU to be a champion in challenging gender stereotypes especially in the area of education, work and further training;

Or. en

Amendment 7

Terry Reintke, Karima Delli

on behalf of the Verts/ALE Group

Draft opinion
Paragraph -1 b (new)

Draft opinion

Amendment

-1b. Stresses that the European Commission should propose action to (a) decrease the gender pay gap, (b) increase the economic independence of women, (c) improve women's labour market accessibility and career progression, (d) fundamentally increase equality in decision-making, and (e) remove discriminatory structures and practices related to gender;

Or. en

Amendment 8
Terry Reintke, Karima Delli
on behalf of the Verts/ALE Group

Draft opinion
Paragraph -1 c (new)

Draft opinion

Amendment

-1c. Takes note that, in the meantime, one fourth of women remain in the category of unpaid contributing family workers, meaning they receive no direct pay for their efforts, and there is a clear segregation of women in sectors that are generally characterized by low pay, long hours and often informal working arrangements which lead to fewer monetary, social and structural gains to women than are brought to the typical working male; remarks that there are still distinctive barriers to women's labour market participation and that, on average, women in the EU earn around 16,4 % less than men; and addresses, due to these discriminatory structures and practices against women, that gender equality must be ensured in all areas, including in

access to employment, career progression, reconciliation of work and private life and promotion of equal pay for work of equal value;

Or. en

Amendment 9
Yana Toom

Draft opinion
Paragraph 1

Draft opinion

1. Calls on the Member States and the Commission to take steps to combat *all forms of discrimination in the labour market*, including *those against women*, and to adopt social protection measures in order to ensure that women's pay and welfare entitlements, including pensions, are not lower than those of men doing the same job;

Amendment

1. Calls on the Member States and the Commission to take steps to combat *in the labour market discrimination against women and all other forms of discrimination*, including *cases of multiple discrimination*, and to adopt social protection measures in order to ensure that women's pay and welfare entitlements, including pensions, are not lower than those of men doing the same job;

Or. en

Amendment 10
Terry Reintke, Karima Delli
on behalf of the Verts/ALE Group

Draft opinion
Paragraph 1

Draft opinion

1. Calls on the Member States and the Commission to take steps to combat all forms of discrimination in the labour market, including those against women, and to adopt social protection measures *in order* to ensure that *women's* pay and welfare entitlements, including pensions,

Amendment

1. Calls on the Member States and the Commission to take steps to combat all forms of discrimination in the labour market *and in access to employment*, including those against women *and discrimination based on sexual orientation and gender identity*, and to

are not lower than those of men doing the same job;

adopt social protection measures to ensure that *women's* pay and welfare entitlements, including pensions, are not lower than those of men doing the same job;

Or. en

Amendment 11
Enrico Gasbarra

Draft opinion
Paragraph 1

Draft opinion

1. Calls on the Member States and the Commission to take steps to combat all forms of discrimination in the labour market, including those against women, and to adopt social protection measures in order to ensure that women's pay and welfare entitlements, including pensions, are not lower than those of men doing the same job;

Amendment

1. Calls on the Member States and the Commission to take steps to combat all forms of discrimination in the labour market, including those against women, and to adopt social protection measures in order to ensure that women's pay and welfare entitlements, including pensions, are not lower than those of men doing the same job, *in addition to ensuring that where men and women have the same potential, characteristics and education, they are offered the same positions and opportunities within companies;*

Or. it

Amendment 12
Csaba Sógor

Draft opinion
Paragraph 1

Draft opinion

1. Calls on the Member States and the Commission to take steps to combat all forms of discrimination in the labour market, including those against women, and to adopt social protection measures in

Amendment

1. Calls on the Member States and the Commission to take steps to combat all forms of discrimination in the labour market, including those against women, and to adopt social protection measures in

order to ensure that women's pay and welfare entitlements, including pensions, are **not lower than** those of men doing the same job;

order to ensure that women's pay and welfare entitlements, including pensions, are **equal to** those of men doing the same job;

Or. en

Amendment 13 **Marian Harkin**

Draft opinion **Paragraph 1**

Draft opinion

1. Calls on the Member States and the Commission to take steps to combat all forms of discrimination in the labour market, including those against women, and to adopt social protection measures in order to ensure that women's pay and welfare entitlements, including pensions, are not lower than those of men doing the same **job**;

Amendment

1. Calls on the Member States and the Commission to take steps to combat all forms of discrimination in the labour market, including those against women, and to adopt social protection measures in order to ensure that women's pay and welfare entitlements, including pensions, are not lower than those of men doing the same **work or work of equal value**;

Or. en

Amendment 14 **Vilija Blinkevičiūtė**

Draft opinion **Paragraph 1**

Draft opinion

1. Calls on the Member States and the Commission to take steps to combat all forms of discrimination in the labour market, including those **against women, and** to adopt social protection measures **in order** to ensure that **women's** pay and welfare entitlements, including pensions, are not lower than those of men doing the same job;

Amendment

1. Calls on the Member States and the Commission to take steps to combat all forms of discrimination in the labour market, including those **on grounds of gender, and in particular** to adopt social protection measures to ensure that **women's** pay and welfare entitlements, including pensions, are not lower than those of men doing the same job **or a job**

of equal value;

Or. en

Amendment 15

Dominique Martin, Joëlle Mélin

Draft opinion

Paragraph 1

Draft opinion

1. Calls on the Member States and the Commission to take steps to combat all forms of discrimination in the labour market, *including those against women*, and to adopt social protection measures in order to ensure that women's pay and welfare entitlements, including pensions, are *not lower than those of men doing the same job*;

Amendment

1. Calls on the Member States and the Commission to take steps to combat all forms of discrimination in the labour market and to adopt social protection measures in order to ensure that women's pay and welfare entitlements, including pensions, are *equivalent and fair*;

Or. fr

Amendment 16

Siôn Simon, Glenis Willmott

Draft opinion

Paragraph 1

Draft opinion

1. Calls on the Member States and the Commission to take steps to combat all forms of discrimination in the labour market, including those against *women*, and to adopt social protection measures in order to ensure that women's pay and welfare entitlements, including pensions, are not lower than those of men doing the same job;

Amendment

1. Calls on the Member States and the Commission to take steps to combat all forms of discrimination in the labour market, including those against *ethnic minorities, disabled people and women* and to adopt social protection measures in order to ensure that women's pay and welfare entitlements, including pensions, are not lower than those of men doing the same job;

Or. en

Amendment 17
Terry Reintke, Karima Delli
on behalf of the Verts/ALE Group

Draft opinion
Paragraph 1 a (new)

Draft opinion

Amendment

1a. Calls on the Commission to propose clear measures to combat sexual harassment at the workplace more efficiently; regrets that despite EU law protecting individuals from discrimination in employment, 30 % of trans job seekers experienced discrimination when looking for a job, and trans women were the most likely to have felt discriminated against in the year preceding the Fundamental Rights Agency's LGBT Survey; points out that this is a violation of the European Union Charter of Fundamental Rights; calls on the Commission to closely monitor the effectiveness of national complaint bodies and procedures in the context of the implementation of the gender equality directives in regard to gender identity, gender expression and gender reassignment; calls on the Commission to provide Member States with expertise on ways forward to address discrimination in the area of employment on the ground of "sex characteristics"; calls on the Commission to support and encourage Member States in including trans and intersex in diversity trainings and work with employers on workplace measures, e.g. promote anonymous recruitment procedures; calls on Member States to use ESF funds to actively tackle discrimination against trans people in line with ECJ case law;

Or. en

Amendment 18
Arne Gericke

Draft opinion
Paragraph 1 a (new)

Draft opinion

Amendment

1a. Calls on the Member States, within the limits of their national powers, to find ways to offer parents occupational freedom of choice for the benefit of their children and to establish instruments to ensure that periods of time spent bringing up children are granted official, moral and financial recognition, also with regard to pension entitlements;

Or. de

Amendment 19
Arne Gericke

Draft opinion
Paragraph 2

Draft opinion

Amendment

2. Calls on the Member States to actively implement the Commission Recommendation on strengthening the principle of equal pay between men and women through transparency¹, by introducing recommended and tailor-made wage transparency measures and gender-neutral job evaluation and classification systems;

2. Calls on the Member States to actively implement the Commission Recommendation on strengthening the principle of equal pay between men and women through ***proportionate and applicable*** transparency¹, by introducing, ***where necessary***, recommended and tailor-made wage transparency measures and gender-neutral job evaluation and classification systems;

¹ C(2014)1405.

¹ C(2014)1405.

Or. de

Amendment 20
Renate Weber

Draft opinion
Paragraph 2

Draft opinion

2. Calls on the Member States to actively implement the Commission Recommendation on strengthening the principle of equal pay between men and women through transparency¹, by introducing recommended and tailor-made wage transparency measures **and** gender-neutral job evaluation and classification systems;

¹ C(2014)1405.

Amendment

2. Calls on the Member States to actively implement the Commission Recommendation on strengthening the principle of equal pay between men and women through transparency¹, by introducing recommended and tailor-made wage transparency measures **like transparency policies on wage composition and structures;**

Calls on all Member States to find the most appropriate ways in order to secure gender-neutral job evaluation and classification systems by means of, among others: collective labour agreements or practical instruments such as: guides and checklists or training programmes to assist employers in implementing gender-neutral job classification systems.

¹ C(2014)1405.

Or. en

Amendment 21
Ádám Kósa

Draft opinion
Paragraph 2

Draft opinion

2. Calls on the Member States to actively **implement** the Commission Recommendation on strengthening the principle of equal pay between men and women through transparency¹, by introducing recommended and tailor-made

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Amendment

2. Calls on the Member States to actively **consider** the Commission Recommendation on strengthening the principle of equal pay between men and women through transparency¹, by introducing recommended and tailor-made

wage transparency measures and gender-neutral job evaluation and classification systems;

¹ C(2014)1405.

wage transparency measures and gender-neutral job evaluation and ***a balanced and non-discriminatory*** classification systems ***by taking into account the length of service***;

¹ C(2014)1405.

Or. en

Amendment 22

Terry Reintke, Karima Delli

on behalf of the Verts/ALE Group

Draft opinion

Paragraph 2

Draft opinion

2. Calls on the Member States to actively implement the Commission Recommendation on strengthening the principle of equal pay between men and women through transparency¹, by introducing recommended and tailor-made wage transparency measures and gender-neutral job evaluation and classification systems;

¹ C(2014)1405.

Amendment

2. Calls on the Member States to actively implement the Commission Recommendation on strengthening the principle of equal pay between men and women through transparency¹ ***and continued positive action, preferably by legislation as this has proven to be successful***, by introducing recommended and tailor-made wage transparency measures and gender-neutral job evaluation and classification systems;

¹ C(2014)1405.

Or. en

Amendment 23

Siôn Simon, Glenis Willmott

Draft opinion

Paragraph 2

Draft opinion

2. Calls on the Member States to actively implement the Commission Recommendation on strengthening the principle of equal pay between men and women through transparency¹, by introducing recommended and tailor-made wage transparency measures and gender-neutral job evaluation and classification systems;

¹ C(2014)1405.

Amendment

2. Calls on the Member States to actively implement the Commission Recommendation on strengthening the principle of equal pay between men and women through transparency¹, by introducing recommended and tailor-made wage transparency measures and gender-neutral job evaluation and classification systems; ***calls on the Member States to require large companies to publish their gender pay gap.***

¹ C(2014)1405.

Or. en

Amendment 24
Marju Lauristin

Draft opinion
Paragraph 2

Draft opinion

2. Calls on the Member States to actively implement the Commission Recommendation on strengthening the principle of equal pay between men and women through transparency¹, by introducing recommended and tailor-made wage transparency measures and gender-neutral job evaluation and classification systems;

¹ C(2014)1405.

Amendment

2. Calls on the Member States to actively implement the Commission Recommendation on strengthening the principle of equal pay between men and women through transparency¹, by introducing recommended and tailor-made wage transparency measures and gender-neutral job evaluation and classification systems, ***in particular company reporting and employee's entitlement to request pay information***

¹ C(2014)1405.

Or. en

Amendment 25

Vilija Blinkevičiūtė, Emilian Pavel, Siôn Simon, Jutta Steinruck, Glenis Willmott, Sergio Gutiérrez Prieto, Elena Gentile

Draft opinion

Paragraph 2 a (new)

Draft opinion

Amendment

2a. Calls on the Member States to use the naming and shaming approach as the main method for victims, trade unions and gender equality bodies in order to sanction unequal pay practices;

Or. en

Amendment 26

Siôn Simon, Glenis Willmott

Draft opinion

Paragraph 2 a (new)

Draft opinion

Amendment

2a. Calls on the Member States to use the naming and shaming approach as the main method for victims, trade unions and gender equality bodies as a sanction against unequal pay practices;

Or. en

Amendment 27

Vilija Blinkevičiūtė, Maria Arena, Edouard Martin

Draft opinion

Paragraph 2 b (new)

Draft opinion

Amendment

2b. Welcomes the change in the burden of proof in Directive 2006/54/EC in favour of women who are presumed in legal

proceedings to be the victims of sexual discrimination, but wishes to stress that this provision will not be effective unless there is a recognised right for such women to access information held by employers, as proposed by the European Commission for Directive 97/80/EC on the burden of proof in cases of discrimination based on sex, but ultimately not adopted;

Or. en

Amendment 28

Vilija Blinkevičiūtė, Maria Arena, Edouard Martin

Draft opinion

Paragraph 2 c (new)

Draft opinion

Amendment

2c. Highlights that while the differences between the employment and pay rates of men and women may have reduced slightly in recent years, this is not the result of an improvement in the position of women, but of the fact that men's employment rates and levels of pay have fallen during the economic crisis;

Or. en

Amendment 29

Dominique Martin, Joëlle Mélin

Draft opinion

Paragraph 2 bis (new)

Draft opinion

Amendment

2a. Disclosure of pay information must remain sectoral, in order to protect the personal data and privacy of workers;

Amendment 30
Dominique Martin, Joëlle Mélin

Draft opinion
Paragraph 2 ter (new)

Draft opinion

Amendment

2b. Employers should be encouraged to regularly assess the pay gaps within their company to address inequalities, in partnership with staff representatives where appropriate;

Or. fr

Amendment 31
Renate Weber

Draft opinion
Paragraph 3

Draft opinion

Amendment

3. Calls on the Member States to find a way to provide a definition in national laws of what is to be considered as work of equal value or a set of clear criteria on the basis of which it would be possible to determine what should be regarded as work of equal value;

3. Calls on the Member States to find a way to provide a definition in national laws of what is to be considered as work of equal value or a set of clear criteria on the basis of which it would be possible to determine what should be regarded as work of equal value; ***In line with the case-law of the Court of Justice of the European Union, the value of work should be assessed and compared based on objective criteria, such as educational, professional and training requirements, skills, effort and responsibility, work undertaken and the nature of tasks involved.***

Other factors can also be taken into account, such as working conditions, physical and mental stress, competence and degree of independence, planning

and decision making.

Or. en

Amendment 32
Ádám Kósa

Draft opinion
Paragraph 3

Draft opinion

3. Calls on the Member States to find a way to provide a definition in national laws of what is to be considered as work of equal value or a set of clear *criteria* on the basis of which it would be possible to determine what should be regarded as work of equal value;

Amendment

3. Calls on the Member States to find a way to provide a definition in national laws of what is to be considered as work of equal value or a set of clear *framework* on the basis of which it would be possible to determine what should be regarded as work of equal value;

Or. en

Amendment 33
Tiziana Beghin, Laura Agea

Draft opinion
Paragraph 3 a (new)

Draft opinion

Amendment

3a. Stresses that Member States must commit themselves to overcoming the reluctance to employ women in the private sector and to encouraging entrepreneurship among women;

Or. it

Amendment 34
Arne Gericke

Draft opinion
Paragraph 4

Draft opinion

4. Stresses that women are still heavily under-represented in senior and leadership positions at all levels of political and economic decision-making; ***calls, therefore, for swift adoption of the Women on Boards Directive as an important first step in the right direction;***

Amendment

4. Stresses that women are still heavily under-represented in senior and leadership positions at all levels of political and economic decision-making; ***stresses the important and enriching role of women and mothers (or ‘mumpreneurs’) in management and business management;***

Or. de

Amendment 35
Dominique Martin, Joëlle Mélin

Draft opinion
Paragraph 4

Draft opinion

4. Stresses that women are still heavily under-represented in senior and leadership positions at all levels of political and economic decision-making; ***calls, therefore, for swift adoption of the Women on Boards Directive as an important first step in the right direction;***

Amendment

4. Stresses that women are still heavily under-represented in senior and leadership positions at all levels of political and economic decision-making;

Or. fr

Amendment 36
Ádám Kósa

Draft opinion
Paragraph 4

Draft opinion

4. Stresses that women are still heavily under-represented in senior and leadership positions at all levels of political and

Amendment

4. Stresses that women are still heavily under-represented in senior and leadership positions at all levels of political and

economic decision-making; *calls*, therefore, *for* swift *adoption of* the Women on Boards Directive as an important first step in the right direction;

economic decision-making, therefore *calls on a swift action to make the topic mainstreamed better in the public eye with regard to pros and cons about* the Women on Boards directive as an important first step in the right direction;

Or. en

Amendment 37

Terry Reintke, Karima Delli

on behalf of the Verts/ALE Group

Draft opinion

Paragraph 4

Draft opinion

4. Stresses that women are still heavily under-represented in senior and leadership positions at all levels of political and economic decision-making; *calls*, therefore, *for* swift adoption of the Women on Boards Directive as an important first step in the right direction;

Amendment

4. Stresses that women are still heavily under-represented in senior and leadership positions at all levels of political and economic decision-making, therefore *calls on a* swift adoption of the Women on Boards directive as an important first step in the right direction; *stresses the Commission's responsibility to take any action that could help breaking the deadlock in Council for EU legislation addressing transparency and greater gender balance in recruitment for decision-making positions*;

Or. en

Amendment 38

Enrico Gasbarra

Draft opinion

Paragraph 4

Draft opinion

4. Stresses that women are still heavily under-represented in senior and leadership

Amendment

4. Stresses that women, *despite the fact that they account for 60% – the majority –*

positions at all levels of political and economic decision-making; calls, therefore, for swift adoption of the Women on Boards Directive as an important first step in the right direction;

of university graduates, are still heavily under-represented in senior and leadership positions at all levels of political and economic decision-making; calls, therefore, for swift adoption of the Women on Boards Directive, *in senior and management roles*, as an important first step in the right direction *for promoting social and economic equality as part of a gender equality strategy that is perfectly in line with the EU's objectives under the European Pact for Gender Equality and the Framework of Action on Gender Equality* ;

Or. it

Amendment 39
Renate Weber

Draft opinion
Paragraph 4

Draft opinion

4. Stresses that women are still heavily under-represented in senior and leadership positions at all levels of political and economic decision-making; calls, therefore, for swift adoption of the Women on Boards Directive as an important first step in the right direction;

Amendment

4. Stresses that women are still heavily under-represented in senior and leadership positions at all levels of political and economic decision-making; calls, therefore, for swift adoption of the Women on Boards Directive as an important first step in the right direction;

Furthermore considers necessary the introduction of mandatory quotas with sanctions in all EU Member States and deplores the fact that there is no such compulsory duty in the above-mentioned proposal.

Or. en

Amendment 40
Siôn Simon, Glenis Willmott

Draft opinion
Paragraph 4

Draft opinion

4. Stresses that women are still heavily under-represented in senior and leadership positions at all levels of political and economic decision-making; calls, therefore, for swift adoption of the Women on Boards Directive as an important first step in the *right direction*;

Amendment

4. Stresses that women are still heavily under-represented in senior and leadership positions at all levels of political and economic decision-making; calls, therefore, for swift adoption of the Women on Boards Directive as an important first step *for equal representation* in the *public and private sectors*.

Or. en

Amendment 41
Renate Weber

Draft opinion
Paragraph 4 a (new)

Draft opinion

Amendment

4a. Calls on Member States to ensure that companies select the most qualified candidates for a board position from a gender-balanced selection pool and on the basis of a comparative analysis of the qualifications by applying pre-established, clear, neutrally formulated, non-discriminatory and unambiguous criteria. In the case of an election procedure, Members States shall ensure that companies guarantee gender diversity in the composition of the shortlist of candidates while ensuring that the sex of the non-executive director elected in this procedure is not in any way predetermined.

Or. en

Amendment 42
Siôn Simon, Glenis Willmott

Draft opinion
Paragraph 4 a (new)

Draft opinion

Amendment

4a. Calls on the Member States to make a strong commitment to encourage and support women into traditionally male dominated apprenticeships and occupations and to ensure that the employers carry out equality and diversity training for all staff to challenge sexist stereotypes and behaviour in the workplace.

Or. en

Amendment 43
Arne Gericke

Draft opinion
Paragraph 5

Draft opinion

Amendment

5. Calls on the Member States to guarantee a return to work for women after pregnancy and maternity leave, to safeguard their maternity entitlements, and to take measures to prevent the unfair dismissal of employees during pregnancy and protect women and men with care responsibilities from unfair dismissal;

5. Calls on the Member States to guarantee ***recognition for childcare periods for mothers and fathers***, a return to work for women after pregnancy and maternity leave, to safeguard their maternity entitlements, and to take measures to prevent the unfair dismissal of employees during pregnancy and protect women and men with care responsibilities from unfair dismissal;

Or. de

Amendment 44
Jutta Steinruck

Draft opinion
Paragraph 5

Draft opinion

5. Calls on the Member States to guarantee a return to work for women after pregnancy and maternity leave, to safeguard their maternity entitlements, and to take measures to prevent the unfair dismissal of employees during pregnancy and protect women and men with care responsibilities from unfair dismissal;

Amendment

5. Calls on the Member States to guarantee a return to work for women after pregnancy and maternity leave, to safeguard their maternity entitlements, and to take measures to prevent the unfair dismissal of employees during pregnancy and protect women and men with care responsibilities from unfair dismissal;
stresses that, all too frequently, part-time work for women is not voluntary and therefore calls on the Commission and the Member States to develop and implement appropriate measures effectively to limit non-voluntary part-time work, particularly that of women;

Or. de

Amendment 45
Ádám Kósa

Draft opinion
Paragraph 5

Draft opinion

5. Calls on the Member States to **guarantee a** return to work for women after pregnancy and maternity leave, to safeguard their maternity entitlements, and to take measures to prevent the unfair dismissal of employees during pregnancy and protect women and men with care responsibilities from unfair dismissal;

Amendment

5. Calls on the Member States to **make further steps in guaranteeing the** return to work for women after pregnancy and maternity leave, to safeguard their maternity entitlements, and to take measures to prevent the unfair dismissal of employees during pregnancy and **to** protect women and men with care responsibilities from unfair dismissal;

Or. en

Amendment 46

Terry Reintke, Karima Delli

on behalf of the Verts/ALE Group

Draft opinion

Paragraph 5

Draft opinion

5. Calls on the Member States to guarantee *a* return to work for women after pregnancy and maternity leave, to safeguard their maternity entitlements, and to take measures to prevent the unfair dismissal of employees during pregnancy and protect women and men with care responsibilities from unfair dismissal;

Amendment

5. Calls on the Member States to guarantee ***the right of*** return to work for women after pregnancy and maternity leave, ***the right to the highest possible level of health and safety protection at the workplace,*** to safeguard their maternity entitlements, and to take measures to prevent the unfair dismissal of employees during pregnancy and ***to*** protect women and men with care responsibilities from unfair dismissal;

Or. en

Amendment 47

Siôn Simon, Glenis Willmott

Draft opinion

Paragraph 5

Draft opinion

5. Calls on the Member States to guarantee a return to work for women after pregnancy and maternity leave, to safeguard their maternity entitlements, and to take measures to prevent the unfair dismissal of employees during pregnancy and protect women and men with care responsibilities from unfair dismissal;

Amendment

5. Calls on the Member States to guarantee a return to work for women after pregnancy and maternity leave, to safeguard their maternity entitlements, and to take measures to prevent the unfair dismissal of employees during pregnancy and protect women and men with care responsibilities from unfair dismissal; ***on this regard, strongly opposes the Commission's intention to withdraw the Maternity Leave Directive and asks the Member States to reopen the negotiations with the European Parliament.***

Or. en

Amendment 48
Sofia Ribeiro

Draft opinion
Paragraph 5

Draft opinion

5. Calls on the Member States to guarantee a return to work for women after pregnancy and maternity leave, to safeguard their *maternity* entitlements, and to take measures to prevent the unfair dismissal of employees during pregnancy and protect women and men with care responsibilities from unfair dismissal;

Amendment

5. Calls on the Member States to guarantee a return to work for women after pregnancy and maternity leave, *as well as for men regarding their paternity leave* to safeguard their *parental* entitlements, and to take measures to prevent the unfair dismissal of employees during pregnancy *and parental leave* and protect women and men with care responsibilities from unfair dismissal;

Or. en

Amendment 49
Csaba Sógor

Draft opinion
Paragraph 5

Draft opinion

5. Calls on the Member States to guarantee a return to work for women after pregnancy and maternity leave, to safeguard their maternity entitlements, and to take measures to prevent the unfair dismissal of employees during pregnancy and protect women and men with care responsibilities from unfair dismissal;

Amendment

5. Calls on the Member States to guarantee a return to work for women after pregnancy and maternity leave, to safeguard their maternity entitlements, and to take measures to prevent the unfair dismissal of employees during pregnancy and protect women and men with care responsibilities from unfair dismissal.
Emphasizes that studies show that women work longer for the same employer if they are granted the same career and family planning opportunities as men.

Or. en

Amendment 50
Marju Lauristin

Draft opinion
Paragraph 5 a (new)

Draft opinion

Amendment

5a. Stresses the importance to combat indirect discrimination within pension schemes, not only in occupational schemes but also within practices of statutory pension schemes;

Or. en

Amendment 51
Sofia Ribeiro

Draft opinion
Paragraph 5 a (new)

Draft opinion

Amendment

5a. Calls on the Commission to restore the discussion with the European Parliament and the Council concerning maternity leave and stresses that the integration of a paternity leave and of parental leave with equal rights to both parents gives an important boost to combat gender discrimination in work;

Or. en

Amendment 52
Marian Harkin

Draft opinion
Paragraph 5 a (new)

Draft opinion

Amendment

5a. Calls on the Council to engage proactively with the Parliament and Commission in order to unblock the Maternity Leave Directive;

Or. en

Amendment 53
Tiziana Beghin, Laura Agea

Draft opinion
Paragraph 5 a (new)

Draft opinion

Amendment

5a. Takes the view that gender equality should be promoted through investments in infrastructure to provide assistance, in services for families and by incentivising legislation on parental and paternity leave and flexible working hours;

Or. it

Amendment 54
Vilija Blinkevičiūtė, Maria Arena, Emilian Pavel, Edouard Martin, Georgi Pirinski, Sergio Gutiérrez Prieto

Draft opinion
Paragraph 5 a (new)

Draft opinion

Amendment

5a. Emphasizes that the Court of Justice of the EU has made clear that occupational pension schemes are to be considered as pay and therefore the principle of equal treatment applies to these schemes as well; despite that the distinction between statutory and occupational pension schemes is problematic in some Member States or the

concept of occupational pension schemes is unknown and that might be indirectly discriminatory in the labour market;

Or. en

Amendment 55
Arne Gericke

Draft opinion
Paragraph 6

Draft opinion

6. Stresses that occupational and sectoral segregation of the labour market remains a factor in determining the gender pay gap; also stresses that women`s jobs, particularly domestic workers and careers, are consistently undervalued;

Amendment

6. Stresses that occupational and sectoral segregation of the labour market ***for family reasons*** remains a factor in determining the gender pay gap ***and that therefore, recognised childcare periods for mothers and fathers need to be guaranteed***; also stresses that women`s jobs, particularly domestic workers and careers, are consistently undervalued;

Or. de

Amendment 56
Terry Reintke, Karima Delli
on behalf of the Verts/ALE Group

Draft opinion
Paragraph 6

Draft opinion

6. Stresses that occupational and ***sectoral*** segregation of the labour market remains a factor in determining the gender pay gap; also stresses that ***women`s*** jobs, particularly domestic workers and careers, are consistently undervalued;

Amendment

6. ***Stresses that the feminisation of poverty is the result of several factors including the gender pay gap, the pension gap, care responsibilities and related breaks, as well as insufficient support and taxation systems affecting households headed by single mothers; underlines that multiple discrimination that women face on the grounds of, among others, their gender identity, gender expression, and sex***

characteristics, contributes to the feminisation of poverty; Stresses that occupational and sectorial segregation of the labour market remains a factor in determining the gender pay gap; also stresses that women's jobs, particularly domestic workers and careers, are consistently undervalued and underpaid; underlines in this context the importance of assessing the gender effect of social security systems, taxation, benefit systems and working time models that negatively affect women; reminds the importance of thoroughly implementing anti-discrimination legislation, taking into consideration an intersectionality approach in order to reduce poverty among women.

Or. en

Amendment 57
Siôn Simon, Glenis Willmott

Draft opinion
Paragraph 6

Draft opinion

6. Stresses that occupational and sectoral segregation of the labour market remains a factor in determining the gender pay gap; also stresses that women's *jobs*, particularly domestic workers and *careers*, *are consistently undervalued;*

Amendment

6. Stresses that occupational and sectoral segregation of the labour market remains a factor in determining the gender pay gap; also stresses that women, particularly *those who work as* domestic workers and *carers*, *are more likely to be subjected to low pay, involuntary part time work, precarious jobs and zero hours contract.*

Or. en

Amendment 58
Sofia Ribeiro

Draft opinion
Paragraph 6

Draft opinion

6. Stresses that occupational and sectoral segregation of the labour market remains a factor in determining the gender pay gap; also stresses that women`s jobs, particularly domestic workers and careers, are consistently undervalued;

Amendment

6. Stresses that occupational and sectoral segregation of the labour market remains a factor in determining the gender pay gap; also stresses that women`s jobs, particularly domestic workers and careers, are consistently undervalued; ***those questions must be rapidly tackled;***

Or. en

Amendment 59
Csaba Sógor

Draft opinion
Paragraph 6

Draft opinion

6. Stresses that occupational and sectoral segregation of the labour market remains a factor in determining the gender pay gap; also stresses that ***women`s jobs, particularly domestic workers and careers, are*** consistently undervalued;

Amendment

6. Stresses that occupational and sectoral segregation of the labour market remains a factor in determining the gender pay gap; also stresses that ***domestic work, be it as a professional occupation or as private household work, is*** consistently undervalued.

Or. en

Amendment 60
Marian Harkin

Draft opinion
Paragraph 6

Draft opinion

6. Stresses that occupational and sectoral segregation of the labour market remains a factor in determining the gender pay gap;

Amendment

6. Stresses that occupational and sectoral segregation of the labour market remains a factor in determining the gender pay gap;

also stresses that women`s jobs,
particularly domestic workers and *careers*,
are consistently undervalued;

also stresses that women`s jobs,
particularly domestic workers and *carers*,
are consistently undervalued;

Or. en

Amendment 61

Vilija Blinkevičiūtė, Maria Arena, Emilian Pavel, Edouard Martin, Siôn Simon, Jutta Steinruck, Glenis Willmott, Georgi Pirinski, Sergio Gutiérrez Prieto, Elena Gentile

Draft opinion

Paragraph 6 a (new)

Draft opinion

Amendment

6a. Calls on the Member States to step up their efforts to combat undeclared work and precarious jobs, including mini-jobs and false part-time jobs; deploras, furthermore, the abuse of atypical forms of contracts, including zero hours contracts, in order to avoid having to comply with employment and social protection obligations; regrets the fact that there has been a sharp increase in the number of women trapped in in-work poverty;

Or. en

Amendment 62

Sofia Ribeiro

Draft opinion

Paragraph 6 a (new)

Draft opinion

Amendment

6a. Calls on the Commission and Member States to support campaigns which combat gender stereotypes in accessing jobs, stressing that both women and men are able to access to different areas, with a special emphasise to sciences and

technologies;

Or. en

Amendment 63

Vilija Blinkevičiūtė, Maria Arena, Edouard Martin, Emilian Pavel, Jutta Steinruck, Marju Lauristin, Georgi Pirinski, Sergio Gutiérrez Prieto, Elena Gentile

Draft opinion

Paragraph 6 b (new)

Draft opinion

Amendment

6b. Calls on the Member States and the Commission to widespread and raise public awareness related to equal pay, the gender pay and pension gap, on direct and indirect discrimination of women at work on European, national, regional and local levels; calls on the Commission to establish a European year for combating gender pay gap;

Or. en

Amendment 64

Dominique Martin, Joëlle Mélin

Draft opinion

Paragraph 7

Draft opinion

Amendment

7. Calls on the Member States and the Commission to involve social partners (trade unions and NGOs) in the realisation of gender equality, with a view to fostering equal treatment; stresses that the areas covered by social dialogue should include the ***monitoring of gender equality practices at the workplace, the promotion of flexible working arrangements***, with the aim of facilitating the reconciliation of work and private life, ***and the monitoring***

7. Calls on the Member States and the Commission to involve social partners (trade unions and NGOs) in the realisation of gender equality, with a view to fostering equal treatment; stresses that the areas covered by social dialogue should include the ***assessment of equal treatment and pay*** at the workplace. ***Member States should be encouraged to promote*** flexible working arrangements, with the aim of facilitating the reconciliation of work and private life;

of collective agreements, codes of conduct, research or exchanges of experience and good practice in the area of gender equality.

Or. fr

Amendment 65
Vilija Blinkevičiūtė

Draft opinion
Paragraph 7

Draft opinion

7. Calls on the Member States and the Commission to involve social partners (trade unions and *NGOs*) in the realisation of gender equality, with a view to fostering equal treatment; stresses that *the areas covered by* social dialogue *should* include the monitoring of gender equality *practices* at the workplace, *the promotion of* flexible working arrangements, with the aim of facilitating the reconciliation of work and private life, *and the monitoring of* collective agreements, codes of conduct, research or exchanges of experience and good practice in the area of gender equality.

Amendment

7. Calls on the Member States and the Commission to involve social partners (trade unions and *employers*) in the realisation of gender equality, with a view to fostering equal treatment; stresses that social dialogue *shall* include the monitoring *and promotion* of gender equality at the workplace, *including* flexible working arrangements, with the aim of facilitating the reconciliation of work and private life; *stresses the importance* of collective agreements *in combatting discrimination and promoting equality between women and men at work as well as other instruments such as* codes of conduct, research or exchanges of experience and good practice in the area of gender equality.

Or. en

Amendment 66
Ole Christensen

Draft opinion
Paragraph 7

Draft opinion

7. Calls on the Member States and the Commission to involve social partners (trade unions and *NGOs*) in the realisation of gender equality, with a view to fostering equal treatment; stresses that the areas covered by social dialogue should include the monitoring of gender equality practices at the workplace, the promotion of flexible working arrangements, with the aim of facilitating the reconciliation of work and private life, and the monitoring of collective agreements, codes of conduct, research or exchanges of experience and good practice in the area of gender equality.

Amendment

7. Calls on the Member States and the Commission to involve social partners (trade unions and ***employer organisations***) ***and NGOs*** in the realisation of gender equality, with a view to fostering equal treatment; stresses that the areas covered by social dialogue should include the monitoring of gender equality practices at the workplace, the promotion of flexible working arrangements, with the aim of facilitating the reconciliation of work and private life, and the monitoring of collective agreements, codes of conduct, research or exchanges of experience and good practice in the area of gender equality.

Or. en

Amendment 67
Georgi Pirinski

Draft opinion
Paragraph 7

Draft opinion

7. Calls on the Member States and the Commission to involve social partners (trade unions and NGOs) in the realisation of gender equality, with a view to fostering equal treatment; stresses that the areas covered by social dialogue should include the monitoring of gender equality practices at the workplace, the promotion of flexible working arrangements, with the aim of facilitating the reconciliation of work and private life, and the monitoring of collective agreements, codes of conduct, research or exchanges of experience and good practice in the area of gender equality.

Amendment

7. Calls on the Member States and the Commission to involve social partners (trade unions and ***employers, and*** NGOs) in the realisation of gender equality, with a view to fostering equal treatment; stresses that the areas covered by social dialogue should include the monitoring of gender equality practices at the workplace, the promotion of flexible working arrangements, with the aim of facilitating the reconciliation of work and private life, and the monitoring of collective agreements, codes of conduct, research or exchanges of experience and good practice in the area of gender equality.

Amendment 68

Terry Reintke, Karima Delli

on behalf of the Verts/ALE Group

Draft opinion

Paragraph 7

Draft opinion

7. Calls on the Member States and the Commission to involve **social partners (trade unions and NGOs)** in the realisation of gender equality, with a view to fostering equal treatment; stresses that **the areas covered by social dialogue should** include the monitoring of gender equality practices at the workplace, **the promotion of** flexible working arrangements, with the aim of facilitating the reconciliation of work and private life, **and** the monitoring of collective agreements, codes of conduct, research or **exchanges** of experience and good practice in the area of gender equality.

Amendment

7. Calls on the Member States and the Commission to involve **civil society as well as social partners** in the realisation of gender equality, with a view to fostering equal treatment; stresses that social dialogue **shall** include the monitoring of gender equality practices at the workplace, **promoting** flexible working arrangements, with the aim of facilitating the reconciliation of work and private life, **as well as** the monitoring of collective agreements, codes of conduct, research or **exchange** of experience and good practice in the area of gender equality.

Amendment 69

Marian Harkin

Draft opinion

Paragraph 7

Draft opinion

7. Calls on the Member States and the Commission to involve social partners (trade unions and NGOs) in the realisation of gender equality, with a view to fostering equal treatment; stresses that the areas covered by social dialogue should include the monitoring of gender equality practices

Amendment

7. Calls on the Member States and the Commission to involve social partners (trade unions, **gender equality bodies** and NGOs) in the realisation of gender equality, with a view to fostering equal treatment; stresses that the areas covered by social dialogue should include the

at the workplace, the promotion of flexible working arrangements, with the aim of facilitating the reconciliation of work and private life, and the monitoring of collective agreements, codes of conduct, research or exchanges of experience and good practice in the area of gender equality.

monitoring of gender equality practices at the workplace **and** the promotion of flexible working arrangements, with the aim of facilitating the reconciliation of work and private life, and the monitoring of collective agreements, codes of conduct, research or exchanges of experience and good practice in the area of gender equality.

Or. en

Amendment 70
Marian Harkin

Draft opinion
Paragraph 7 a (new)

Draft opinion

Amendment

7a. Asks the Commission to ensure that Country Specific Recommendations in the European Semester on addressing the gender pay gap are implemented;

Or. en

Amendment 71
Terry Reintke, Karima Delli
on behalf of the Verts/ALE Group

Draft opinion
Paragraph 7 a (new)

Draft opinion

Amendment

7a. Highlights the high levels of undeclared work performed by women which negatively impact on women's income, social security coverage and protection and has a bad effect on the EU's GDP levels; calls for the creation of policy measures offering incentives for employers and employees to move

employment from the informal to the formal economy; stresses the need to particularly address domestic work, mainly performed by women, as a special challenge, as the work is in the informal sector, singularized and by its nature invisible which requires the development of tailored measures to tackle this efficiently.

Or. en

Amendment 72
Sofia Ribeiro

Draft opinion
Paragraph 7 a (new)

Draft opinion

Amendment

7a. Regrets that some Member States do not follow or are omissive regarding the provisions of the Directive and urges the Commission to act quickly and firmly to solve this situation;

Or. en

Amendment 73
Sofia Ribeiro

Draft opinion
Paragraph 7 b (new)

Draft opinion

Amendment

7b. Calls on the Member States to create platforms that could receive complaints and provide free support on the legal contest in cases of discrimination at the workplace.

Or. en

Amendment 74
Dominique Martin, Joëlle Mélin

Draft opinion
Paragraph 7a (new)

Draft opinion

Amendment

7a. Calls on the Member States to consider taking measures which enable women not to work if they do not wish to do so, such as parental education salaries, for example; too many women are still being exploited (part-time) for wages which are shamefully low but are necessary for household requirements;

Or. fr