



2015/2007(INI)

14.12.2015

AMENDMENTS

1 - 96

Draft opinion
Jutta Steinruck
(PE571.705v01-00)

Gender equality and empowering women in the digital age
(2015/2007(INI))

Amendment 1

Jutta Steinruck, Evelyn Regner, Vilija Blinkevičiūtė, Georgi Pirinski, Brando Benifei, Elena Gentile

Draft opinion

Recital A (new)

Draft opinion

Amendment

A. having regard to the Commission's "Code of Best practices for Women and ICT", 2013,

Or. en

Amendment 2

Jutta Steinruck, Evelyn Regner, Vilija Blinkevičiūtė, Georgi Pirinski, Brando Benifei, Elena Gentile

Draft opinion

Recital B (new)

Draft opinion

Amendment

B. having regard to the in-depth analysis Women in ICT, 2012 (Directorate general for Internal Policies; Policy department, Gender Equality),

Or. en

Amendment 3

Jutta Steinruck, Evelyn Regner, Vilija Blinkevičiūtė, Georgi Pirinski, Brando Benifei, Elena Gentile

Draft opinion

Recital C (new)

Draft opinion

Amendment

C. having regard to the in-depth analysis Empowering Women on the Internet, 2015 (Directorate general for Internal

Amendment 4
Jane Collins

Draft opinion
Paragraph 1

Draft opinion

1. Calls on the Commission, the Member States and the social partners to promote gender equality in ICT companies, representative bodies and training institutions and to closely monitor and follow up on the progress made;

Amendment

deleted

Amendment 5
Ulla Tørnæs

Draft opinion
Paragraph 1

Draft opinion

1. Calls on the *Commission, the* Member States and the social partners to *promote* gender equality in ICT companies, representative bodies and training institutions and to *closely monitor and follow up on the progress made;*

Amendment

1. Calls on the Member States and the social partners to *encourage* gender equality in ICT companies, representative bodies and training institutions and to *share best practices within and between Member States;*

Amendment 6
Jana Žitňanská

Draft opinion
Paragraph 1

Draft opinion

1. Calls on *the Commission*, the Member States *and the social partners to promote* gender equality in ICT companies, representative bodies and training institutions and to *closely monitor and follow up on the progress* made;

Amendment

1. Calls on the Member States *to help create the conditions for* gender equality in ICT companies, representative bodies and training institutions and to monitor the *changes made and trends*;

Or. sk

Amendment 7
Ádám Kósa

Draft opinion
Paragraph 1

Draft opinion

1. Calls on the Commission, the Member States and the social partners to promote *gender equality* in ICT companies, representative bodies and training institutions and to closely monitor and follow up on the progress made;

Amendment

1. Calls on the Commission, the Member States and the social partners to promote *objective selection procedures based on skills and aptitude, prohibiting discrimination against women*, in ICT companies, representative bodies and training institutions and to closely monitor and follow up on the progress made;

Or. hu

Amendment 8
Jérôme Lavrilleux

Draft opinion
Paragraph 1

Draft opinion

1. Calls on the Commission, the Member States and the social partners to promote gender equality in ICT companies, representative bodies and training institutions and to closely monitor and follow up on the progress made;

Amendment

1. Calls on the Commission, the Member States and the social partners to promote gender equality, *to introduce and guarantee career equality* in ICT companies, representative bodies and training institutions and to closely monitor

and follow up on the progress *that still needs to be* made;

Or. fr

Amendment 9
Romana Tomc

Draft opinion
Paragraph 1

Draft opinion

1. Calls on the Commission, the Member States and the social partners to promote gender equality in ICT companies, representative bodies and training institutions and to closely monitor and follow up on the progress made;

Amendment

1. Calls on the Commission, the Member States and the social partners to promote gender equality in ICT companies, representative bodies and training institutions, *to promote gender balance in decision-making teams*, and to closely monitor and follow up on the progress made;

Or. sl

Amendment 10
Monika Vana
on behalf of the Verts/ALE Group

Draft opinion
Paragraph 1

Draft opinion

1. Calls on the Commission, the Member States and the social partners to promote gender equality in ICT companies, representative bodies and training institutions and to closely monitor and follow up on the progress made;

Amendment

1. Calls on the Commission, the Member States and the social partners to promote *real* gender equality *especially in the digital economy including* in ICT companies, representative bodies and training institutions and to closely monitor and follow up on the progress made;

Or. en

Amendment 11

Jutta Steinruck, Evelyn Regner, Vilija Blinkevičiūtė, Emilian Pavel, Georgi Pirinski, Javi López, Brando Benifei, Elena Gentile

Draft opinion

Paragraph 1

Draft opinion

1. Calls on the Commission, the Member States and the social partners to promote gender equality in ICT companies, representative bodies and training institutions and to closely monitor and follow up on the progress made;

Amendment

1. Calls on the Commission, the Member States and the social partners to promote gender equality in ICT companies, representative bodies and training institutions and to closely monitor and follow up on the progress made; ***calls on the Commission to update current data regarding female workers in the ICT sector and to assess the economic impact of incorporating more women into the sector;***

Or. en

Amendment 12

Agnieszka Kozłowska-Rajewicz, Elisabeth Morin-Chartier, Georges Bach, Anne Sander, David Casa, Danuta Jazłowiecka

Draft opinion

Paragraph -1 (new)

Draft opinion

Amendment

-1. Points out that digitalisation has a substantial impact on the labour market by modifying job dynamism, creating new job opportunities and more flexible working conditions such as telecommuting or teleworking which could serve as an effective tool for better reconciliation of professional and domestic duties for both women and men;

Or. en

Amendment 13

Agnieszka Kozłowska-Rajewicz, Elisabeth Morin-Chartier, Georges Bach, Anne

Sander, Danuta Jazłowiecka

Draft opinion
Paragraph -1 a (new)

Draft opinion

Amendment

-1a. Points out that only 20% of 2.7 million people working in the ICT sector are women, they are underrepresented at all levels in the ICT sector, especially in decision-making positions;

Or. en

Amendment 14
Agnieszka Kozłowska-Rajewicz, Elisabeth Morin-Chartier, Anne Sander, Danuta Jazłowiecka

Draft opinion
Paragraph -1 b (new)

Draft opinion

Amendment

-1b. Highlights the fact that the Commission's estimations show that allowing more women to enter the digital jobs market can create an annual € 9 billion GDP boost in the EU area;

Or. en

Amendment 15
Agnieszka Kozłowska-Rajewicz, Georges Bach, Elisabeth Morin-Chartier, Anne Sander, Danuta Jazłowiecka

Draft opinion
Paragraph -1 c (new)

Draft opinion

Amendment

-1c. Stresses the importance of improving digital skills and IT-literacy among women and boosting their inclusion into ICT, which is one of the highest paying

sectors, which could contribute to women's financial empowerment and independence resulting in the reduction of the total gender wage gap and future pension gap;

Or. en

Amendment 16

Agnieszka Kozłowska-Rajewicz, Adam Kósa, David Casa

Draft opinion

Paragraph 1 a (new)

Draft opinion

Amendment

Ia. Points out that low participation of women and girls in ICT-related education and later in employment is a result of a complex interplay of gender stereotyping that starts at early stages of life and education and continues to professional career; takes note of the fact that factors limiting women and girls from participating in the ICT education and employment include: lifelong stereotyping, segregation into "typically female and male" activities, hobbies and toys that starts at the earliest levels of education, a relative lack of female role models in the ICT sector as well as the limited visibility of women in this sector especially in leadership position;

Or. en

Amendment 17

Thomas Mann

Draft opinion

Paragraph 1 a (new)

Draft opinion

Amendment

Ia. Strongly supports efforts to increase

the proportion of women managers in the EU;

Or. de

Amendment 18
Thomas Mann

Draft opinion
Paragraph 1 b (new)

Draft opinion

Amendment

Ib. Notes that State intervention is necessary when a gender is structurally disadvantaged and is denied the chance of self-realisation; emphasises that the aim must not be gender parity, but rather equal opportunities;

Or. de

Amendment 19
Thomas Mann

Draft opinion
Paragraph 1 c (new)

Draft opinion

Amendment

Ic. Emphasises that diversity is a sign of economic success;

Or. de

Amendment 20
Ulla Tørnæs

Draft opinion
Paragraph 2

Draft opinion

Amendment

2. *Calls on* the Member States to address

2. *Encourages* the Member States to

the gender gap in the ICT sector *by creating more incentives for women, such as role models and career paths, in order to increase the visibility of women; urges the Commission and the Member States to unblock the Women on Boards Directive;*

address the gender gap in the ICT sector, *stresses in this regard the Barcelona Objectives and the importance of quality and affordable childcare for the female employment rate, stresses that equal opportunities for men and women are the heart of equality policy;*

Or. en

Amendment 21 **Ádám Kósa**

Draft opinion **Paragraph 2**

Draft opinion

2. Calls on the Member States to *address* the gender gap in the ICT sector *by creating more* incentives for women, such as role models and career paths, in order to increase the visibility of women; urges the Commission and the Member States to *unblock* the Women on Boards Directive;

Amendment

2. Calls on the Member States to *investigate* the gender gap in the ICT sector *and what processes occur with regard to women's participation in higher education, and what solutions are available to create* incentives for women, such as role models and career paths, in order to increase the visibility of women; urges the Commission and the Member States to *seek to reach agreement on* the Women on Boards Directive;

Or. hu

Amendment 22 **Jana Žitňanská**

Draft opinion **Paragraph 2**

Draft opinion

2. Calls on the Member States to address the gender gap in the ICT sector by creating more incentives for women, such as role models and career paths, in order to increase the visibility of women; *urges the*

Amendment

2. Calls on the Member States to address the gender gap in the ICT sector by creating more incentives for women, such as role models and career paths, in order to increase the visibility of women; *calls on*

Commission and the Member States to unblock the Women on Boards Directive;

the Member States to **create better conditions for employment of women** on boards;

Or. sk

Amendment 23

Sven Schulze

Draft opinion

Paragraph 2

Draft opinion

2. Calls on the Member States to address the gender gap in the ICT sector by creating more incentives for women, such as role models and career paths, in order to increase the visibility of women; **urges the Commission and the Member States to unblock** the Women on Boards Directive;

Amendment

2. Calls on the Member States to address the gender gap in the ICT sector by creating more incentives for women, such as role models and career paths, in order to increase the visibility of women; **calls on the Member States to adapt educational systems, where necessary, with a view to promote teaching and interest in STEM subjects (Science, Technology, Engineering, and Mathematics) in general and for female students in particular; takes note of the most recent Council discussion on the Women on Boards Directive and the concerns regarding a possible violation of the subsidiarity principle and its questionable legal basis;**

Or. en

Amendment 24

Jutta Steinruck, Emilian Pavel, Evelyn Regner, Vilija Blinkevičiūtė, Georgi Pirinski, Javi López, Brando Benifei, Elena Gentile

Draft opinion

Paragraph 2

Draft opinion

2. Calls on the Member States to address the gender gap in the ICT sector by creating more incentives for women, such

Amendment

2. Calls on the Member States to address the gender gap in the ICT sector by creating more incentives **and support**

as role models and career paths, in order to increase the visibility of women; **urges the Commission and the Member States to unblock the Women on Boards Directive;**

structures for women, such as role models, **mentoring programmes** and career paths, in order to increase the visibility of women; **calls therefore on the Member States to adapt educational systems, where necessary, with a view to promote teaching and interest in the so called STEM subjects (Science, Technology, Engineering and Mathematics) in general and for female students in particular; points out the necessity to start endowed professorships for women in ICT, to establish role models for girls and women in this field;**

Or. en

Amendment 25
Jane Collins

Draft opinion
Paragraph 2

Draft opinion

2. Calls on the Member States to address the gender gap in the ICT sector by creating more incentives for women, such as role models and career paths, in order to increase the visibility of women; urges the Commission and the Member States to **unblock** the Women on Boards Directive;

Amendment

2. Calls on the Member States to address the gender gap in the ICT sector by creating more incentives for women, such as role models and career paths, in order to increase the visibility of women; urges the Commission and the Member States to **reject and withdraw** the Women on Boards Directive;

Or. en

Amendment 26
Monika Vana
on behalf of the Verts/ALE Group

Draft opinion
Paragraph 2

Draft opinion

2. Calls on the Member States to address the gender gap in the ICT sector by creating *more* incentives for women, such as role models and career paths, in order to increase the visibility of women; ***urges the*** Commission and the Member States to unblock the Women on Boards Directive;

Amendment

2. Calls on the Member States to address the gender gap in the ICT sector by ***use of positive action, by stressing the business case for diversity and by creating stronger*** incentives for ***both companies and*** women, such as role models and career paths, in order to increase the visibility ***and empowerment*** of women; urges the Commission and the Member States to unblock the Women on Boards Directive; ***welcomes existing initiatives from the Commission to foster network structures and mentoring programs promoting an inclusive digital arena, however, highlights the importance to intensify its efforts and urges to make better use of the Digital Single Market Strategy to promote an open, safe and inclusive internet;***

Or. en

Amendment 27

Jutta Steinruck, Evelyn Regner, Vilija Blinkevičiūtė, Georgi Pirinski, Flavio Zanonato, Javi López, Brando Benifei, Elena Gentile

Draft opinion

Paragraph 2 – point a (new)

Draft opinion

(a) urges the Commission and the Member States to unblock the Directive improving the gender balance among non-executive managers of companies listed on stock exchanges and expand its scope to all directors; Member States should furthermore introduce measures to promote women's career progression at all levels of leadership within companies through positive actions;

Amendment

Or. en

Amendment 28
Thomas Mann

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2a. Emphasises that quotas for female managers cannot apply to microenterprises and small and medium-sized enterprises (SMEs), as they simply do not have sufficient employees;

Or. de

Amendment 29
Laura Agea, Tiziana Beghin

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2a. Calls on the Member States to organise digital literacy courses to facilitate the entry into ICT companies of women who, for various reasons, do not possess these specific skills; points out that failure to implement this policy adequately would result in further discrimination regarding access for women to this sector;

Or. it

Amendment 30
Claude Rolin

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2a. Recalls that the study entitled ‘Women

active in the ICT sector' estimated there would be 900 000 unfilled positions in the ICT sector in Europe; calls therefore on the Commission and the Member States to take appropriate measures to attract far more women into careers in the digital sector;

Or. fr

Amendment 31

Agnieszka Kozłowska-Rajewicz, Georges Bach, Elisabeth Morin-Chartier, Anne Sander, Danuta Jazłowiecka

Draft opinion

Paragraph 2 a (new)

Draft opinion

Amendment

2a. Highlights the fact that the ICT sector is characterised by both vertical and horizontal segregation which is even higher than the other sectors, as well as a gap between women's educational qualifications and their position in the ICT sector; whereas the majority (54 per cent) of women employed in ICT sector occupy lower paid and lower skill-level positions and only a small minority of them (8 per cent) are in the high skill software engineer positions; whereas women are also underrepresented in the decision-making within this sector with only 19,2 per cent of ICT sector workers having female bosses compared to 45,2 per cent of non-ICT sector workers;

Or. en

Amendment 32

Deirdre Clune

Draft opinion

Paragraph 2 a (new)

Draft opinion

Amendment

2a. Whereas women tend to be second earners with ICT jobs featuring heavily in this field, encourages Member States to have tax and benefit systems that are free of disincentives for second earners to work or work more;

Or. en

Amendment 33
Laura Agea, Tiziana Beghin

Draft opinion
Paragraph 2 b (new)

Draft opinion

Amendment

2b. Calls on the Commission and Member States to ensure that appropriate training courses are organised so as to provide women with suitable skills in the IT sector;

Or. it

Amendment 34
Thomas Mann

Draft opinion
Paragraph 2 b (new)

Draft opinion

Amendment

2b. Emphasises that the subsidiarity principle must be strictly applied in connection with quotas;

Or. de

Amendment 35
Agnieszka Kozłowska-Rajewicz, Danuta Jazłowiecka

Draft opinion
Paragraph 2 b (new)

Draft opinion

Amendment

2b. Stresses that the ICT sector is rapidly growing, creating around 120,000 new jobs every year, however skills shortage in ICT and related services might cause up to 900,000 unfilled vacancies by 2020, due to a skills mismatch, stresses therefore the importance to make a full use of women's potential and talents to fill up those vacancies and include women to the ICT sector in order to boost economy in the EU and women's employment opportunities as well as offer a level of protection against exclusion from the labour market;

Or. en

Amendment 36
Laura Agea, Tiziana Beghin

Draft opinion
Paragraph 2 c (new)

Draft opinion

Amendment

2c. Calls on the Commission to ensure that any EU funding for women's digital literacy is closely, constantly and continually monitored so as to prevent any misuse thereof and ensure that it is effectively deployed;

Or. it

Amendment 37
Thomas Mann

Draft opinion
Paragraph 2 c (new)

Draft opinion

Amendment

2c. Calls, in the context of all measures taken in this area, for the bureaucratic burden on firms to be kept to a minimum; points out that excessive amounts of red tape can jeopardise acceptance and lead to job losses and job relocations; welcomes the workable, consensus-based compromises reached by the two sides of industry in Member States with a strong tradition of codetermination; regards codetermination as a best-practice model for European economies;

Or. de

Amendment 38
Jane Collins

Draft opinion
Paragraph 3

Draft opinion

Amendment

3. Demands a regular exchange of best practices among all relevant stakeholders, including social partners, to discuss the implementation of the gender aspect in the Digital Agenda; calls on the Commission to address this issue in its 2016 work programme initiative 'New start for working parents';

deleted

Or. en

Amendment 39
Ulla Tørnæs

Draft opinion
Paragraph 3

Draft opinion

3. ***Demands a regular exchange of best practices among all relevant stakeholders, including social partners, to discuss the implementation of the gender aspect in the Digital Agenda; calls on the Commission to address this issue in its 2016 work programme initiative ‘New start for working parents’;***

Amendment

3. ***Welcomes the many opportunities and the great flexibility the digital age offer employees and self-employed persons, including opportunities for a better work-life balance, working from home, entrepreneurship etc., calls on the Commission to analyse what measures are needed for the EU to realise the full potential of the digital age;***

Or. en

Amendment 40

Laura Agea, Tiziana Beghin

Draft opinion

Paragraph 3

Draft opinion

3. Demands a regular exchange of best practices among all relevant stakeholders, ***including*** social partners, to discuss the implementation of the gender aspect in the Digital Agenda; calls on the Commission to address this issue in its 2016 work programme initiative ‘New start for working parents’;

Amendment

3. Demands a regular exchange of best practices among all relevant stakeholders, ***in particular*** social partners, to discuss the implementation of the gender aspect in the Digital Agenda; calls on the Commission to address this issue in its 2016 work programme initiative ‘New start for working parents’;;

Or. it

Amendment 41

Sven Schulze

Draft opinion

Paragraph 3

Draft opinion

3. Demands a regular exchange of best practices among all relevant stakeholders, including social partners, to discuss the implementation of the gender aspect in the

Amendment

3. Demands a regular exchange of best practices among all relevant stakeholders, including social partners, to discuss the implementation of the gender aspect in the

Digital Agenda; calls on the Commission to address this issue in its 2016 work programme initiative 'New start for working parents';

Digital Agenda; calls on the Commission to address this issue in its 2016 work programme initiative 'New start for working parents'; *welcomes the European "Code of Best Practices for Women and ICT" and calls for its wide and active implementation; welcomes the establishment of the Europe-wide "Grand coalition for digital jobs" and encourages the involved companies to put a special focus on recruitment and equal career opportunities for women;*

Or. en

Amendment 42

Monika Vana

on behalf of the Verts/ALE Group

Draft opinion

Paragraph 3

Draft opinion

3. Demands a regular exchange of best practices among all relevant stakeholders, including social partners, to discuss the implementation of the gender aspect in the Digital Agenda; calls on the Commission to address this issue in its 2016 work programme initiative 'New start for working parents';

Amendment

3. Demands a regular exchange of best practices among all relevant stakeholders, including social partners, to discuss the implementation of the gender aspect in the Digital Agenda; *regrets that the Digital Agenda as well as the Digital Single Market Strategy largely neglects the impact that the digitalisation has on the labour market;* calls on the Commission to address this issue in its 2016 work programme initiative 'New start for working parents';

Or. en

Amendment 43

Jutta Steinruck, Evelyn Regner, Vilija Blinkevičiūtė, Georgi Pirinski, Emilian Pavel, Flavio Zanonato, Javi López, Brando Benifei, Elena Gentile

Draft opinion

Paragraph 3

Draft opinion

3. Demands a regular exchange of best practices among all relevant stakeholders, including social partners, to discuss the implementation of the gender aspect in the Digital Agenda; calls on the Commission to address this issue in its 2016 work programme initiative ‘New start for working parents’;

Amendment

3. Demands a regular exchange of best practices among all relevant stakeholders, including social partners ***and civil society***, to discuss the implementation of the gender aspect in the Digital Agenda; ***welcomes the European "Code of Best Practices for Women and ICT" and calls for its wide and active implementation; welcomes the establishment of the Europe-wide "Grand coalition for digital jobs" and encourages the involved companies to put a special focus on recruitment and equal career opportunities for women***; calls on the Commission to address this issue in its 2016 work programme initiative ‘New start for working parents’;

Or. en

Amendment 44
Thomas Mann

Draft opinion
Paragraph 3

Draft opinion

3. Demands a regular exchange of best practices among all relevant stakeholders, including social partners, to discuss the implementation of the gender aspect in the Digital Agenda; calls on the Commission to address this issue in its 2016 work programme initiative ‘New start for working parents’;

Amendment

3. Demands a regular exchange of best practices among all relevant stakeholders, including social partners, to discuss the implementation of the gender aspect in the Digital Agenda; calls on the Commission to address this issue in its 2016 work programme initiative ‘New start for working parents’; ***emphasises the contribution this can make to easing the skills shortage in many Member States***;

Or. de

Amendment 45
Jana Žitňanská

Draft opinion
Paragraph 3 a (new)

Draft opinion

Amendment

3a. Highlights the potential of new forms of work and increased mobility in reconciling professional and family life, in particular with regard to the situation on the labour market of parents of young children and persons with disabilities;

Or. sk

Amendment 46
Agnieszka Kozłowska-Rajewicz, Georges Bach, Elisabeth Morin-Chartier, Anne Sander, Danuta Jazłowiecka

Draft opinion
Paragraph 3 a (new)

Draft opinion

Amendment

3a. Highlights the fact that some Member States (Germany, Spain, Sweden) initiated policies to encourage a positive gender balance within Europe's ICT professions, and these policies are primarily aimed at promoting ICT-related studies and career paths for girls and women from an early age;

Or. en

Amendment 47
Agnieszka Kozłowska-Rajewicz, Danuta Jazłowiecka

Draft opinion
Paragraph 3 b (new)

Draft opinion

Amendment

3b. Points out that digitalisation in the labour market changes nature of work

and relations between employer and employee as well as creates new possibilities of organisation of work; stresses that these new opportunities require rethinking and redefying terms such as place and boundaries of work time; stresses that employees labour rights guaranteed by Member States' labour law, should be safeguarded independently of new forms and organisation of work brought by digitalisation;

Or. en

Amendment 48
Jane Collins

Draft opinion
Paragraph 4

Draft opinion

4. *Calls on the Commission and the Member States to identify new forms of employment **especially for women** and to safeguard fundamental workers' rights and the social protection of employees in order to combat precarious working conditions;*

Amendment

4. *Believes it is **only** the Member States **who have the right** to identify new forms of employment and to safeguard fundamental workers' rights and the social protection of employees in order to combat precarious working conditions;*

Or. en

Amendment 49
Sven Schulze

Draft opinion
Paragraph 4

Draft opinion

4. Calls on the Commission and the Member States to identify *new* forms of employment especially for women and to safeguard fundamental workers' rights and the social protection of employees *in order to combat precarious working conditions;*

Amendment

4. Calls on the Commission and the Member States to identify *suitable* forms of employment especially for women *that reconcile work and family life* and to safeguard fundamental workers' rights and the social protection of employees;

Amendment 50
Mara Bizzotto

Draft opinion
Paragraph 4

Draft opinion

4. Calls on the Commission and the Member States to identify new forms of employment *especially for women and to safeguard* fundamental workers' rights and the social protection of employees in order to combat precarious working conditions;

Amendment

4. Calls on the Commission and the Member States, *in a bid to combat the crisis and rampant unemployment, particularly among young people*, to identify new forms of employment *in the ICT sector also, guaranteeing access for all interested parties, while safeguarding* fundamental workers' rights and the social protection of employees in order to combat precarious working conditions;

Or. it

Amendment 51
Jérôme Lavrilleux

Draft opinion
Paragraph 4

Draft opinion

4. Calls on the Commission and the Member States to identify new forms of employment especially for women and to safeguard fundamental workers' rights and the social protection of employees in order to combat precarious working conditions;

Amendment

4. Calls on the Commission and the Member States to identify new forms of employment, especially for women *so a full and proper work-life balance may be possible and guaranteed*, and to safeguard fundamental workers' rights and the social protection of employees in order to combat precarious working conditions;

Or. fr

Amendment 52
Monika Vana

Draft opinion
Paragraph 4

Draft opinion

4. Calls on the Commission and the Member States to identify new forms of employment especially *for* women and to safeguard fundamental workers' rights and the social protection of employees in order to combat precarious working conditions;

Amendment

4. Calls on the Commission and the Member States to *carefully assess and* identify *the opportunities and risks of* new forms of employment *and the gender dimension of this*, especially *as regards the impact on employment and working conditions of* women and to safeguard fundamental workers' rights and the social protection of employees in order to combat precarious working conditions; *stresses that new forms of social protection need to be found to underline new forms of work; and that women have already experienced gaps in social security as regards new forms of work and this experience needs to be taken on board in finding adequate solutions;*

Or. en

Amendment 53
Laura Agea, Tiziana Beghin

Draft opinion
Paragraph 4

Draft opinion

4. Calls on the Commission and the Member States to identify new forms of employment especially for women and to safeguard fundamental workers' rights and the social protection of employees in order to combat precarious working conditions;

Amendment

4. Calls on the Commission and the Member States to identify new forms of *sustainable and inclusive* employment especially for women, *providing special forms of protection and security for the most vulnerable groups, such as single mothers, women with disabilities and those living in poverty and therefore at risk of social exclusion; calls on them also* to safeguard fundamental workers' rights and the social protection of employees in order to combat precarious working conditions *and possible forms of exploitation;*

Amendment 54
Paloma López Bermejo

Draft opinion
Paragraph 4

Draft opinion

4. Calls on the Commission and the Member States to identify new forms of employment especially for women and to safeguard fundamental workers' rights and the social protection of employees in order to combat precarious working conditions;

Amendment

4. Calls on the Commission and the Member States to identify new forms of employment especially for women and to safeguard fundamental workers' rights and the social protection of employees in order to combat precarious working conditions;
points out that women are disproportionately affected by the effects of job insecurity;

Or. es

Amendment 55
Jutta Steinruck, Evelyn Regner, Vilija Blinkevičiūtė, Emilian Pavel, Flavio Zanonato, Javi López, Brando Benifei, Elena Gentile, Georgi Pirinski

Draft opinion
Paragraph 4

Draft opinion

4. Calls on the Commission and the Member States to identify new forms of employment especially for women ***and*** to safeguard fundamental workers' rights and the social protection of employees in order to combat precarious working conditions;

Amendment

4. Calls on the Commission and the Member States to identify new forms of ***quality*** employment especially for women, ***as well as their effects on work and private life, including family life; urges the Commission and the Member States*** to safeguard fundamental workers' rights and the social protection of employees in order to combat precarious working conditions; ***calls on the Commission and the Member States, with regard to the Commission's roadmap "New start to address the challenges of work-life balance faced by working families", to address the impact***

of digitalisation on workers with care responsibilities;

Or. en

Amendment 56
Marian Harkin, Ulla Tørnæs

Draft opinion
Paragraph 4

Draft opinion

4. Calls on the Commission and the Member States to identify new forms of employment especially for women and to safeguard *fundamental* workers' rights and the social protection of employees in order to combat precarious working conditions;

Amendment

4. Calls on the Commission and the Member States to identify new forms of employment especially for women and to safeguard workers' rights and the social protection of employees in order to combat precarious working conditions;

Or. en

Amendment 57
Ulla Tørnæs, Marian Harkin

Draft opinion
Paragraph 4

Draft opinion

4. Calls on the Commission and the Member States to *identify* new forms of employment *especially for women and* to safeguard *fundamental* workers' rights and the social protection of employees *in order to combat precarious working conditions*;

Amendment

4. Calls on the Commission and the Member States to *analyse the* new forms of employment *in the digital age and ways* to safeguard *existing* workers' rights and the social protection of employees;

Or. en

Amendment 58
Jana Žitňanská

Draft opinion
Paragraph 4 a (new)

Draft opinion

Amendment

4a. Calls on the Member States to exploit the potential of new forms of employment such as home working, teleworking or freelance work as a means of reconciling work and family life;

Or. sk

Amendment 59
Monika Vana
on behalf of the Verts/ALE Group

Draft opinion
Paragraph 4 a (new)

Draft opinion

Amendment

4a. Acknowledges the potentials digitalisation has for entrepreneurship and highlights the importance to provide for the necessary funding structures for ICT-related businesses and digital start-ups, especially improving the access to funding for female entrepreneurs;

Or. en

Amendment 60
Thomas Mann

Draft opinion
Paragraph 4 a (new)

Draft opinion

Amendment

4a. Takes the view that more flexible working hours make it much easier for men and women to organise their lives in keeping with their circumstances and stage of life;

Amendment 61
Deirdre Clune

Draft opinion
Paragraph 4 a (new)

Draft opinion

Amendment

4a. Calls on the Commission to encourage Member States to take action in the area of affordable childcare so as to facilitate equal access for women to the labour market;

Or. en

Amendment 62
Sven Schulze

Draft opinion
Paragraph 5

Draft opinion

Amendment

5. Points out that the gender pay gap ***continues for self-employed*** women and women ***working*** in the ***ICT sector***; ***stresses*** that the principle of equal pay for equal work in the same workplace ***to ensure just and fair wages is being challenged***;

5. Points out that the gender pay gap ***is the result of different participation of*** women and ***men in the labour market throughout their working lives***; ***stresses that the advances in the area of gender equality, the increasing employment participation of women and investments in social inclusion policies will help to reduce this gender pension gap in the future while the current pension situation of women is linked to the past***; ***notes*** that the principle of equal pay for equal work in the same workplace ***challenges national wage setting mechanisms including the role of the social partners, violates the principle of subsidiarity and is incoherent with EU-treaties***;

Or. en

Amendment 63
Ulla Tørnæs, Marian Harkin

Draft opinion
Paragraph 5

Draft opinion

5. ***Points out that*** the gender pay gap ***continues for self-employed women and women working in the ICT sector***; stresses ***that*** the principle of equal pay for equal work in the same workplace ***to ensure just and fair wages is being challenged***;

Amendment

5. ***Is concerned about*** the gender pay gap ***in some sectors in some countries***; stresses the principle of equal pay for equal work in the same workplace;

Or. en

Amendment 64
Ádám Kósa

Draft opinion
Paragraph 5

Draft opinion

5. Points out that the gender pay gap continues for self-employed women and women working in the ICT sector; stresses that the principle of equal pay for equal work in ***the same workplace*** to ensure just and fair wages is being challenged;

Amendment

5. Points out that the gender pay gap continues for self-employed women and women working in the ICT sector; stresses that the principle of equal pay for equal work in ***workplaces covered by the same law*** to ensure just and fair wages is being challenged;

Or. hu

Amendment 65
Elisabeth Morin-Chartier

Draft opinion
Paragraph 5

Draft opinion

5. Points out that the gender pay gap continues for self-employed women and

Amendment

5. Points out that the gender pay ***and career development*** gap continues for self-

women working in the ICT sector; stresses that the principle of equal pay for equal work in the same workplace to ensure just and fair wages is being challenged;

employed women and women working in the ICT sector; stresses that the principle of equal pay for equal work in the same workplace to ensure just and fair wages is being challenged; ***reiterates that inequalities of this kind should not be allowed to take root in these new sectors and that they should on the contrary be key sectors as regards equal pay and career development;***

Or. fr

Amendment 66
Jérôme Lavrilleux

Draft opinion
Paragraph 5

Draft opinion

5. Points out that the gender pay gap continues for self-employed women and women working in the ICT sector; stresses that the principle of equal pay for equal work in the same workplace to ensure just and fair wages is being challenged;

Amendment

5. Points out that the gender pay gap continues for self-employed women and women working in the ICT sector; stresses that the principle of equal pay for equal work in the same workplace to ensure just and fair wages is being challenged ***even though it constitutes one of the fundamental pillars of social justice in employment and should therefore be protected above all else;***

Or. fr

Amendment 67
Laura Agea, Tiziana Beghin

Draft opinion
Paragraph 5

Draft opinion

5. Points out that the gender pay gap continues for self-employed women and women working in the ICT sector; stresses

Amendment

5. Points out that the gender pay gap continues for self-employed women and women working in the ICT sector; ***calls on***

that the principle of equal pay for equal work in the same workplace to ensure just and fair wages is being challenged;

the Member States to regulate accordingly contracts for self-employed workers; stresses *also* that the principle of equal pay for equal work in the same workplace to ensure just and fair wages is being challenged;

Or. it

Amendment 68
Jana Žitňanská

Draft opinion
Paragraph 5

Draft opinion

5. Points out that the gender pay gap continues for self-employed women and women working in the ICT sector; stresses *that* the principle of equal pay for equal work in the same workplace *to ensure just and fair wages is being challenged*;

Amendment

5. Points out that the gender pay gap continues for self-employed women and women working in the ICT sector; stresses *the importance of* the principle of equal pay for equal work in the same workplace;

Or. sk

Amendment 69
Monika Vana
on behalf of the Verts/ALE Group

Draft opinion
Paragraph 5

Draft opinion

5. Points out that the gender pay gap continues for self-employed women and women working in the ICT sector; stresses that the principle of equal pay for equal work in the same workplace to ensure just and fair wages *is being challenged*;

Amendment

5. Points out that the gender pay gap continues *at an unacceptable high level* for self-employed women and women working in the ICT sector; stresses that *this fundamentally challenges* the principle of equal pay for equal work in the same workplace to ensure just and fair wages; *highlights the importance of collective bargaining at all levels especially in branches which are strongly affected by*

digitalisation in order to ensure the principle of equal pay for equal work as well as safeguard working space quality and working space security in times of digitalisation; points out that necessary general framework conditions have to be found in order to safeguard the protection of personal employee data;

Or. en

Amendment 70

Jutta Steinruck, Evelyn Regner, Vilija Blinkevičiūtė, Georgi Pirinski, Emilian Pavel, Flavio Zanonato, Javi López, Elena Gentile

Draft opinion Paragraph 5

Draft opinion

5. Points out that the gender pay gap *continues for self-employed women and women working* in the ICT sector; stresses that the principle of equal pay for equal work in the same workplace to ensure just and fair wages *is being challenged*;

Amendment

5. Points out that the gender pay gap, *which results in an even higher pension gap, also exists* in the ICT sector; stresses that the principle of equal pay for equal work in the same workplace to ensure just and fair wages *must be guaranteed as pointed out by Commission President Juncker*;

Or. en

Amendment 71

Jana Žitňanská

Draft opinion Paragraph 5 a (new)

Draft opinion

Amendment

5a. Highlights the need for e-learning to be used more intensively as a means of gaining qualifications and skills by persons with reduced mobility;

Or. sk

Amendment 72
Ulla Tørnæs

Draft opinion
Paragraph 6

Draft opinion

6. Welcomes the opportunity for a better work-life balance for women in the digital age; emphasises the risks posed by constant accessibility (e.g. burnout); advocates, therefore, a ‘right to log off’ for workers;

Amendment

deleted

Or. en

Amendment 73
Mara Bizzotto

Draft opinion
Paragraph 6

Draft opinion

6. Welcomes the opportunity for a better work-life balance for women in the digital age; emphasises the risks posed by constant accessibility (e.g. burnout); advocates, therefore, a ‘right to log off’ for workers;

Amendment

6. Stresses the importance of encouraging every means of reconciling different activities, so as to give all workers, including women, the opportunity of achieving a better work-life balance in the digital era;

Or. it

Amendment 74
Ádám Kósa

Draft opinion
Paragraph 6

Draft opinion

6. Welcomes the opportunity for a better

Amendment

6. Welcomes the opportunity for a better

work-life balance for women in the digital age; emphasises the risks posed by constant accessibility (e.g. burnout); advocates, therefore, a *'right to log off'* for workers;

work-life balance for women in the digital age; emphasises the risks posed by constant accessibility (e.g. burnout); advocates, therefore, *full compliance with the prescribed rest times* for workers;

Or. hu

Amendment 75
Jérôme Lavrilleux

Draft opinion
Paragraph 6

Draft opinion

6. Welcomes the opportunity for a better work-life balance for women in the digital age; emphasises the risks posed by constant accessibility (e.g. burnout); advocates, therefore, a 'right to log off' for workers;

Amendment

6. Welcomes the opportunity for a better work-life balance for women in the digital age *even if, despite the ways in which society has changed, structures have still not been sufficiently adjusted and do not make it possible for women to fully profit from this option*; emphasises the risks posed by constant accessibility (e.g. burnout); advocates, therefore, a 'right to log off' for workers;

Or. fr

Amendment 76
Sven Schulze

Draft opinion
Paragraph 6

Draft opinion

6. Welcomes the opportunity for a better work-life balance for women in the digital age; emphasises *the risks posed by constant accessibility (e.g. burnout)*; advocates, therefore, a *'right to log off' for workers*;

Amendment

6. Welcomes the opportunity for a better work-life balance for women in the digital age; emphasises *that work-related mental health problems, such as burnout, caused by the constant accessibility present a serious risk*;

Or. en

Amendment 77
Laura Agea, Tiziana Beghin

Draft opinion
Paragraph 6

Draft opinion

6. Welcomes the opportunity for a better work-life balance for women in the digital age; emphasises the risks posed by constant accessibility (e.g. burnout); advocates, therefore, a ‘right to log off’ for workers;

Amendment

6. Welcomes the opportunity for a better work-life balance for women in the digital age; emphasises the risks posed by constant accessibility (e.g. burnout); advocates, therefore, a ‘right to log off’ for workers, *as well as suitable support for the prevention and treatment of risks arising from employment in the digital sector*;

Or. it

Amendment 78
Monika Vana
on behalf of the Verts/ALE Group

Draft opinion
Paragraph 6

Draft opinion

6. *Welcomes the opportunity for* a better work-life balance for women in the digital age; emphasises the risks posed by constant accessibility (e.g. burnout); advocates, therefore, a ‘right to log off’ for workers;

Amendment

6. *Notes both the potentials and risks of digitalisation of work; reminds that risks and potentials are both to be assessed when work has no clear start or end date anymore; considers that digitalisation could be an instrument – if well used – to lead toward* a better work-life balance for women *and men* in the digital age; emphasises the risks posed by constant accessibility (e.g. burnout); advocates, therefore, a ‘right to log off’ for workers;

Or. en

Amendment 79
Jana Žitňanská

Draft opinion
Paragraph 6

Draft opinion

6. Welcomes the opportunity for a better work-life balance for women in the digital age; ***emphasises*** the risks posed by constant accessibility (e.g. ***burnout***); ***advocates, therefore, a ‘right to log off’ for workers;***

Amendment

6. Welcomes the opportunity for a better work-life balance for women in the digital age; ***is aware of*** the risks posed by constant accessibility;

Or. sk

Amendment 80
Paloma López Bermejo

Draft opinion
Paragraph 6

Draft opinion

6. Welcomes the opportunity for a better work-life balance for women in the digital age; emphasises the risks posed by constant accessibility (e.g. burnout); advocates, therefore, a ‘right to log off’ for workers;

Amendment

6. Welcomes the opportunity for a better work-life balance for women in the digital age; ***expresses, however, its concern over the danger that new ways of working, such as teleworking, increase women’s double burden of work and home life;*** emphasises the risks posed by constant accessibility (e.g. burnout); advocates, therefore, a ‘right to log off’ for workers;

Or. es

Amendment 81
Jutta Steinruck, Evelyn Regner, Vilija Blinkevičiūtė, Georgi Pirinski, Flavio Zanonato, Javi López, Elena Gentile

Draft opinion
Paragraph 6

Draft opinion

6. Welcomes the opportunity for a better work-life balance for women in the digital age; ***emphasises the risks posed by constant accessibility (e.g. burnout); advocates, therefore, a ‘right to log off’ for workers;***

Amendment

6. Welcomes the opportunity for a better work-life balance for women in the digital age ***through the transformation of traditional working time arrangements into more flexible forms of employment; draws attention to the fact, however, that the digitalisation-driven trend towards more flexible working practices may also give rise to unstable forms of employment; stresses the need to ensure that current standards as regards social security, minimum wages ,where applicable, worker participation and occupational health and safety are maintained;***

Or. en

Amendment 82

Agnieszka Kozłowska-Rajewicz, Elisabeth Morin-Chartier, Anne Sander, Danuta Jazłowiecka

Draft opinion

Paragraph 6

Draft opinion

6. Welcomes the opportunity for a better work-life balance for women in the digital age; emphasises the risks posed by constant accessibility (e.g. burnout); ***advocates, therefore, a ‘right to log off’ for workers;***

Amendment

6. Welcomes the opportunity for a better work-life balance for women in the digital age; emphasises the risks posed by ***potential demand for a*** constant accessibility ***of employees*** (e.g. burnout); ***stresses therefore the need for respecting working time arrangements under flexible hours employment contracts in order to maintain the boundaries of working time as defined by the labour law in the individual Member States;***

Or. en

Amendment 83

Jutta Steinruck, Evelyn Regner, Vilija Blinkevičiūtė, Georgi Pirinski, Brando Benifei, Elena Gentile

Draft opinion

Paragraph 6 – point a (new)

Draft opinion

Amendment

(a) emphasises that work-related mental health problems, such as burnout, caused by the constant accessibility present a serious risk; advocates, therefore, a 'right to disconnect' for workers;

Or. en

Amendment 84

Laura Agea, Tiziana Beghin

Draft opinion

Paragraph 6 a (new)

Draft opinion

Amendment

6a. Stresses that distance working also helps women achieve a better work-life balance in the digital era, enabling them to reconcile the demands of the workplace with need to devote due attention to the wellbeing of their families;

Or. it

Amendment 85

Deirdre Clune

Draft opinion

Paragraph 6 a (new)

Draft opinion

Amendment

6a. Calls on the Commission and the Member States to positively address the situation regarding flexible work and job

security that is prominent in the ICT sector, whereas it has been shown that flexible work can help women gain a foothold in the labour market;

Or. en

Amendment 86
Elisabeth Morin-Chartier

Draft opinion
Paragraph 7

Draft opinion

7. Points out that the demand for new skills, particularly in the ICT field, needs to be tackled through training as well as through further education and lifelong learning, in the interests of promoting digital literacy and tackling the existing gender gap in order to enlarge the pool of highly qualified candidates.

Amendment

7. Points out that the demand for new skills, particularly in the ICT field, needs to be tackled through training as well as through further education and lifelong learning, in the interests of promoting digital literacy and tackling the existing gender gap in order to enlarge the pool of highly qualified candidates; ***recalls that the European Social Fund may participate in funding such training courses.***

Or. fr

Amendment 87
Laura Agea, Tiziana Beghin

Draft opinion
Paragraph 7

Draft opinion

7. Points out that the demand for new skills, particularly in the ICT field, needs to be tackled through training as well as through further education and lifelong learning, in the interests of promoting digital literacy and tackling the existing gender gap in order to enlarge the pool of highly qualified candidates.

Amendment

7. Points out that the demand for new skills, particularly in the ICT field, needs to be tackled through training as well as through further education and lifelong learning, in the interests of promoting digital literacy and tackling the existing gender gap in order to enlarge the pool of highly qualified candidates; ***recommends that digital literacy where needed be***

added to traditional training courses, thereby bringing essential content into line with new labour market requirements.

Or. it

Amendment 88

Monika Vana

on behalf of the Verts/ALE Group

Draft opinion

Paragraph 7

Draft opinion

7. Points out that the demand for new skills, particularly in the ICT field, needs to be tackled through training as well as through further education and lifelong learning, in the interests of promoting digital literacy and tackling the existing gender gap in order to enlarge the pool of highly qualified candidates.

Amendment

7. Points out that the demand for new skills, particularly in the ICT field, needs to be tackled through training, ***active labour market measures*** as well as through further education and lifelong learning, in the interests of promoting digital literacy and tackling the existing gender gap in order to enlarge the pool of highly qualified candidates; ***highlights the importance of integrating coding, new media and technologies in the educational curricular at all levels and points out the potential of digital skills to reduce access barriers to the entry in the labour market;***

Or. en

Amendment 89

Paloma López Bermejo

Draft opinion

Paragraph 7

Draft opinion

7. Points out that the demand for new skills, particularly in the ICT field, needs to be tackled through training as well as through further education and lifelong learning, in the interests of promoting

Amendment

7. Points out that the demand for new skills, particularly in the ICT field, needs to be tackled through training as well as through further education and lifelong learning, in the interests of promoting

digital literacy and tackling the existing gender gap in order to enlarge the pool of highly qualified candidates.

digital literacy and tackling the existing gender gap in order to enlarge the pool of highly qualified candidates; ***points to the importance of constant dialogue with social partners in order to overcome the gender gap in this field.***

Or. es

Amendment 90
Ulla Tørnæs, Marian Harkin

Draft opinion
Paragraph 7

Draft opinion

7. Points out that the demand for new skills, particularly in the ICT field, ***needs to be tackled*** through training as well as through further education and lifelong learning, ***in the interests of promoting digital literacy and tackling the existing gender gap in order to enlarge the pool of highly qualified candidates.***

Amendment

7. Points out that ***there is a pressing need to tackle*** the demand for new skills, particularly in the ICT field, through training as well as through further education and lifelong learning; ***stresses that there is a pressing need to ensure that educational institutions ensure a better match between the skills of their candidates and the demands on the labour market.***

Or. en

Amendment 91
Glenis Willmott

Draft opinion
Paragraph 7 a (new)

Draft opinion

7a. Highlights the importance of quality childcare and calls on Member States to ensure that working parents have access to accessible and affordable childcare services;

Amendment

Or. en

Amendment 92

Monika Vana

on behalf of the Verts/ALE Group

Draft opinion

Paragraph 7 a (new)

Draft opinion

Amendment

7a. Calls on the Commission and Member States to use experiences from the MINT subjects in order to substantially increase the share of female students in ICT related subjects; points out that existing stereotypes strongly promote the existing gender gap in ICT education having a negative impact for the economic development and the competitiveness of the European Union;

Or. en

Amendment 93

Jana Žitňanská

Draft opinion

Paragraph 7 a (new)

Draft opinion

Amendment

7a. Points out the lack of sufficiently conclusive recommendations and the need to gather data on the new forms of work so as to enable the Member States to take informed decisions when shaping policies for new types of employment in the context of digital technologies;

Or. sk

Amendment 94

Agnieszka Kozłowska-Rajewicz, Elisabeth Morin-Chartier, Georges Bach, Anne Sander, Danuta Jazłowiecka

Draft opinion
Paragraph 7 a (new)

Draft opinion

Amendment

7a. Takes the view that women over 55 are more likely to have depreciated e-skills due to the lack of life-long learning and that digitalization constitutes an important barrier for older job seekers with limited e-skills, calls on the Commission and the Member States to support life-long learning as well as training and schemes which prepare for a better adaptation or a potential change of career path according to the growing demand for e-skills in many different sectors with a special regard to women over 55 in order to safeguard them from the exclusion from the labour market;

Or. en

Amendment 95
Glenis Willmott

Draft opinion
Paragraph 7 b (new)

Draft opinion

Amendment

7b. Stresses the importance of learning ICT skills at an early age and calls on Member States to ensure that girls are encouraged to take up ICT classes throughout their education; stresses the importance of accessible ICT learning and calls on Member States to encourage females from all economic backgrounds to develop their ICT skills through fully funded apprenticeships and traineeships;

Or. en

Amendment 96
Jana Žitňanská

Draft opinion
Paragraph 7 b (new)

Draft opinion

Amendment

7b. Urges the Member States in the light of the ongoing digitalisation of society to enable population groups who are at a disadvantage in this respect (such as senior citizens) to supplement their qualifications and update their digital skills;

Or. sk