



2017/2008(INI)

28.4.2017

AMENDMENTS

1 - 148

Draft opinion
Tania González Peñas
(PE601.266v01-00)

Women's Economic Empowerment in the Private and Public Sectors in the EU
(2017/2008(INI))

Amendment 1
Dominique Martin, Mara Bizzotto

Draft opinion
Recital A

Draft opinion

A. whereas *structural barriers to women's economic empowerment are the result of multiple and intersecting forms of inequalities and discrimination in the private and public spheres;*

Amendment

A. whereas *women are often the victims of occupational segregation and exploited or forced to accept precarious posts or atypical working arrangements, which leads to differences in pay and in pensions;*

Or. fr

Amendment 2
Monika Vana
on behalf of the Verts/ALE Group

Draft opinion
Recital A

Draft opinion

A. whereas structural barriers to women's economic empowerment are the result of multiple and intersecting forms of inequalities and discrimination in the private and public spheres;

Amendment

A. whereas structural barriers to women's economic empowerment are the result of multiple and intersecting forms of inequalities, *stereotypes* and discrimination in the private and public spheres;

Or. en

Amendment 3
Heinz K. Becker

Draft opinion
Recital A a (new)

Draft opinion

Amendment

A a. whereas women's economic empowerment and equal opportunities in the labour market are crucial for women individually but also instrumental for

EU's economic growth with positive impact on GDP, inclusiveness and competitiveness of businesses as well as the sustainability of national social security systems affected by demographic change.

Or. en

Amendment 4

Miapetra Kumpula-Natri, Elena Gentile, Jutta Steinruck, Siôn Simon

Draft opinion

Recital A a (new)

Draft opinion

Amendment

A a. whereas a recent study by EIGE states that improvements in gender equality would lead to an additional 10.5 million jobs in 2050 that would lead to an increase in EU GDP per capita by 6.1 to 9.6% [1]

[1] European Institute for Gender Equality (EIGE); "Economic benefits of gender equality in the EU", 2017

Or. en

Amendment 5

Agnieszka Kozłowska-Rajewicz, Sofia Ribeiro, Sven Schulze, Romana Tomc, Adam Kósa, David Casa, Georges Bach, Danuta Jazłowiecka, Krzysztof Hetman, Claude Rolin, Jeroen Lenaers, Anne Sander

Draft opinion

Recital A a (new)

Draft opinion

Amendment

A a. whereas women's economic empowerment and equal opportunities in the labour market are crucial for women individually but also instrumental for EU's economic growth with positive impact on GDP, inclusiveness and competitiveness of businesses as well as challenges related to the ageing

Amendment 6

Jasenko Selimovic, Martina Dlabajová, Robert Rochefort, Marian Harkin

Draft opinion

Recital A a (new)

Draft opinion

Amendment

A a. Whereas the EU 2020 strategy establishes the EU's target of 75 % of men and women in employment by 2020 and, in particular, to close the gender gap in employment; whereas coordinated efforts will be required to facilitate women's labour-market participation.

Or. en

Amendment 7

Tania González Peñas

Draft opinion

Recital A a (new)

Draft opinion

Amendment

A a. whereas women's economic participation and empowerment are fundamental to strengthening women's rights and enabling women to have control over their lives and exert influence in society;

Or. en

Amendment 8

Csaba Sógor

Draft opinion

Recital A a (new)

Draft opinion

Amendment

A a. Whereas it is essential to ensure that women and men have the same rights and opportunities to take part in economic life;

Or. en

Amendment 9
Sofia Ribeiro

Draft opinion
Recital A a (new)

Draft opinion

Amendment

Aa. whereas maternity should not be seen as an obstacle to women's professional development and consequently to their emancipation;

Or. pt

Amendment 10
Jasenko Selimovic, Martina Dlabajová, Marian Harkin

Draft opinion
Recital A b (new)

Draft opinion

Amendment

A b. Whereas greater economic empowerment of women and greater gender equality is an economic opportunity which would significantly boost Europe's economic growth, competitiveness, and opportunities in employment. Emphasises that GDP would grow between 15% and 45% in the EU Member States if gender gaps in employment were eliminated.

Or. en

Amendment 11
Sofia Ribeiro

Draft opinion
Recital A b (new)

Draft opinion

Amendment

Ab. whereas women and men have equal rights and duties in relation to parenthood (with the exception of recovery after giving birth), and bearing in mind that the burden of bringing up children should be shared and should therefore not be assigned exclusively to mothers;

Or. pt

Amendment 12

Agnieszka Kozłowska-Rajewicz, Sofia Ribeiro, Romana Tomc, David Casa, Georges Bach, Danuta Jazłowiecka, Claude Rolin, Jeroen Lenaers, Anne Sander

Draft opinion
Recital A b (new)

Draft opinion

Amendment

A b. whereas gender equality policies have a strong impact on GDP and by 2050, improving gender equality would lead to an increase in EU GDP per capita by 6.1 to 9.6%, which amounts to €1.95 to €3.15 trillion (EIGE's estimates)

Or. en

Amendment 13
Csaba Sógor

Draft opinion
Recital A b (new)

Draft opinion

Amendment

A b. Whereas due to persisting hindering factors women are under-

represented in most Science, Technology, Engineering and Mathematics areas and whereas it is of utmost importance to attract more women to study such subjects;

Or. en

Amendment 14
Tania González Peñas

Draft opinion
Recital A b (new)

Draft opinion

Amendment

A b. whereas an increase in the participation of women in the labour force, or a reduction in the gap between women's and men's labour force participation, results in faster economic growth;

Or. en

Amendment 15
Jasenko Selimovic, Martina Dlabajová, Robert Rochefort, Marian Harkin

Draft opinion
Recital A c (new)

Draft opinion

Amendment

A c. Whereas although women account for almost 60% of graduates in the EU they remain under-represented in science, mathematics, IT, engineering and related careers; highlights, as a result, inequality in occupations is taking new forms and, despite the investment in education, young women are still twice as likely as young men to be economically inactive;

Or. en

Amendment 16
Sofia Ribeiro

Draft opinion
Recital A c (new)

Draft opinion

Amendment

Ac. whereas balancing work and family is essential in order to boost women's professional careers, and this requires public and private childcare structures;

Or. pt

Amendment 17
Tania González Peñas

Draft opinion
Recital A c (new)

Draft opinion

Amendment

A c. whereas economic empowerment increases women's access to economic resources and opportunities such as employment, financial services, property and other assets, and skills development;

Or. en

Amendment 18
Sofia Ribeiro

Draft opinion
Recital A d (new)

Draft opinion

Amendment

Ad. whereas the European rate of female participation in scientific and technical degree courses is lower than the equivalent rate for men, and it is estimated that jobs in the area of ICT and computer sciences will play a significant role in the short term, in terms of both

vacancies and earnings;

Or. pt

Amendment 19
Tania González Peñas

Draft opinion
Recital A d (new)

Draft opinion

Amendment

A d. whereas an increase in gender equality and the economic empowerment of women has a positive impact on GDP growth;

Or. en

Amendment 20
Tania González Peñas

Draft opinion
Recital A e (new)

Draft opinion

Amendment

A e. whereas according to the predictions, if women's productivity level would rise to match that of men's, the EU's GDP could grow by 27%;

Or. en

Amendment 21
Tania González Peñas

Draft opinion
Recital A f (new)

Draft opinion

Amendment

A f. whereas according to OECD studies companies with more women on their boards experience greater

profitability compared to those with all-male boards even though in 2014 women accounted for just 20.2% of board members of the largest publicly listed companies registered in the EU countries;

Or. en

Amendment 22
Tania González Peñas

Draft opinion
Recital A g (new)

Draft opinion

Amendment

A g. whereas taking into account forgone earnings, missed welfare contributions and additional public finance costs, the total yearly cost of the lower female employment rate was €370 billion in 2013 which corresponds to 2.8% of the EU's GDP;

Or. en

Amendment 23
Tania González Peñas

Draft opinion
Recital A h (new)

Draft opinion

Amendment

A h. whereas in households where the youngest child is aged under seven men spend 41 hours per week in paid work and 15 hours in unpaid work while women spend 32 hours per week in paid work, but 39 hours in unpaid work;

Or. en

Amendment 24
Verónica Lope Fontagné, Rosa Estaràs Ferragut

Draft opinion
Paragraph 1

Draft opinion

1. Considers that equal economic independence and the *guarantee of the principle of equal pay* for equal work and work of equal value are necessary steps for women's economic empowerment;

Amendment

1. Considers that equal economic independence, and the *elimination of all forms of direct and indirect discrimination on grounds of sex with regard to all aspects and conditions of remuneration* for equal work and work to which equal value is attributed, as referred to in Directive 2006/54/EC, are necessary steps for women's economic empowerment;

Or. es

Amendment 25
Dominique Martin, Mara Bizzotto

Draft opinion
Paragraph 1

Draft opinion

1. Considers that equal economic independence and the guarantee of the principle of equal pay for equal work and work of equal value are necessary steps for women's economic empowerment;

Amendment

1. Considers that equal economic independence and the guarantee of the principle of equal pay for equal work and work of equal value are necessary steps for women's economic empowerment; *points out that, in spite of all the EU's efforts, the pay gap between men and women with the same skills and carrying out the same work is still significant;*

Or. fr

Amendment 26
Claudiu Ciprian Tănăsescu

Draft opinion
Paragraph 1

Draft opinion

Amendment

1. Considers that equal economic independence and the guarantee of the principle of equal pay for equal work and work of equal value are necessary steps for women's economic empowerment;

1. Considers that equal economic independence and the guarantee of the principle of equal pay for equal work and work of equal value are necessary steps for women's economic empowerment ***and the consolidation of their fundamental rights; considers that women's economic empowerment is crucial, not least in order to reduce poverty and promote development;***

Or. ro

Amendment 27

Agnieszka Kozłowska-Rajewicz, Sofia Ribeiro, Sven Schulze, Romana Tomc, Heinz K. Becker, David Casa, Georges Bach, Danuta Jazłowiecka, Krzysztof Hetman, Claude Rolin, Jeroen Lenaers, Anne Sander

Draft opinion Paragraph 1

Draft opinion

1. Considers that equal economic independence and the ***guarantee*** of the principle of equal pay for equal work ***and*** work of equal value are necessary steps for women's economic empowerment;

Amendment

1. Considers that equal ***opportunities for*** economic independence and the ***implementation*** of the principle of equal pay for ***male and female workers for*** equal work ***or*** work of equal value ***applied by the Member States as defined in the article 157 of TFEU*** are necessary steps for women's economic empowerment;

Or. en

Amendment 28

Tania González Peñas

Draft opinion Paragraph 1

Draft opinion

1. Considers that ***equal*** economic independence ***and the guarantee of the principle of equal pay for equal work and work of equal value are necessary steps for women's economic empowerment;***

Amendment

1. Considers that ***accomplish*** economic independence ***is a first step for women's economic empowerment but that equality in the political, social and cultural arena are also needed to***

empower women in the private and public sectors;

Or. en

Amendment 29
Urszula Krupa

Draft opinion
Paragraph 1

Draft opinion

1. Considers that equal economic independence and the guarantee of the principle of equal pay for equal work and work of equal value are necessary steps for *women's* economic empowerment;

Amendment

1. Considers that equal economic independence and the guarantee of the principle of equal pay for equal work and work of equal value are necessary steps for *the* economic empowerment *of women, taking into account their role as mothers;*

Or. pl

Amendment 30
Tania González Peñas

Draft opinion
Paragraph 1 a (new)

Draft opinion

Amendment

1 a. Calls on the Commission and the Member States to guarantee the principle of equal pay for equal work or work of equal value and combat direct and indirect discrimination in the labour market to accomplish women's economic empowerment;

Or. en

Amendment 31
Miapetra Kumpula-Natri, Elena Gentile, Jutta Steinruck, Evelyn Regner, Siôn Simon

Draft opinion
Paragraph 1 a (new)

PE604.494v01-00

14/63

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Draft opinion

Amendment

1 a. Calls on the Member States to fully implement the 'Employment Equality Directive' and on the Commission to revise the directive and to promote the implementation of plans on gender equality among companies;

Or. en

Amendment 32
Tania González Peñas

Draft opinion
Paragraph 1 b (new)

Draft opinion

Amendment

1 b. Calls on the Commission and the Member States to implement fully the legislation on equal treatment in employment and occupation and the Directive on the application of the principle of equal treatment between men and women who are self-employed to ensure better practical application of these directives;

Or. en

Amendment 33
Miapetra Kumpula-Natri, Elena Gentile, Jutta Steinruck, Evelyn Regner, Siôn Simon

Draft opinion
Paragraph 1 b (new)

Draft opinion

Amendment

1 b. Calls for a Directive for European minimum income schemes to cover basic living costs, while respecting national practices;

Or. en

Amendment 34

Agnieszka Kozłowska-Rajewicz, Sofia Ribeiro, Romana Tomc, David Casa, Georges Bach, Krzysztof Hetman, Claude Rolin, Jeroen Lenaers, Anne Sander

Draft opinion

Paragraph 2

Draft opinion

2. Calls on the Member States to promote the well-being *of* women, by tackling the pay *and pension gaps and combating atypical and* insecure forms of work and employment, such as *temporary contracts or involuntary part-time work*;

Amendment

2. Calls on the Member States to promote the well-being *and equal opportunities for* women, by tackling the pay *gap, addressing and eliminating breaches of anti-discrimination legislation in employment, combating* insecure forms of work and employment, such as *involuntary part-time work or the use of contracts which do not correspond to the nature of the work performed in accordance with the national law*;

Or. en

Amendment 35

Monika Vana

on behalf of the Verts/ALE Group

Draft opinion

Paragraph 2

Draft opinion

2. Calls on the Member States to promote the well-being of women, by tackling the pay and pension gaps and combating atypical and insecure forms of work and employment, such as temporary contracts or involuntary part-time work;

Amendment

2. Calls on the Member States to promote *gender equality and* the well-being of women by tackling the pay and pension gaps and combating atypical and insecure forms of work and employment, such as temporary *contracts, zero-hours* contracts or involuntary part-time work, *as well as by ensuring a right to return from voluntary part-time work to full time employment*;

Or. en

Amendment 36
Tania González Peñas

Draft opinion
Paragraph 2

Draft opinion

2. Calls on the Member States to promote the well-being of women, by tackling the pay and pension gaps **and combating** atypical and insecure forms of work and employment, such as temporary **contracts** or involuntary part-time work;

Amendment

2. Calls on the Member States to promote the well-being of women by **improving the general economic welfare**, tackling the pay and pension gaps **as well as fighting against** atypical and insecure forms of work and employment, such as **discontinuous employment, working under non-standard arrangements**, temporary **jobs** or involuntary part-time work;

Or. en

Amendment 37
Jasenko Selimovic, Martina Dlabajová, Robert Rochefort, Marian Harkin

Draft opinion
Paragraph 2

Draft opinion

2. Calls on the Member States to promote the **well-being** of women, by tackling the pay and pension gaps **and combating atypical and insecure** forms of work **and employment, such as temporary contracts or involuntary part-time work**;

Amendment

2. Calls on the Member States to promote the **equality** of women, by tackling the pay and pension gaps, **which currently stand at 16 % and 40 % respectively; highlights the importance of the attractiveness of new forms of work by providing adequate flexibility that can promote higher employment rates among women**;

Or. en

Amendment 38
Danuta Jazłowiecka

Draft opinion
Paragraph 2

Draft opinion

2. Calls on the Member States to promote the well-being of women, by tackling the pay and pension gaps and combating *atypical and insecure* forms of work and employment, such as *temporary contracts or involuntary part-time work*;

Amendment

2. Calls on the Member States to promote the well-being of women, by tackling the pay and pension gaps and combating *the abuse of atypical* forms of work and employment such as *the use of contracts which do not correspond to the nature and frequency of the work performed in accordance with the national law*;

Or. en

Amendment 39

Claudiu Ciprian Tănăsescu

Draft opinion

Paragraph 2

Draft opinion

2. Calls on the Member States to promote the well-being of women, by tackling the pay and pension gaps and combating *atypical* and insecure forms of work and employment, *such as temporary contracts or involuntary part-time work*;

Amendment

2. Calls on the Member States to promote the well-being of women, by tackling the pay and pension gaps and combating *precarious* and insecure forms of work and employment;

Or. ro

Amendment 40

Urszula Krupa

Draft opinion

Paragraph 2

Draft opinion

2. Calls on the Member States to promote the well-being of women, by tackling the pay and pension gaps and combating *atypical and* insecure forms of work and employment, *such as temporary contracts or involuntary part-time work*;

Amendment

2. Calls on the Member States to promote the well-being of women, by tackling the pay and pension gaps and combating insecure forms of work and employment *or involuntary part-time work, while maintaining freedom of choice as regards temporary contracts*;

Amendment 41
Sofia Ribeiro

Draft opinion
Paragraph 2

Draft opinion

2. Calls on the Member States to ***promote the well-being*** of women, by tackling the pay and pension gaps and combating atypical and insecure forms of work and employment, such as temporary contracts or involuntary part-time work;

Amendment

2. Calls on the Member States to ***protect the rights*** of women, by tackling the pay and pension gaps and combating atypical and insecure forms of work and employment, such as ***the majority of*** temporary contracts or involuntary part-time work;

Or. pt

Amendment 42
Dominique Martin, Mara Bizzotto

Draft opinion
Paragraph 2

Draft opinion

2. ***Calls on*** the Member States to promote the well-being of women, by tackling the pay and pension gaps and combating atypical and insecure forms of work and employment, such as temporary contracts or ***involuntary*** part-time work;

Amendment

2. ***Encourages*** the Member States to promote the well-being of women, by tackling the pay and pension gaps and combating atypical and insecure forms of work and employment, such as temporary contracts or ***forced*** part-time work;

Or. fr

Amendment 43
Verónica Lope Fontagné, Rosa Estaràs Ferragut

Draft opinion
Paragraph 2

Draft opinion

2. Calls on the Member States to
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Amendment

2. Calls on the Member States to
19/63 PE604.494v01-00

promote the well-being of women, *by tackling the* pay and pension gaps and *combating* atypical and insecure forms of work and employment, *such as temporary contracts or* involuntary part-time work;

improve the social well-being of women *by bridging* pay and pension gaps and *reducing* atypical and insecure forms of work and employment, *and* involuntary part-time work;

Or. es

Amendment 44
Csaba Sógor

Draft opinion
Paragraph 2

Draft opinion

2. Calls on the Member States to promote the well-being of women, by tackling the pay and pension gaps and *combating atypical and* insecure forms of work and employment, such as temporary contracts or involuntary part-time work;

Amendment

2. Calls on the Member States to promote the well-being of women, by tackling the pay and pension gaps and *limiting* insecure forms of work and employment, such as temporary contracts or involuntary part-time work;

Or. en

Amendment 45
Jana Žitňanská

Draft opinion
Paragraph 2

Draft opinion

2. Calls on the Member States to promote the well-being of women, by tackling the pay and pension gaps and combating *atypical and insecure* forms of work and employment, such as temporary contracts or involuntary part-time work;

Amendment

2. Calls on the Member States to promote the well-being of women, by tackling the pay and pension gaps and combating *undesirable and atypical* forms of work and employment, such as temporary contracts or involuntary part-time work;

Or. sk

Amendment 46
Monika Vana

on behalf of the Verts/ALE Group

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2 a. *Deplores the persistence of the gender pay gap, which constitutes an infringement of the fundamental principle of equal pay for equal work for female and male workers enshrined in Article 157 TFEU and in particular affects women having and raising children; calls on the EU and the Member States, in cooperation with the social partners and gender equality organisations, to set out and implement policies to close the gender pay gap; calls on the Member States to carry out wage-mapping on a regular basis as a complement to these efforts;*

Or. en

Amendment 47

Agnieszka Kozłowska-Rajewicz, Sofia Ribeiro, Sven Schulze, Romana Tomc, Adam Kósa, Heinz K. Becker, David Casa, Danuta Jazłowiecka, Claude Rolin, Jeroen Lenaers, Anne Sander

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2 a. *Stresses that preventing and eliminating the gender pension gap and reducing women's poverty in the old age first and foremost depend on creating conditions for women to make equal pension contributions through further inclusion into the labour market and safeguarding equal opportunities in terms of pay, career advancement and possibilities to work full-time;*

Or. en

Amendment 48
Tania González Peñas

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2 a. *Recalls that the economic downturn has affected women, particularly in the field of employment, and that unemployment or under-employment has an adverse impact on the welfare of the person and her/his family, on the risk of poverty and social exclusion, and on social security entitlements, including pensions;*

Or. en

Amendment 49
Verónica Lope Fontagné, Rosa Estaràs Ferragut

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2a. *Believes that negotiating voluntary flexible working agreements makes for better work-life balance and hence encourages people, and women in particular, to enter and/or remain on the labour market;*

Or. es

Amendment 50
Jasenko Selimovic, Martina Dlabajová, Robert Rochefort, Marian Harkin

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2 a. *Highlights that the causes and consequences of the gender pension gap*

need to be addressed, as this is an obstacle to the economic independence of women in old age, when they face a higher risk of poverty than men.

Or. en

Amendment 51
Jana Žitňanská

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2a. Stresses that flexible forms of work make it easier for women to balance their work and family lives and may positively contribute towards the inclusion of disadvantaged groups of women in working life;

Or. sk

Amendment 52
Miapetra Kumpula-Natri, Elena Gentile, Jutta Steinruck, Evelyn Regner, Siôn Simon

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2 a. Calls for a Directive on decent working conditions in all forms of employment, guaranteeing every worker access to a core set of labour and social rights;

Or. en

Amendment 53
Csaba Sógor

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2 a. *Calls on Member States to improve general work conditions, including the family-friendly organisation of working time in consultation with workers;*

Or. en

**Amendment 54
Tania González Peñas**

**Draft opinion
Paragraph 2 b (new)**

Draft opinion

Amendment

2 b. *Recognises that women, young people and migrants are more likely to be working under non-standard arrangements such as on-call work (including 'zero-hours contracts'), temporary agency work and work in the 'on-demand' or 'gig' economy, which challenge women's economic empowerment and wellbeing due to the insecurity, economic instability and lower entitlements, including maternity benefits;*

Or. en

**Amendment 55
Miapetra Kumpula-Natri, Elena Gentile, Jutta Steinruck, Evelyn Regner, Siôn Simon**

**Draft opinion
Paragraph 2 b (new)**

Draft opinion

Amendment

2 b. *Stresses the importance to raise wages in sectors where women make up the majority of the workforce, such as personal care workers, cleaners and helpers, catering staff and health associate professionals among others;*

Amendment 56

Csaba Sógor

Draft opinion

Paragraph 2 b (new)

Draft opinion

Amendment

2 b. Urges Member states to ensure adequate paternity leave and pay in order to ensure the same opportunities for women and men to career advancement;

Or. en

Amendment 57

Tania González Peñas

Draft opinion

Paragraph 3

Draft opinion

Amendment

3. Stresses the need to eliminate occupational segregation by addressing discriminatory social behaviours and stereotypes and promoting the equal participation of women and men in the labour market, education, training and all forms of care;

3. Stresses the need to eliminate occupational segregation by **tackling the direct and indirect causes**, addressing discriminatory social behaviours and stereotypes and promoting the equal participation of women and men in the labour market, education, training and all forms of care; **calls on the Commission and the Member States to implement measures to reduce gender stereotypes and segregation in education, training and caring responsibilities to improve the future earnings and socioeconomic conditions of women;**

Or. en

Amendment 58

Dominique Martin, Mara Bizzotto

**Draft opinion
Paragraph 3**

Draft opinion

3. Stresses the need *to eliminate occupational segregation by addressing discriminatory social behaviours and stereotypes and promoting the equal participation of women and men* in the labour market, education, training and all forms of care;

Amendment

3. Stresses the need *for meritocracy and applicants' skills and qualifications to be the only criterion taken account of* in the hiring process;

Or. fr

Amendment 59

Miapetra Kumpula-Natri, Elena Gentile, Jutta Steinruck, Siôn Simon

**Draft opinion
Paragraph 3**

Draft opinion

3. Stresses the need to eliminate occupational segregation by addressing discriminatory social behaviours and stereotypes and promoting the equal participation of women and men in the labour market, education, training and all forms of care;

Amendment

3. Stresses the need to eliminate occupational segregation by addressing discriminatory social behaviours and stereotypes and promoting the equal participation of women and men in the labour market, *quality* education, *formal and non-formal training and life-long* training and all forms of care;

Or. en

Amendment 60

Monika Vana

on behalf of the Verts/ALE Group

**Draft opinion
Paragraph 3**

Draft opinion

3. Stresses the need to eliminate occupational segregation by addressing discriminatory social behaviours and stereotypes and promoting the equal

Amendment

3. Stresses the need to eliminate occupational segregation by addressing discriminatory social behaviours and stereotypes, *diversifying career choices of*

participation of women and men in the labour market, education, training and all forms of care;

women and men, and promoting the equal participation of women and men in the labour market, education, training and all forms of care;

Or. en

Amendment 61

Jasenko Selimovic, Martina Dlabajová, Robert Rochefort

Draft opinion

Paragraph 3

Draft opinion

3. Stresses the need to eliminate **occupational** segregation by addressing discriminatory social behaviours and stereotypes and promoting the equal participation of women and men in the labour market, education, training and all forms of care;

Amendment

3. Stresses the need to eliminate **the horizontal and vertical gender** segregation **of the labour market** by addressing discriminatory social behaviours and stereotypes and promoting the equal participation of women and men in the labour market, education, training and all forms of care;

Or. en

Amendment 62

Jana Žitňanská

Draft opinion

Paragraph 3

Draft opinion

3. Stresses the need to eliminate occupational segregation by **addressing discriminatory social behaviours and stereotypes and** promoting **the** equal **participation of** women and men in the labour market, education, training and **all** forms of care;

Amendment

3. Stresses the need to eliminate occupational segregation by promoting equal **opportunities for** women and men in the labour market, education, training and **various** forms of care;

Or. sk

Amendment 63

Urszula Krupa

Draft opinion
Paragraph 3

Draft opinion

3. Stresses the need to ***eliminate occupational segregation by addressing*** discriminatory social behaviours and ***stereotypes and promoting*** the equal participation of women and men in the labour market, education, training and all forms of care;

Amendment

3. Stresses the need to ***combat*** discriminatory social behaviours and ***promote*** the equal participation of women and men in the labour market, education, training and all forms of care, ***whilst taking into account the psycho-physical circumstances of women and men;***

Or. pl

Amendment 64
Verónica Lope Fontagné, Rosa Estaràs Ferragut

Draft opinion
Paragraph 3

Draft opinion

3. Stresses the need to eliminate occupational segregation by addressing discriminatory social behaviours and stereotypes and promoting ***the*** equal ***participation*** of women and men in the labour market, education, ***training and all forms of care;***

Amendment

3. Stresses the need to eliminate occupational segregation by addressing discriminatory social behaviours and stereotypes and promoting ***equal opportunities and*** equal ***treatment*** of women and men in ***access to*** the labour market, education ***and training;***

Or. es

Amendment 65
Jasenko Selimovic, Martina Dlabajová, Robert Rochefort, Marian Harkin

Draft opinion
Paragraph 3 a (new)

Draft opinion

Amendment

3 a. Calls on the Commission, together with the Member States, to promote and support female entrepreneurship initiatives as it can provide women the

knowledge they need to found or co-found their own businesses based on their innovative ideas. In this regard, it is crucial to provide information on access to training, to support women entrepreneurs in accessing alternative sources of funding, business networking opportunities as well as advising on the start-up, management and growth of their businesses in the early phases.

Or. en

Amendment 66

Agnieszka Kozłowska-Rajewicz, Sofia Ribeiro, Sven Schulze, Romana Tomc, Adam Kósa, Heinz K. Becker, David Casa, Georges Bach, Danuta Jazłowiecka, Krzysztof Hetman, Claude Rolin, Jeroen Lenaers, Anne Sander

Draft opinion

Paragraph 3 a (new)

Draft opinion

Amendment

3 a. points out that digitalisation has a profound impact on the labour market by changing value chains, conditions and nature of work as well as creating new job opportunities and more flexible working patterns; notes that opportunities for flexible and teleworking arrangements brought about by digitalisation may serve as an effective tool for further inclusion of women into the labour market as well as better reconciliation of professional and domestic duties for both women and men;

Or. en

Amendment 67

Miapetra Kumpula-Natri, Elena Gentile, Jutta Steinruck

Draft opinion

Paragraph 3 a (new)

Draft opinion

Amendment

3 a. Recalls that sustainable public funding for education is the basis for an inclusive, fair and democratic society - this priority must be reflected in budgets; calls in this regard on the Member States to increase the quality of education and training, and to set benchmarks for an inclusive education system that ensures equality, non-discrimination and civic competences;

Or. en

Amendment 68
Csaba Sógor

Draft opinion
Paragraph 3 a (new)

Draft opinion

Amendment

3 a. Calls on member states to guarantee equal access of women and men to education and training programmes and to encourage women's participation in educational areas in which they are underrepresented, such as Science, Technology, Engineering and Mathematics;

Or. en

Amendment 69
Verónica Lope Fontagné, Rosa Estaràs Ferragut

Draft opinion
Paragraph 3 a (new)

Draft opinion

Amendment

3a. Calls on the Member States to pursue specific, active employment and training policies in order to support the return to work of women who have put their careers on hold to look after dependants;

Amendment 70

Jasenko Selimovic, Martina Dlabajová, Marian Harkin

Draft opinion

Paragraph 3 b (new)

Draft opinion

Amendment

3 b. Underlines that due to the rapid spread of digital technology, this will result in a growing demand for digital and other complementary skills to address the existing digital gap between men and women; believes further measures aimed at enhancing digital skills among women and girls should not only cover the upskilling of the workforce but the process should already begin in the early schools years with the implementation of technical, entrepreneurial and relevant soft skills in the education programmes;

Or. en

Amendment 71

Miapetra Kumpula-Natri, Elena Gentile, Jutta Steinruck

Draft opinion

Paragraph 3 b (new)

Draft opinion

Amendment

3 b. Stresses the multifaceted challenges migrant and refugee women face and calls on the Member States to ensure their early and easy access to quality training, including internships, in order to ensure full integration into our societies and the labour market, taking into consideration the refugees' existing informal and formal skills and competences, talents and know-how;

Or. en

Amendment 72

Agnieszka Kozłowska-Rajewicz, Sofia Ribeiro, Sven Schulze, Romana Tomc, Adam Kósa, Heinz K. Becker, David Casa, Georges Bach, Danuta Jazłowiecka, Krzysztof Hetman, Claude Rolin, Jeroen Lenaers, Anne Sander

Draft opinion

Paragraph 3 b (new)

Draft opinion

Amendment

3 b. highlights that improving digital skills and IT-literacy among women and boosting inclusion into the ICT, which is one of the highest paying sectors, could contribute to their economic empowerment and independence resulting in the reduction of the total gender wage gap;

Or. en

Amendment 73

Csaba Sógor

Draft opinion

Paragraph 3 b (new)

Draft opinion

Amendment

3 b. Calls on Member States to emphasize in their education systems the principle of equality between men and women and that of equal right to take part in economic life;

Or. en

Amendment 74

Agnieszka Kozłowska-Rajewicz, Sofia Ribeiro, Sven Schulze, Romana Tomc, Adam Kósa, Heinz K. Becker, David Casa, Georges Bach, Danuta Jazłowiecka, Krzysztof Hetman, Claude Rolin, Jeroen Lenaers, Anne Sander

Draft opinion

Paragraph 3 c (new)

3 c. *Points out that the demand for digital technology professionals in the EU has grown by 4% annually in the last ten years and the number of unfilled vacancies for ICT professionals is expected to double by 2020; calls therefore on the Member States and the Commission to advance their efforts to promote digital skills and e-literacy among women and girls, who remain underrepresented in this sector, from the earliest stages at school and going through the whole educational cycle as well as in the framework of life-long learning;*

Or. en

Amendment 75

Miapetra Kumpula-Natri, Elena Gentile, Jutta Steinruck, Siôn Simon

Draft opinion

Paragraph 3 c (new)

3 c. *Stresses the need to ensure that the structural and investment funds are used to improve education and training with a view to improving labour market access and combating unemployment, poverty and social exclusion of women; highlights that the 20 % share of the ESF allocated to social inclusion measure and social innovation projects could be used more actively to support initiatives such as small local projects aimed at empowering women experiencing poverty and social exclusion;*

Or. en

Amendment 76

Miapetra Kumpula-Natri, Elena Gentile, Jutta Steinruck, Siôn Simon

Draft opinion
Paragraph 3 d (new)

Draft opinion

Amendment

3 d. *Encourages Member States to adapt their educational systems, with a view to promoting teaching and interest in sectors and positions where women are under-represented, such as science, technology, engineering and mathematics (STEM), as well as to strengthen policies and increase investment supporting female employment in quality jobs in these sectors;*

Or. en

Amendment 77

Agnieszka Kozłowska-Rajewicz, Sofia Ribeiro, Sven Schulze, Romana Tomc, Adam Kósa, Heinz K. Becker, David Casa, Georges Bach, Danuta Jazłowiecka, Claude Rolin, Jeroen Lenaers, Anne Sander

Draft opinion
Paragraph 3 d (new)

Draft opinion

Amendment

3 d. *Encourages Member States to introduce age appropriate ICT education at early stages with a particular focus on inspiring and supporting girls to pursue their interest and talents in the digital field and safeguarding them from constraining and negative stereotyping which discourage girls from advancing their e-skills;*

Or. en

Amendment 78

Miapetra Kumpula-Natri, Elena Gentile, Jutta Steinruck, Siôn Simon

Draft opinion
Paragraph 3 e (new)

3 e. 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;

Or. en

Amendment 79

Agnieszka Kozłowska-Rajewicz, Sofia Ribeiro, Sven Schulze, Romana Tomc, Heinz K. Becker, David Casa, Georges Bach, Danuta Jazłowiecka, Claude Rolin, Jeroen Lenaers, Anne Sander

**Draft opinion
Paragraph 4**

4. Calls for measures to guarantee the economic and social dignity of feminised work, such as domestic work;

4. Recognises that domestic work and provision of household services, which are largely feminised, are often performed as undeclared work; calls on the Member States to promote and further develop the formal sector of domestic services through facilitation and incentives to employ domestic workers with the aim of reducing the undeclared work and improving reconciliation of private and professional life for the working families;

Or. en

Amendment 80

Dominique Martin, Mara Bizzotto

**Draft opinion
Paragraph 4**

4. Calls for measures to guarantee the economic and social dignity of *feminised*

4. Calls for measures to guarantee the economic and social dignity of work

work, such as domestic work;

traditionally carried out by women, such as domestic work, *while keeping in mind that the sharing of domestic tasks and family life are private matters and not the business of the European Union*;

Or. fr

Amendment 81
Tania González Peñas

Draft opinion
Paragraph 4

Draft opinion

4. Calls *for* measures to guarantee the economic and social *dignity of feminised work*, such as domestic work;

Amendment

4. Calls *on the Member States for legislative and non-legislative* measures to guarantee the economic and social *rights of workers working in sectors where women are the majority and avoid over-representation of women in precarious employment*, such as domestic work *or caring sectors*;

Or. en

Amendment 82
Urszula Krupa

Draft opinion
Paragraph 4

Draft opinion

4. Calls for measures to *guarantee the* economic and social *dignity of feminised work*, such as domestic work;

Amendment

4. Calls for measures to *provide* economic and social *value to undervalued sectors that are dominated by women*, such as domestic work;

Or. pl

Amendment 83
Jana Žitňanská

Draft opinion
Paragraph 4

Draft opinion

4. Calls for measures to guarantee the economic and social dignity of *feminised work*, such as domestic work;

Amendment

4. Calls for measures to guarantee the economic and social dignity of *work carried out primarily by women*, such as domestic work;

Or. sk

Amendment 84

Monika Vana

on behalf of the Verts/ALE Group

Draft opinion
Paragraph 4

Draft opinion

4. Calls for measures to guarantee the economic and social dignity of feminised work, such as domestic work;

Amendment

4. Calls for measures to guarantee the economic and social dignity of *so-called* feminised work, such as domestic work;

Or. en

Amendment 85

Verónica Lope Fontagné, Rosa Estaràs Ferragut

Draft opinion
Paragraph 4

Draft opinion

4. Calls for measures to guarantee the economic and social dignity of *feminised* work, *such as domestic work*;

Amendment

4. Calls for measures to guarantee the economic and social dignity of *domestic* work, *which is principally done by women*;

Or. es

Amendment 86

Jasenko Selimovic, Martina Dlabajová, Robert Rochefort, Marian Harkin

Draft opinion
Paragraph 4

Draft opinion

4. Calls for measures to **guarantee** the economic and social dignity of feminised work, such as domestic work;

Amendment

4. Calls for measures to **ensure** the economic and social dignity of feminised work, such as domestic work;

Or. en

Amendment 87

Monika Vana

on behalf of the Verts/ALE Group

Draft opinion
Paragraph 4 a (new)

Draft opinion

Amendment

4 a. Considers that promoting women's participation in the labour market and their economic independence is crucial for meeting the Europe 2020 target of a 75 % overall employment rate and would boost GDP; calls on the Commission and the Member States to strengthen policies and increase investment supporting female employment in quality jobs, particularly in sectors and positions where women are under-represented, such as the science, technology, engineering and mathematics (STEM), ICT and green economy sectors, or senior management positions across all sectors;

Or. en

Amendment 88

Agnieszka Kozłowska-Rajewicz, Sofia Ribeiro, Sven Schulze, Romana Tomc, Adam Kósa, Heinz K. Becker, David Casa, Georges Bach, Danuta Jazłowiecka, Claude Rolin, Jeroen Lenaers, Anne Sander

Draft opinion
Paragraph 4 a (new)

Draft opinion

Amendment

4 a. *Calls on policy makers, also through the European Platform Tackling Undeclared Work, to recognise household services, family employment and home-care as a valuable economic sector which needs to be better regulated within the Member States with a view to create both secure position for domestic workers and provide families with a capacity to assume their role as employers;*

Or. en

Amendment 89

Jasenko Selimovic, Robert Rochefort, Marian Harkin

Draft opinion

Paragraph 4 a (new)

Draft opinion

Amendment

4 a. *Stresses also the importance to pay attention to the specific needs of groups facing particular barriers to entry to the labour market such as women in rural areas as well as women with disabilities and migrant women.*

Or. en

Amendment 90

Tania González Peñas

Draft opinion

Paragraph 4 a (new)

Draft opinion

Amendment

4 a. *Remarks the relevance of the caring sector and its job creation potential; calls on the Member States to create decent, good quality jobs in the care economy in the public and private sectors;*

Amendment 91
Dominique Martin, Mara Bizzotto

Draft opinion
Paragraph 4 a (new)

Draft opinion

Amendment

4a. Encourages the Member States to introduce parental salaries in order to reward, and recognise the contribution of, parents' contribution to domestic life;

Or. fr

Amendment 92
Tania González Peñas

Draft opinion
Paragraph 4 b (new)

Draft opinion

Amendment

4 b. Calls for measures to make women's informal employment in domestic work, home-based work and small and medium-sized enterprises, as well as other own-account and part-time work more economically and socially viable by extending social protection and minimum wages;

Or. en

Amendment 93
Monika Vana
on behalf of the Verts/ALE Group

Draft opinion
Paragraph 4 b (new)

Draft opinion

Amendment

4 b. Stresses the importance of supporting female entrepreneurs and underlines the need to improve access to finance for starting a business by women and easing administrative burdens;

Or. en

Amendment 94
Dominique Martin, Mara Bizzotto

Draft opinion
Paragraph 4 b (new)

Draft opinion

Amendment

4b. Points out that all parents should be free to choose to stay at home to raise their children;

Or. fr

Amendment 95
Monika Vana
on behalf of the Verts/ALE Group

Draft opinion
Paragraph 4 c (new)

Draft opinion

Amendment

4 c. Highlights the particular role that education for girls and young women plays for their future employment prospects and economic empowerment;

Or. en

Amendment 96
Monika Vana
on behalf of the Verts/ALE Group

Draft opinion
Paragraph 4 d (new)

4 d. *Highlights the importance of vocational education and training (VET) in diversifying career choices, introducing women and men to non-traditional career opportunities, and preparing them well for the labour market;*

Or. en

Amendment 97

Verónica Lope Fontagné, Rosa Estaràs Ferragut

Draft opinion

Paragraph 5

Draft opinion

5. Calls on the Member States to enforce laws and workplace policies that prohibit discrimination in the recruitment, retention and promotion of women in employment in both the public and private sectors;

Amendment

5. Calls on the Member States to enforce ***existing*** laws and workplace policies that prohibit discrimination in the recruitment, retention and promotion of women in employment in both the public and private sectors, ***and to prevent the double discrimination that particularly affects disabled and ethnic minority women; emphasises how important it is that Directive 2000/78/EC on equal treatment in employment and occupation, and Directive 2000/43/EC on equal treatment irrespective of racial or ethnic origin, are implemented correctly;***

Or. es

Amendment 98

Miapetra Kumpula-Natri, Elena Gentile, Jutta Steinruck

Draft opinion

Paragraph 5

Draft opinion

5. Calls on the Member States to enforce laws and workplace policies that prohibit discrimination in the recruitment,

Amendment

5. Calls on the Member States to enforce laws and workplace policies that prohibit discrimination in the recruitment,

retention and promotion of women in employment in both the public and private sectors;

retention and promotion of women in employment in both the public and private sectors *via the principle of gender-neutrality in job evaluation and classification systems*;

Or. en

Amendment 99

Agnieszka Kozłowska-Rajewicz, Sofia Ribeiro, Romana Tomc, Ádám Kósa, Heinz K. Becker, David Casa, Georges Bach, Danuta Jazłowiecka, Claude Rolin, Jeroen Lenaers, Anne Sander

Draft opinion Paragraph 5

Draft opinion

5. Calls on the Member States to *enforce laws and workplace policies that prohibit discrimination in the recruitment, retention and promotion of women in employment* in both the public and private sectors;

Amendment

5. Calls on the Member States to *ensure proper application of the existing equal treatment legislation in order to eliminate gender-based discrimination in recruitment and at work* in both the public and private sectors *and to offer women a level-playing field in terms of pay and career advancement*;

Or. en

Amendment 100

Tania González Peñas

Draft opinion Paragraph 5

Draft opinion

5. Calls on the Member States to enforce laws and workplace policies that prohibit discrimination in the recruitment, retention and promotion of women in employment in both the public and private sectors;

Amendment

5. Calls on the Member States to enforce laws and workplace policies that prohibit *direct and indirect* discrimination in the recruitment, retention and promotion of women in employment in both the public and private sectors *and to improve women's labour market accessibility and career progression*;

Or. en

Amendment 101

Jasenko Selimovic, Martina Dlabajová, Robert Rochefort, Marian Harkin

Draft opinion

Paragraph 5

Draft opinion

5. Calls on the Member States to **enforce** laws and workplace policies **that prohibit** discrimination in the recruitment, retention and promotion of women in employment in both the public and private sectors;

Amendment

5. Calls on the Member States to **strengthen the implementation of existing** laws and workplace policies **to protect women from** discrimination, **particularly**, in the recruitment, retention and promotion of women in employment in both the public and private sectors;

Or. en

Amendment 102

Monika Vana

on behalf of the Verts/ALE Group

Draft opinion

Paragraph 5

Draft opinion

5. Calls on the Member States to enforce laws and workplace policies that prohibit discrimination in the recruitment, retention and promotion of women in employment in both the public and private sectors;

Amendment

5. Calls on the Member States **and the Commission** to enforce **already existing and establish better** laws and workplace policies that prohibit discrimination in the recruitment, retention and promotion of women in employment in both the public and private sectors;

Or. en

Amendment 103

Claudiu Ciprian Tănăsescu

Draft opinion

Paragraph 5

Draft opinion

Amendment

5. Calls on the Member States to enforce laws and workplace policies that prohibit discrimination in the **recruitment**, retention and promotion of women in employment in both the public and private sectors;

5. Calls on the Member States to enforce laws and workplace policies that prohibit discrimination in the **selection, hiring**, retention, **vocational training** and promotion of women in employment in both the public and private sectors;

Or. ro

Amendment 104
Jana Žitňanská

Draft opinion
Paragraph 5

Draft opinion

5. Calls on the Member States to enforce laws and workplace policies that **prohibit** discrimination in the recruitment, retention and promotion of women in employment in both the public and private sectors;

Amendment

5. Calls on the Member States to enforce laws and workplace policies that **prevent** discrimination in the recruitment, retention and promotion of women in employment in both the public and private sectors;

Or. sk

Amendment 105
Monika Vana
on behalf of the Verts/ALE Group

Draft opinion
Paragraph 5 a (new)

Draft opinion

Amendment

5 a. Calls on the Member States to put in place proactive policies and appropriate investment aimed and designed to support women and men entering, returning to, staying and advancing in the labour market, after periods of family and care-related types of leave, with sustainable and quality employment, in line with Article 27 of the European Social Charter; stresses in particular the need to guarantee reinstatement to the same post or to an equivalent or similar post,

protection against dismissal and less favourable treatment as a result of pregnancy, applying for or taking family leave, and a protection period after their return so that they can readjust to their job;

Or. en

Amendment 106
Sofia Ribeiro

Draft opinion
Paragraph 5 a (new)

Draft opinion

Amendment

5a. Urges Member States to implement, where applicable, parental protection schemes comprising mandatory exclusive maternity and paternity leave for each parent, as well as parental leave that can be used in accordance with a joint decision by the parents, as a way of recognising the rights of both parents and countering any presumption on the part of employers that parenting responsibilities fall exclusively on mothers;

Or. pt

Amendment 107
Tania González Peñas

Draft opinion
Paragraph 5 a (new)

Draft opinion

Amendment

5 a. Encourages Member States to promote non-gender identification resumes to discourage companies and public administration of gender bias during the recruitment process and calls on the Commission to remove the gender identification in the

Amendment 108

Jana Žitňanská

Draft opinion

Paragraph 5 a (new)

Draft opinion

Amendment

5a. Welcomes the efforts of Member States to promote policies that prevent discrimination in recruitment, such as piloting anonymised CV projects;

Or. sk

Amendment 109

Monika Vana

on behalf of the Verts/ALE Group

Draft opinion

Paragraph 5 b (new)

Draft opinion

Amendment

5 b. Stresses that remuneration and social security contributions should continue to be paid during leave times;

Or. en

Amendment 110

Jana Žitňanská

Draft opinion

Paragraph 6

Draft opinion

Amendment

6. Recalls the importance of the Women on Boards Directive and calls on the Member States to ensure equal

deleted

representation and leadership in the labour market, in economic and political decision-making structures and institutions, as well as in enterprises and on corporate boards;

Or. sk

Amendment 111
Evelyn Regner

Draft opinion
Paragraph 6

Draft opinion

6. Recalls the importance of the *Women on Boards Directive* and calls on the Member States to *ensure equal representation and leadership* in the labour market, in economic and political decision-making structures and institutions, as well as in enterprises and on corporate boards;

Amendment

6. Recalls the importance of the *directive on improving the gender balance on company boards* and calls on the Member States to *bring the work in the Council to a conclusion so that negotiations with Parliament can begin; also* calls on the Member States to *improve the gender balance in management positions* in the labour market, in economic and political decision-making structures and institutions, as well as in enterprises and on corporate boards;

Or. de

Amendment 112
Tania González Peñas

Draft opinion
Paragraph 6

Draft opinion

6. Recalls the importance of the Women on Boards Directive and calls on the Member States to ensure equal representation and leadership in the labour market, in economic and political decision-making structures and institutions, as well as in enterprises and on corporate boards;

Amendment

6. Recalls the importance of the Women on Boards Directive and calls on the Member States to ensure *that by 2020 at least 40% of non-executive directors on listed company boards are women and guarantee* equal representation and leadership in the labour market, in economic and political decision-making

structures and institutions, as well as in enterprises and on corporate boards *through gender quotas*;

Or. en

Amendment 113

Agnieszka Kozłowska-Rajewicz, Romana Tomc, Danuta Jazłowiecka, Claude Rolin, Anne Sander

Draft opinion Paragraph 6

Draft opinion

6. *Recalls* the importance of *the Women on Boards Directive* and calls on the Member States to ensure equal representation and leadership in the labour market, in economic and political decision-making structures and institutions, as well as in enterprises and on corporate boards;

Amendment

6. *Highlights* the importance of *equal representation of women and men in decision-making position in both the public and private sector*; recalls the importance of the *Women on Boards Directive* which aims at balancing the share of the under-represented sex in non-executive board-member positions in publicly listed companies, with the exception of small and medium enterprises;

Or. en

Amendment 114

Urszula Krupa

Draft opinion Paragraph 6

Draft opinion

6. Recalls the importance of the Women on Boards Directive and calls on the Member States to ensure equal representation and leadership in the labour market, in economic and political decision-making structures and institutions, as well as in enterprises and on corporate boards;

Amendment

6. Recalls the importance of the Women on Boards Directive and calls on the Member States to ensure equal representation and leadership in the labour market, in economic and political decision-making structures and institutions, as well as in enterprises and on corporate boards, *whilst pointing out that skills and training are decisive factors*;

Amendment 115

Ádám Kósa

Draft opinion

Paragraph 6

Draft opinion

6. Recalls the importance of the Women on Boards Directive and calls on the Member States to ensure equal representation and leadership in the labour market, in economic and political decision-making structures and institutions, as well as in enterprises and on corporate boards;

Amendment

(6) Recalls the importance of the Women on Boards Directive and calls on the Member States to *seek to ensure, on a professional basis, women's* equal representation and leadership in the labour market, in economic and political decision-making structures and institutions, as well as in enterprises and on corporate boards;

Or. hu

Amendment 116

Dominique Martin, Mara Bizzotto

Draft opinion

Paragraph 6

Draft opinion

6. *Recalls the importance of the Women on Boards Directive and calls on the Member States to ensure equal representation and leadership in the labour market, in economic and political decision-making structures and institutions, as well as in enterprises and on corporate boards;*

Amendment

6. *Points out that membership of corporate executive boards should be based on the professional experience and qualities of the candidates and not on their gender, and that the mandatory quotas proposed in the Women on Boards Directive undermines this principle;*

Or. fr

Amendment 117

Verónica Lope Fontagné, Rosa Estaràs Ferragut

Draft opinion

Paragraph 6

Draft opinion

6. Recalls the importance of the **Women on Boards Directive** and calls on the Member States to **ensure equal** representation and leadership in the labour market, in economic and political decision-making structures and institutions, **as well as in enterprises and on corporate boards**;

Amendment

6. Recalls the importance of the **participation of women on boards**, and calls on the Member States to **promote women's** representation and leadership in the labour market, **and** in economic and political decision-making structures and institutions;

Or. es

Amendment 118

Miapetra Kumpula-Natri, Elena Gentile, Jutta Steinruck, Evelyn Regner, Siôn Simon

Draft opinion

Paragraph 6 a (new)

Draft opinion

Amendment

6 a. Emphasises that access to credit, financial services and advice is key to empowering women facing social exclusion in entrepreneurship and increasing their representation in the private sector, therefore EFSI and ESF should be examined for their more flexible and less bureaucratic use to support women entrepreneurs in the start-up phase;

Or. en

Amendment 119

Monika Vana

on behalf of the Verts/ALE Group

Draft opinion

Paragraph 6 a (new)

Draft opinion

Amendment

6 a. Disapproves the Commission's withdrawal of the maternity leave directive; calls on the Commission to return with an ambitious proposal that

will effectively enable a better work-life balance and hence the economic empowerment of women;

Or. en

Amendment 120
Tania González Peñas

Draft opinion
Paragraph 6 a (new)

Draft opinion

Amendment

6 a. *Encourages women's leadership in trade unions and workers' organizations and urges all trade union leaders to guarantee equal representation and to effectively represent the interests of women workers;*

Or. en

Amendment 121
Tania González Peñas

Draft opinion
Paragraph 6 b (new)

Draft opinion

Amendment

6 b. *Stresses the importance of social partners and collective bargaining in the economic empowerment of women workers and encourages a revision of working categories when gender bias on employment categories can result in different job positions performing equal tasks;*

Or. en

Amendment 122
Jana Žitňanská

Draft opinion
Paragraph 7

Draft opinion

7. *Calls on the Member States to strengthen and enforce the full exercise of the right of collective bargaining in the private and public sectors;*

deleted

Amendment

Or. sk

Amendment 123
Jasenko Selimovic, Marian Harkin, Robert Rochefort

Draft opinion
Paragraph 7

Draft opinion

7. Calls on the Member States to strengthen and enforce the full exercise of the right of collective bargaining in the private and public sectors;

Amendment

7. Calls on the Member States to strengthen and enforce the full exercise of the right of collective bargaining in the private and public sectors; *in this regard, social partners have high potential to support gender equality on the labour market by actively raising the issue of equal pay during collective bargaining;*

Or. en

Amendment 124
Monika Vana
on behalf of the Verts/ALE Group

Draft opinion
Paragraph 7

Draft opinion

7. Calls on the Member States to strengthen and enforce the full exercise of the right of collective bargaining in the private and public sectors;

Amendment

7. Calls on the Member States to strengthen and enforce the full exercise of the right of collective bargaining in the private and public sectors; *calls for appointing equality representatives to raise awareness, inform and liaise about gender equality at work;*

Amendment 125
Tania González Peñas

Draft opinion
Paragraph 7

Draft opinion

7. Calls on the Member States to strengthen and enforce the full exercise of the right of collective bargaining in the private and public sectors;

Amendment

7. Calls on the Member States to strengthen and enforce the full exercise of the right of collective bargaining in the private and public sectors, ***an indispensable tool for regulating labour relations, fighting wage discrimination and promoting equality***;

Or. en

Amendment 126
Agnieszka Kozłowska-Rajewicz, Sven Schulze, Romana Tomc, Heinz K. Becker, David Casa, Georges Bach, Danuta Jazłowiecka, Claude Rolin, Jeroen Lenaers

Draft opinion
Paragraph 7

Draft opinion

7. Calls on the ***Member States to strengthen and enforce the full exercise of the right of collective bargaining in the private and public sectors***;

Amendment

7. Calls on the ***social partners to use collective bargaining to advance equal opportunities for women and men, to ensure that the existing equal treatment legislation is applied in practice as well as to address and combat the gender pay gap***;

Or. en

Amendment 127
Monika Vana
on behalf of the Verts/ALE Group

Draft opinion
Paragraph 8

Draft opinion

8. Calls on the Member States to implement and enforce public social care policies as well as to **provide** quality **childcare** facilities and promote the equal sharing of unpaid domestic work and co-responsibility in care.

Amendment

8. Calls on the Member States to implement and enforce public social care policies as well as to **ensure the availability of and access to** quality, **affordable care services for children, older persons and other dependants, including** facilities, and promote the equal sharing of unpaid domestic work and co-responsibility in care; **recalls the important role of public service for reaching gender equality; notes that expenditures in these fields are to be seen as investments that will bring economic returns and should be given special consideration in the frame of the EU's economic governance and budgetary surveillance rules;**

Or. en

Amendment 128

Miapetra Kumpula-Natri, Elena Gentile, Jutta Steinruck, Evelyn Regner, Siôn Simon

**Draft opinion
Paragraph 8**

Draft opinion

8. Calls on the Member States to implement and enforce public social care policies as well as to provide **quality** childcare facilities and promote the equal sharing of unpaid domestic work and co-responsibility in care.

Amendment

8. Calls on the Member States to implement and enforce public social care policies as well as to provide **high-quality, affordable and universally accessible care services to assist persons with caring responsibilities and by an upward revision of the Barcelona objectives on** childcare facilities, **as well as by making better use of the EU funds**, and promote the equal sharing of unpaid domestic work and co-responsibility in care;

Or. en

Amendment 129

Agnieszka Kozłowska-Rajewicz, Sofia Ribeiro, Sven Schulze, Romana Tomc, Adam Kósa, Heinz K. Becker, David Casa, Georges Bach, Danuta Jazłowiecka, Krzysztof Hetman, Claude Rolin, Jeroen Lenaers, Anne Sander

Draft opinion
Paragraph 8

Draft opinion

8. Calls on the Member States to *implement and enforce public social care policies as well as to provide quality childcare facilities and promote the equal sharing of unpaid domestic work and co-responsibility in care.*

Amendment

8. Calls on the Member States to *further develop care facilities for the dependent, including children and elderly, with the view of enhancing reconciliation of private and professional life for the working families and increasing women's participation in the labour market as a precondition for women's economic empowerment;*

Or. en

Amendment 130
Dominique Martin, Mara Bizzotto

Draft opinion
Paragraph 8

Draft opinion

8. Calls on the Member States to implement and enforce public social care policies *as well as* to provide quality childcare facilities *and promote the equal sharing of unpaid domestic work and co-responsibility in care.*

Amendment

8. Calls on the Member States to implement and enforce public social care policies *and* to provide quality childcare facilities.

Or. fr

Amendment 131
Claudiu Ciprian Tănăsescu

Draft opinion
Paragraph 8

Draft opinion

8. Calls on the Member States to

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Amendment

8. Calls on the Member States to

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implement and enforce public social care policies as well as to provide quality childcare facilities and promote the equal sharing of unpaid domestic work and *co-responsibility in care*.

implement and enforce public social care policies as well as to provide quality childcare facilities and promote the equal sharing of unpaid domestic work and *household and care responsibilities between men and women*.

Or. ro

Amendment 132

Verónica Lope Fontagné, Rosa Estaràs Ferragut

Draft opinion

Paragraph 8

Draft opinion

8. Calls on the Member States to *implement and enforce public social care policies as well as to provide quality* childcare facilities *and* promote the equal sharing of unpaid domestic work *and co-responsibility in care*.

Amendment

8. Calls on the Member States to *guarantee access to affordable, high-quality care services for dependants, especially* childcare facilities, *and to* promote the equal sharing of unpaid domestic work.

Or. es

Amendment 133

Tania González Peñas

Draft opinion

Paragraph 8

Draft opinion

8. Calls on the Member States to implement and enforce public social care policies as well as to provide quality childcare facilities and promote the equal sharing of unpaid domestic work and co-responsibility in care.

Amendment

8. Calls on the Member States to implement and enforce public social care policies as well as to provide *high* quality childcare facilities and promote the equal sharing of unpaid domestic work and co-responsibility in care.

Or. en

Amendment 134

Monika Vana

on behalf of the Verts/ALE Group

Draft opinion
Paragraph 8 a (new)

Draft opinion

Amendment

8 a. *Stresses the need to eliminate gender inequalities in paid and unpaid work and to promote equal sharing of responsibilities, costs and care for children and for dependants between women and men, but also within society as a whole, to ensure their position as equal earners and equal carers; points in this respect to the need for specific proposals making for better work-life balance;*

Or. en

Amendment 135

Miapetra Kumpula-Natri, Elena Gentile, Jutta Steinruck, Siôn Simon

Draft opinion
Paragraph 8 a (new)

Draft opinion

Amendment

8 a. *Calls co-legislators to put forward new effective measures to improve work-life balance, including legislative proposals as regards maternity, paternity, parental and carer's leave to promote gender equality by improving women's access to the labour market and equal sharing of domestic and care tasks between women and men;*

Or. en

Amendment 136

Sofia Ribeiro

Draft opinion
Paragraph 8 a (new)

Draft opinion

Amendment

8a. *Urges Member States to incorporate mechanisms into their labour legislation aimed at offering an incentive for the creation of flexible working patterns and distance working models that will make it easier for parents to look after their children after school hours and help strike a balance between work-related and family responsibilities;*

Or. pt

Amendment 137

Agnieszka Kozłowska-Rajewicz, Sofia Ribeiro, Romana Tomc, Georges Bach, Danuta Jazłowiecka, Claude Rolin, Jeroen Lenaers

Draft opinion

Paragraph 8 a (new)

Draft opinion

Amendment

8 a. *Encourages the Member States based on the provisions of the Public Procurement Directive (2014/24/EU) to promote the use of social clauses in public procurement as a tool for enhancing equality between women and men where relevant national legislations exists and can act as a ground for social clauses;*

Or. en

Amendment 138

Ádám Kósa

Draft opinion

Paragraph 8 a (new)

Draft opinion

Amendment

8a. *Calls on the Member States to guarantee rest leave to parents of children with disabilities, paying particular attention to single mothers, based on an examination of best practices;*

Amendment 139

Jana Žitňanská

Draft opinion

Paragraph 8 a (new)

Draft opinion

Amendment

8a. Stresses the importance of national initiatives that make financing for female entrepreneurs for activities in sectors where women are predominant more accessible and emphasises, in this respect, the potential of micro-loans;

Or. sk

Amendment 140

Tania González Peñas

Draft opinion

Paragraph 8 a (new)

Draft opinion

Amendment

8 a. Calls on Member States to continue working to meet the Barcelona targets at the earliest opportunity, and no later than by 2020 and define along similar targets concerning long-term care services;

Or. en

Amendment 141

Tania González Peñas

Draft opinion

Paragraph 8 b (new)

Draft opinion

Amendment

8 b. Takes note of the Commission's package on work-life balance and calls

for a recast of the Maternity, Paternity and Parental Leaves' Directives into a single comprehensive Directive that enshrine equal, non-transferable and fully paid parental leaves for fathers and mothers; calls on the Commission to come forward with a proposal for carer's leave directive;

Or. en

Amendment 142
Sofia Ribeiro

Draft opinion
Paragraph 8 b (new)

Draft opinion

Amendment

8b. Urges Member States to invest in informal after-school play-centred learning facilities that could provide support for children after school and crèche hours in particular, as a way of responding to the gap between school and business hours;

Or. pt

Amendment 143
Monika Vana
on behalf of the Verts/ALE Group

Draft opinion
Paragraph 8 b (new)

Draft opinion

Amendment

8 b. Recalls the disastrous long term impact of austerity measures on women's economic empowerment and equality between women and men, with rising unemployment and cuts in public services and benefits resulting in a care crisis;

Or. en

Amendment 144

Miapetra Kumpula-Natri, Elena Gentile, Jutta Steinruck

Draft opinion

Paragraph 8 b (new)

Draft opinion

Amendment

8 b. Stresses the importance of tax and benefit systems in Member States that are free of disincentives for second earner to work or work more, because women often are second earners;

Or. en

Amendment 145

Jana Žitňanská

Draft opinion

Paragraph 8 b (new)

Draft opinion

Amendment

8b. Emphasises that the availability of childcare is a vital precondition for women's ability to fulfil their potential in the workplace;

Or. sk

Amendment 146

Sofia Ribeiro

Draft opinion

Paragraph 8 c (new)

Draft opinion

Amendment

8c. Suggests that Member States draw up programmes to combat social and gender stereotypes, particularly among the youngest groups, as a way of preventing a socio-professional categorisation that frequently restricts

women's access to the highest-paid positions and jobs;

Or. pt

Amendment 147

Miapetra Kumpula-Natri, Elena Gentile, Jutta Steinruck, Siôn Simon

Draft opinion

Paragraph 8 c (new)

Draft opinion

Amendment

8 c. *Calls on the Member States to mainstream the gender perspective into their national skills and labour market policies and include such measures in national action plans and/or as part of the European Semester, in line with the Employment Guidelines;*

Or. en

Amendment 148

Monika Vana

on behalf of the Verts/ALE Group

Draft opinion

Paragraph 8 c (new)

Draft opinion

Amendment

8 c. *Urges the Member States to replace household unit models by the individualisation of taxation and social security rights in order to ensure that women have individual rights and to counter dependency status through their partners or through the state;*

Or. en