



2017/2210(INI)

13.12.2017

AMENDMENTS

1 - 87

Draft opinion

Lynn Boylan

(PE613.389v01-00)

Gender Equality in the Media Sector in the EU
(2017/2210(INI))

AM_Com_NonLegOpinion

Amendment 1

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Agnes Jongerius

Draft opinion

Citation 1 a (new)

Draft opinion

Amendment

1a. having regard to its resolution of 13 September 2016 on Creating Labour Market Conditions favourable for work-life balance,

Or. en

Amendment 2

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Evelyn Regner, Brando Benifei, Agnes Jongerius

Draft opinion

Citation 1 a (new)

Draft opinion

Amendment

1a. having regard to its resolution of 15 September 2016 on Application of the Employment Equality Directive,

Or. en

Amendment 3

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Evelyn Regner, Agnes Jongerius

Draft opinion

Citation 1 b (new)

Draft opinion

Amendment

1b. having regard to its resolution of 14 June 2017 on the need for an EU strategy to end and prevent the gender pension gap,

Amendment 4

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Agnes Jongerius

Draft opinion

Citation 1 c (new)

Draft opinion

Amendment

1c. having regard to its resolution of 4 July 2017 on working conditions and precarious employment,

Or. en

Amendment 5

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Agnes Jongerius

Draft opinion

Citation 1 d (new)

Draft opinion

Amendment

1d. having regard to its resolution of 3 October 2017 on women's economic empowerment in the private and public sectors in the EU,

Or. en

Amendment 6

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Agnes Jongerius

Draft opinion

Citation 1 e (new)

Draft opinion

Amendment

1e. having regard to its resolution of

Or. en

Amendment 7

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Agnes Jongerius

Draft opinion

Citation 1 f (new)

Draft opinion

Amendment

If. having regard to the proposal of the European Commission of 26 April 2017 for a Directive of the European Parliament and of the Council on work-life balance for parents and carers repealing the Council Directive 2010/18/EU,

Or. en

Amendment 8

Terry Reintke

on behalf of the Verts/ALE Group

Draft opinion

Recital A a (new)

Draft opinion

Amendment

Aa. whereas sexism and gender stereotyping is a burden for the democratic and economic development and the success of the EU, further widening the already strong digital gender gap in the field of ICT, media and information society;

Or. en

Amendment 9
Terry Reintke
on behalf of the Verts/ALE Group

Draft opinion
Recital B a (new)

Draft opinion

Amendment

Ba. *whereas women writing in social media are at a very high risk of harassment; whereas this harassment has the potential of silencing women's voice and weakens their participation in society;*

Or. en

Amendment 10
Yana Toom

Draft opinion
Paragraph 1

Draft opinion

Amendment

1. Notes that while women make up a clear majority of journalism and media graduates in the EU, they are still significantly under-represented at *the* decision-making level; notes that *this under-representation is a major contributing factor to the* negative and stereotypical *portrayal* of women in the media in the EU;

1. Notes that while women make up a clear majority of journalism and media graduates in the EU *at 68%^{1a}*, they are still significantly under-represented at *all* decision-making level *resulting in a waste of human capital*; notes that *across all management levels women averaged 32% of senior staff in decision making positions with female positions at the highest strategic level of CEO etc. even lower at 16%; further notes that female board membership is also low at 25%^{1b}*; notes that *an increased presence of women in decision making roles in the media is likely to lead to more balanced and realistic media content and combat* negative and stereotypical *portrayals* of women in the media in the EU;

^{1a} *Advancing gender equality in decision-making in media organisations, EIGE*

Report, 2013, p. 17.

^{1b} Advancing gender equality in decision-making in media organisations, EIGE Report, 2013, p. 29-33.

Or. en

Amendment 11
Verónica Lope Fontagné

Draft opinion
Paragraph 1

Draft opinion

1. Notes that while women ***make up a clear majority of journalism and media graduates*** in the EU, ***they are still significantly under-represented*** at the decision-making level; notes that this under-representation is a major contributing factor to the negative and stereotypical portrayal of women in the media in the EU;

Amendment

1. Notes that, while ***more*** women ***study journalism, they are still under-represented in the*** media in the EU, ***especially*** at the decision-making level; notes that this under-representation is a major contributing factor to the negative and stereotypical portrayal of women in the media in the EU;

Or. es

Amendment 12
Jérôme Lavrilleux, Elisabeth Morin-Chartier, Anne Sander

Draft opinion
Paragraph 1

Draft opinion

1. Notes that while women make up a clear majority of journalism and media graduates in the EU, they are still significantly under-represented at the decision-making level; notes that this under-representation ***is a major contributing factor*** to the negative and stereotypical portrayal of women in the media in the EU;

Amendment

1. Notes that while women make up a clear majority of journalism and media graduates in the EU, they are still significantly under-represented at the decision-making level, ***for example on boards of directors***; notes that this under-representation ***contributes*** to the negative and stereotypical portrayal of women in the media in the EU;

Amendment 13
Jana Žitňanská

Draft opinion
Paragraph 1

Draft opinion

1. Notes that while women make up a clear majority of journalism and media graduates in the EU, they are still significantly under-represented at the decision-making level; notes that this under-representation **is a major contributing factor** to the negative and stereotypical portrayal of women in the media in the EU;

Amendment

1. Notes that while women make up a clear majority of journalism and media graduates in the EU, they are still significantly under-represented at the decision-making level; notes that this under-representation **may be one of the factors contributing** to the negative and stereotypical portrayal of women in the media in the EU;

Or. sk

Amendment 14
Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Evelyn Regner, Agnes Jongerius

Draft opinion
Paragraph 1

Draft opinion

1. Notes that while women make up a clear majority of journalism and media graduates in the EU, they are still significantly under-represented at the decision-making level; notes that this under-representation is a major contributing factor to the negative and stereotypical portrayal of women in the media in the EU;

Amendment

1. Notes that while women make up a clear majority of journalism and media graduates in the EU, they are still significantly under-represented at the decision-making **and leadership** level; notes that this under-representation is a major contributing factor to the negative and stereotypical portrayal of women in the media in the EU;

Or. en

Amendment 15

Terry Reintke

on behalf of the Verts/ALE Group

Draft opinion

Paragraph 1

Draft opinion

1. *Notes* that while women make up a clear majority of journalism and media graduates in the EU, they are still significantly under-represented at the decision-making level; notes that this under-representation is a major contributing factor to the negative and stereotypical portrayal of women in the media in the EU;

Amendment

1. *Deplores* that while women make up a clear majority of journalism and media graduates in the EU, they are still significantly under-represented at the decision-making level; notes that this under-representation is a major contributing factor to the negative and stereotypical portrayal of women in the media in the EU;

Or. en

Amendment 16

Verónica Lope Fontagné

Draft opinion

Paragraph 1 a (new)

Draft opinion

Amendment

1a. Urges the Member States to ensure the proper implementation of existing European regulations on equal treatment in employment and on non-discrimination;

Or. es

Amendment 17

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Evelyn Regner, Agnes Jongerius

Draft opinion

Paragraph 1 a (new)

1a. Recognises that an increase in the proportion of women in leadership roles in the media sector is an important step and calls on media sector organisations to introduce best practice measures to increase the proportion of women in leadership roles; encourages such organisations to actively consider measures such as those incorporated by the Nordic Public Services Broadcasters^{1c}, including making workforce gender balance in staff composition, including by pay grade, transparent and comparable over time in yearly corporate reports; setting clear and realisable yearly targets; incorporating gender sensitive training and establishing mentor and role model programmes for staff;

1c

http://www.nordicom.gu.se/sites/default/files/mediefakta-dokument/Gender_Media/Making_Change/1-12_makingchange_lr.pdf

Or. en

Amendment 18

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Agnes Jongerius

Draft opinion

Paragraph 1 a (new)

1a. Notes with concern the continued systemic and pervasive nature of gender-based harassment in all walks of life, including at the workplace: the scale of which has been brought to light by the recent #metoo movement; notes that, according to a 2014 Fundamental Rights

Agency Study^{1a}, one in three women in the EU have experienced physical or sexual violence during their adult lives and that for 32% of these victims, the perpetrator was someone encountered at the workplace (notably a boss, colleague or customer);

1a

<http://fra.europa.eu/en/publication/2014/violence-against-women-eu-wide-survey-main-results-report>

Or. en

Amendment 19

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Agnes Jongerius

Draft opinion

Paragraph 1 a (new)

Draft opinion

Amendment

1a. Notes in particular the disturbing scale of harassment suffered by female journalists; notes that according to a recent IFJ study^{1b}, 50% of female journalists have experienced one form of harassment; that 44% of female journalists have suffered online abuse; that 37% have been sexually harassed and that in 38% of these cases, the perpetrator was a boss or supervisor;

^{1b} <http://www.ifj.org/nc/news-single-view/backpid/1/article/ifj-survey-one-in-two-women-journalists-suffer-gender-based-violence-at-work/>

Or. en

Amendment 20
Jana Žitňanská

Draft opinion
Paragraph 1 a (new)

Draft opinion

Amendment

1a. Condemns the fact that women are portrayed in a way that diminishes their human dignity, for instance, through the inappropriate use of female nudity in broadcasting and advertising, as well as the deliberate reduction of women's role to that of sex objects;

Or. sk

Amendment 21
Lynn Boylan

Draft opinion
Paragraph 1 a (new)

Draft opinion

Amendment

1a. Believes that gender stereotypes reproduced by media result in segregation in the labour market which in turn enforces the gender pay gap and subsequently the gender pension gap.

Or. en

Amendment 22
Terry Reintke
on behalf of the Verts/ALE Group

Draft opinion
Paragraph 1 a (new)

Draft opinion

Amendment

1a. Stresses that economic arguments cannot be an excuse to perpetuate gender

Amendment 23

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Evelyn Regner, Agnes Jongerius

Draft opinion

Paragraph 1 b (new)

Draft opinion

Amendment

1b. Notes a recent Eurofound study highlighting the growth of precarious forms of work such as fixed-term, temporary, atypical, freelance and discontinuous in the media sector further notes that, as is true across the labour market, women are overrepresented in these precarious forms of work^{1d}; notes that the increasing pressures on the media sector to maintain economic viability due to digitalisation is likely to aggravate this trend; further notes that women on these more precarious contracts may be more vulnerable to workplace harassment due to the relative ease with which they can be dismissed from the organisation;

^{1d}

http://www.europarl.europa.eu/RegData/etudes/STUD/2016/587285/IPOL_STU%282016%29587285_EN.pdf

Amendment 24

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Agnes Jongerius

Draft opinion

Paragraph 1 b (new)

Draft opinion

Amendment

1b. Calls on the Commission and Member States to develop, fund and encourage training on workplace policy related to anti-harassment, equality and diversity in order to combat harassment at the workplace;

Or. en

Amendment 25
Lynn Boylan

Draft opinion
Paragraph 1 b (new)

Draft opinion

Amendment

1b. Considers that these stereotypes can lead to a negative social environment for women and can contribute to gender discrimination in the workplace; notes the importance of a positive social environment in helping workers to deal with high levels of work intensity.

Or. en

Amendment 26
Verónica Lope Fontagné

Draft opinion
Paragraph 1 b (new)

Draft opinion

Amendment

1b. Stresses the importance of ensuring equal opportunities between men and women so that talent is rewarded regardless of gender, race, age, religion, disability, state of health or economic status;

Amendment 27

Terry Reintke

on behalf of the Verts/ALE Group

Draft opinion

Paragraph 1 b (new)

Draft opinion

Amendment

1b. Calls on the Commission, the Member States and the social partners to promote gender equality in media organisations, representative bodies and training institutions, especially in their boards, and to closely monitor and follow up the progress made;

Or. en

Amendment 28

Jana Žitňanská

Draft opinion

Paragraph 1 b (new)

Draft opinion

Amendment

1b. Condemns the fact that men and women are portrayed in ways that are sexist, discriminatory, offensive or degrading and that uncritically reinforce stereotypes;

Or. sk

Amendment 29

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Evelyn Regner, Agnes Jongerius

Draft opinion

Paragraph 1 c (new)

Draft opinion

Amendment

1c. Notes that only a few Member States have systematically ensured that existing legal texts are in line with the principle of equal treatment, and that even fewer implement them systematically; calls on the Commission and Member States to ensure full implementation of Equal Treatment and Employment Equality Directives in order to address this situation;

Or. en

Amendment 30

Terry Reintke

on behalf of the Verts/ALE Group

Draft opinion

Paragraph 1 c (new)

Draft opinion

Amendment

1c. Calls on the Commission and the Member States to address the severe underrepresentation of women in the media sector, in particular those in decision-making positions and on boards; urges the Commission and the Member States to unblock the Directive on Equal Representation of Women on Executive Boards as in its absence the underrepresentation of women on boards continues at a shockingly high level; urgently reminds the Commission of its responsibility to take any action that could help break the deadlock in the Council as regards EU legislation addressing transparency and greater balance in recruitment for decision-making positions;

Or. en

Amendment 31

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Evelyn Regner, Agnes Jongerius

Draft opinion

Paragraph 1 c (new)

Draft opinion

Amendment

1c. Insists that flexible working arrangements should be employee-oriented and voluntary, accompanied by adequate social protection, and believes that workers' rights and the right to secure employment must come before any increase in flexibility in the labour market, so as to ensure that flexibility does not increase precarious, undesirable and insecure forms of work and employment does not undermine employment standards;

Or. en

Amendment 32

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Evelyn Regner, Agnes Jongerius

Draft opinion

Paragraph 1 d (new)

Draft opinion

Amendment

1d. Calls on the Commission and the Member States to tackle precarious employment, including undeclared work and bogus self-employment, in order to ensure that all types of work contracts offer decent working conditions with proper social security coverage, in line with the ILO Decent Work Agenda, Article 9 TFEU, the EU Charter of Fundamental Rights and the European Social Charter; calls on the Commission and the Member States to combat all practices, which might lead to an increase of precarious employment;

Amendment 33

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Agnes Jongerius

Draft opinion

Paragraph 1 e (new)

Draft opinion

Amendment

1e. Calls on media organisations to, where not previously present, establish internal bodies to assist victims of harassment throughout the process of speaking out; further calls on these organisations to ensure the existence of clear and specific internal policies and structures, including a process for whistleblowing, that specifically aim to tackle a workplace culture which allows the fostering of gender-based discrimination and harassment;

Or. en

Amendment 34

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Agnes Jongerius

Draft opinion

Paragraph 1 e (new)

Draft opinion

Amendment

1e. Calls on the Member States to increase job quality in non-standard jobs by providing, at the least, set of minimum standards as regards social protection, minimum wage levels and access to training and development; stresses that this should be done while maintaining entry opportunities;

Or. en

Amendment 35
Verónica Lope Fontagné

Draft opinion
Paragraph 2

Draft opinion

2. Considers that **women working in the** media will benefit from the general advancement of conditions for women in the workplace, including ending the gender pay gap, reducing precarious work, ensuring affordable and accessible childcare and **boosting** collective bargaining rights;

Amendment

2. Considers that **all** media **workers** will benefit from the general advancement of conditions for women in the workplace, including ending the gender pay gap, reducing precarious work, ensuring affordable and accessible childcare and **care for dependent persons as well as other measures such as voluntary flexible working agreements that make it easier to achieve a work-life balance and the promotion of** collective bargaining rights;

Or. es

Amendment 36
Jérôme Lavrilleux, Elisabeth Morin-Chartier, Anne Sander

Draft opinion
Paragraph 2

Draft opinion

2. Considers that women working in the media will benefit from the general advancement of conditions for women in the workplace, including **ending** the gender pay gap, reducing precarious work, **ensuring affordable and accessible** childcare and **boosting** collective bargaining rights;

Amendment

2. Considers that women working in the media will benefit from the general advancement of conditions for women in the workplace; **considers, however, that this improvement is not sufficient and that inequalities remain; stresses the need to promote the principle of equal pay,** including **by combating** the gender pay gap, reducing precarious work, **increasing the accessibility of affordable** childcare and **ensuring** collective bargaining rights;

Or. fr

Amendment 37

Lynn Boylan

Draft opinion

Paragraph 2

Draft opinion

2. Considers that women working in the media will benefit from the general advancement of conditions for women in the workplace, including ending the gender pay gap, reducing precarious work, ensuring affordable and accessible childcare and boosting collective bargaining rights;

Amendment

2. Considers that women working in the media will benefit from the general advancement of conditions for women in the workplace, including ending the gender pay ***and pension*** gap, reducing precarious work, ensuring affordable and accessible childcare and boosting collective bargaining rights; ***while also noting that the advancement of gender equality for female employees in all sectors will also benefit from increased female representation in media coverage.***

Or. en

Amendment 38

Yana Toom

Draft opinion

Paragraph 2

Draft opinion

2. Considers that women working in the media will benefit from the general advancement of conditions for women in the workplace, including ending the gender pay ***gap***, reducing precarious work, ensuring affordable and accessible childcare and ***boosting*** collective bargaining rights;

Amendment

2. Considers that women working in the media will benefit from the general advancement of conditions for women in the workplace, including ending the gender pay ***and pension gaps***, reducing precarious work, ensuring affordable and accessible childcare and ***better work life balance policies and safeguarding*** collective bargaining rights;

Or. en

Amendment 39

Jana Žitňanská

Draft opinion
Paragraph 2

Draft opinion

2. Considers that women working in the media will benefit from the general advancement of conditions for women in the workplace, including ending the gender pay gap, reducing precarious work, ensuring *affordable and* accessible childcare *and boosting collective bargaining rights*;

Amendment

2. Considers that women working in the media will benefit from the general advancement of conditions for women in the workplace, including ending the gender pay gap, reducing *involuntarily* precarious work *and* ensuring accessible childcare;

Or. sk

Amendment 40

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Evelyn Regner, Agnes Jongerius

Draft opinion
Paragraph 2

Draft opinion

2. Considers that women working in the media will benefit from the general advancement of conditions for women in the workplace, including ending the gender pay gap, reducing precarious work, ensuring affordable *and* accessible childcare and boosting collective bargaining rights;

Amendment

2. Considers that women working in the media will benefit from the general advancement of conditions for women in the workplace, including ending the gender pay gap *and pension gap*, reducing precarious work, ensuring affordable accessible *and quality* childcare and boosting collective bargaining rights;

Or. en

Amendment 41

Terry Reintke

on behalf of the Verts/ALE Group

Draft opinion
Paragraph 2

Draft opinion

2. Considers that women working in the media will benefit from the general advancement of conditions for women in the workplace, including ending the gender pay gap, reducing precarious work, ensuring affordable and accessible childcare and boosting collective bargaining rights;

Amendment

2. Considers that women working in the media will benefit from the general advancement of conditions for women in the workplace, including ending the gender pay gap **and the gender pension gap**, reducing precarious work, ensuring affordable and accessible childcare and boosting collective bargaining rights;

Or. en

Amendment 42
Yana Toom

Draft opinion
Paragraph 2

Draft opinion

2. Considers that women working in the media will benefit from the general advancement of conditions for women in the workplace, including ending the gender pay gap, reducing precarious work, ensuring affordable and accessible childcare and boosting collective bargaining rights;

Amendment

2. Considers that women working in the media will benefit from the general advancement of conditions for women in the workplace, including ending the gender pay gap, reducing precarious work^{2a}, ensuring affordable and accessible childcare and boosting collective bargaining rights;

^{2a}

<http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//NONSGML+TA+P8-TA-2017-0290+0+DOC+PDF+V0//EN> , European Parliament resolution of 4 July 2017 on working conditions and precarious employment

Or. en

Amendment 43
Michaela Šojdrová

Draft opinion
Paragraph 2

Draft opinion

2. Considers that women working in the media will benefit from the general advancement of conditions for women in the workplace, including ending the gender pay gap, reducing precarious work, ensuring affordable and accessible childcare and boosting collective bargaining rights;

Amendment

2. Considers that women working in the media will benefit from the general advancement of conditions for women in the workplace, including ending the gender pay gap, reducing precarious work, ensuring affordable and accessible childcare and boosting collective bargaining rights; ***notes that working in the media often makes reconciling work and family life difficult, given the impact of strict deadlines, the need to be on the move and the enormous pressure; feels, therefore, that it is desirable for employers in the media sector to make more flexible forms of working available, including teleworking and accommodating the needs of women and parents in general;***

Or. cs

Amendment 44

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Agnes Jongerius

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2a. Calls on the Member States and the Commission to take steps to adopt social protection measures to ensure that women`s pay and welfare entitlements, including pensions, are in line with the principle of equal pay for male and female workers for equal work or for work of equal value, in accordance with Article 157 TFEU;

Or. en

Amendment 45

Yana Toom

Draft opinion

Paragraph 2 a (new)

Draft opinion

Amendment

2a. Notes the long tradition of both freelance and permanent staff which exists in the media sector; notes that continued digitisation of the sector has led to reduced traditional circulation and advertising revenue which impacts on the type of employment contracts offered in the sector;

Or. en

Amendment 46

Lynn Boylan

Draft opinion

Paragraph 2 a (new)

Draft opinion

Amendment

2a. Recommends that media organisations respect the right of women and men to benefit equally from parental leave; encourages in particular men to take paternity leave;

Or. en

Amendment 47

Jana Žitňanská

Draft opinion

Paragraph 3

Draft opinion

3. Considers that ***achieving equality for*** women at all levels, and particularly decision-making levels, in the media ***requires transparency in*** pay systems, ***gender-neutral classification***, effective measures to ***end*** sexual harassment, ***reversing the onus of proof in challenging gender discrimination in the workplace***, and ***desegregation of the workforce***;

Amendment

3. Considers that ***improving the position of*** women at all levels, and particularly decision-making levels, in the media ***may require the introduction of transparent*** pay systems ***and, where necessary, more*** effective measures to ***eliminate*** sexual harassment;

Or. sk

Amendment 48

Verónica Lope Fontagné

Draft opinion

Paragraph 3

Draft opinion

3. Considers that achieving equality for women at all levels, and particularly decision-making levels, in the media requires transparency in pay systems, gender-neutral classification, effective measures to end sexual harassment, ***reversing the onus of proof in challenging gender discrimination in the workplace***, and ***desegregation of the workforce***;

Amendment

3. Considers that achieving equality for women at all levels, and particularly decision-making levels, in the media requires transparency in pay systems, gender-neutral classification, effective measures to end sexual harassment and ***desegregation of the workforce***;

Or. es

Amendment 49

Jérôme Lavrilleux, Elisabeth Morin-Chartier, Anne Sander

Draft opinion

Paragraph 3

Draft opinion

3. Considers that achieving equality for women at all levels, and particularly

Amendment

3. Considers that achieving equality for women at all levels, and particularly

decision-making levels, in the media requires *transparency in pay systems, gender-neutral classification, effective measures to end sexual harassment*, reversing the onus of proof in challenging gender discrimination *in the workplace*, and desegregation of the workforce;

decision-making levels, in the media requires pro-active and *effective measures to end sexual harassment, the full implementation in the Member States of the European directives*, reversing the onus of proof in challenging gender discrimination, and desegregation of the workforce;

Or. fr

Amendment 50
Yana Toom

Draft opinion
Paragraph 3

Draft opinion

3. Considers that achieving equality for women at all levels, and particularly decision-making levels, in the media requires transparency in pay systems, gender-neutral classification, effective measures to end sexual harassment, *reversing the onus of proof in challenging gender discrimination in the workplace*, and desegregation of the workforce;

Amendment

3. Considers that achieving equality for women at all levels, and particularly decision-making levels, in the media requires *gender disaggregated* transparency in pay systems, gender-neutral *job evaluation and classification criteria for promotion and recruitment*, effective measures to end sexual harassment, and desegregation of the workforce;

Or. en

Amendment 51
Terry Reintke
on behalf of the Verts/ALE Group

Draft opinion
Paragraph 3

Draft opinion

3. Considers that achieving equality for women at all levels, and particularly decision-making levels, in the media requires transparency in pay systems,

Amendment

3. Considers that achieving equality for women at all levels, and particularly decision-making levels, in the media requires *an employee-centred*

gender-neutral classification, effective measures to end sexual harassment, reversing the onus of proof in challenging gender discrimination in the workplace, and desegregation of the workforce;

organisational culture, a gender-sensitive senior management team, transparency in pay systems, recruitment and promotion policies, gender-neutral classification, effective measures to end sexual harassment, reversing the onus of proof in challenging gender discrimination in the workplace, and desegregation of the workforce;

Or. en

Amendment 52

Terry Reintke

on behalf of the Verts/ALE Group

Draft opinion

Paragraph 3 a (new)

Draft opinion

Amendment

3a. Considers that gender equality should be a compulsory module for education and training in the media sector in order to ensure a long-term impact; calls on national and European institutions to promote and fund gender-awareness trainings for media professionals, including the use of non-sexist language and avoiding gender stereotypes in the media; stresses that special attention needs to be paid to training on how the media report on cases of violence against women;

Or. en

Amendment 53

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Evelyn Regner, Agnes Jongerius

Draft opinion

Paragraph 3 a (new)

Draft opinion

Amendment

3a. *Notes in particular that the pattern of informal or casual recruitment in this sector can have the effect of disproportionately disadvantaging women due to their existing underrepresentation in sector; calls on media organisations to establish open and transparent recruitment procedures as part of their gender equality strategy;*

Or. en

Amendment 54
Michaela Šojdrová

Draft opinion
Paragraph 3 a (new)

Draft opinion

Amendment

3a. *Points out that there are far fewer women than men in the media covering the most important topics of political and economic affairs; notes, furthermore, that it is unacceptable for age and attractiveness to be the main factors determining whether a particular presenter will appear on screen or not;*

Or. cs

Amendment 55
Lynn Boylan

Draft opinion
Paragraph 3 a (new)

Draft opinion

Amendment

3a. *Welcomes initiatives such as the #MeToo movement that aim to report cases of sexual harassment and violence*

against women; strongly supports all the women and girls who have participated in the campaign, including those who denounced their perpetrators.

Or. en

Amendment 56

Jérôme Lavrilleux, Elisabeth Morin-Chartier, Anne Sander

Draft opinion

Paragraph 3 a (new)

Draft opinion

Amendment

3a. Insists that it is important to ensure that women enjoy a work-life balance, especially in view of the irregular working hours in the media sector, for example;

Or. fr

Amendment 57

Terry Reintke

on behalf of the Verts/ALE Group

Draft opinion

Paragraph 3 b (new)

Draft opinion

Amendment

3b. Considers that gender equality in education must include a range of issues, such as literacy including media-literacy, bullying including cyber-bullying, violence against LGBTI, hate speech, human rights and civic education; underlines that prevention measures should cover technology-related aspects, particularly with a view to ensuring a safer internet and digital literacy as well as media literacy; calls upon the Member States to adopt provisions to apply measures of protection, such as

encryption and parental control;

Or. en

Amendment 58

Lynn Boylan

Draft opinion

Paragraph 3 b (new)

Draft opinion

Amendment

3b. *Having regard to Eurofound's forthcoming report on 'Pay transparency in Europe: First movers' experiences with gender pay reports and audits', notes that only one third of Member States have at least some gender pay transparency measures implemented as per the European Commission Recommendation (C(2014) 1405 final), some have only recently changed legislation or have mature plans, while more than half of the Member States have not implemented any of the 4 pay transparency measures to date.*

Or. en

Amendment 59

Terry Reintke

on behalf of the Verts/ALE Group

Draft opinion

Paragraph 3 c (new)

Draft opinion

Amendment

3c. *Stresses the role of the media as agents of social change and its influence in the configuration of public opinion, and calls on Member States to promote contents on gender equality in public media; encourages public and private media to mainstream gender equality in*

all their contents and to use non-sexist language; encourages broadcasting organisations to adopt an equality plan for both their internal structures and content production;

Or. en

Amendment 60
Lynn Boylan

Draft opinion
Paragraph 3 c (new)

Draft opinion

Amendment

3c. Notes that objectification of women in media coverage, precarious employment and lack of female representation in decision making roles all contribute to a workplace environment where women are vulnerable to sexual exploitation, harassment and violence.

Or. en

Amendment 61
Terry Reintke
on behalf of the Verts/ALE Group

Draft opinion
Paragraph 3 d (new)

Draft opinion

Amendment

3d. Calls on media organisations to make gender-awareness trainings obligatory for recruitment specialists and managers as well as for career advancement;

Or. en

Amendment 62
Terry Reintke
on behalf of the Verts/ALE Group

Draft opinion
Paragraph 3 e (new)

Draft opinion

Amendment

3e. Calls on the Member States to implement action programmes which ensure women's involvement in the design and implementation of effective and efficient gender-sensitive policies and programmes within media organisations;

Or. en

Amendment 63
Jana Žitňanská

Draft opinion
Paragraph 4

Draft opinion

Amendment

4. Calls for the adoption of a quota system in both public and private media organisations in order to ensure women's equal representation at the decision-making level; calls for Member State governments to link the award of public contracts in the media to obligatory gender-equality measures; notes the positive role of women's councils and women's equality officers in workplaces;

deleted

Or. sk

Amendment 64
Yana Toom

Draft opinion
Paragraph 4

Draft opinion

4. Calls for the adoption of a quota system in both public and *private* media organisations in order to ensure women's equal representation ***at the decision-making level; calls for Member State governments to link the award of public contracts in the media to obligatory gender-equality measures***; notes the positive role of women's councils and women's equality officers in workplaces;

Amendment

4. Calls for the adoption of a quota system ***for decision-making positions*** in both public and ***large listed*** media organisations in order to ensure women's equal representation; notes the positive role of women's councils and women's equality officers in workplaces;

Or. en

Amendment 65
Michaela Šojdrová

Draft opinion
Paragraph 4

Draft opinion

4. Calls for the adoption of a quota system in both public and private media organisations in order to ensure women's equal representation at the decision-making level; ***calls for Member State governments to link the award of public contracts in the media to obligatory gender-equality measures***; notes the positive role of ***women's councils*** and women's equality officers ***in workplaces***;

Amendment

4. Calls for the adoption of a ***voluntary*** quota system in both public and private media organisations in order to ***help*** ensure women's equal representation at the decision-making level; notes the positive role of ***internal measures*** and women's equality officers;

Or. cs

Amendment 66
Jérôme Lavrilleux, Elisabeth Morin-Chartier, Anne Sander

Draft opinion
Paragraph 4

Draft opinion

4. Calls for the adoption of a quota

Amendment

4. Calls for the adoption ***and***

system in both public and private media organisations in order to ensure women's equal representation at the decision-making level; ***calls for Member State governments to link the award of public contracts in the media to obligatory gender-equality measures***; notes the positive role of women's councils and women's equality officers in workplaces;

implementation of the directive on women on boards of directors, which sets up a quota system in both public and private media organisations in order to ensure women's equal representation at the decision-making level; notes the positive role of women's councils and women's equality officers in workplaces;

Or. fr

Amendment 67
Verónica Lope Fontagné

Draft opinion
Paragraph 4

Draft opinion

4. Calls for ***the adoption of a quota system*** in both public and private media organisations in order to ensure women's equal representation at the decision-making level; calls for Member State governments to ***link the award of public contracts in the media to obligatory gender-equality measures***; notes the positive role of women's councils and women's equality officers in workplaces;

Amendment

4. Calls for ***efforts to be made to achieve equality of access and promotion*** in both public and private media organisations in order to ensure women's equal representation at the decision-making level; calls for Member State governments to ***encourage measures to avoid discrimination between men and women in companies that obtain public concessions***; notes the positive role of women's councils and women's equality officers in workplaces;

Or. es

Amendment 68
Terry Reintke
on behalf of the Verts/ALE Group

Draft opinion
Paragraph 4

Draft opinion

4. Calls for the adoption of a quota system in both public and private media

Amendment

4. Calls ***urgently*** for the adoption of a quota system in both public and private

organisations in order to ensure women's equal representation at the decision-making level; calls for Member State governments to link the award of public contracts in the media to obligatory gender-equality measures; notes the positive role of women's councils and women's equality officers in workplaces;

media organisations in order to ensure women's equal representation at the decision-making level; calls for Member State governments to link the award of public contracts in the media to obligatory gender-equality measures; notes the positive role of women's councils and women's equality officers in workplaces;

Or. en

Amendment 69

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Evelyn Regner, Agnes Jongerius

Draft opinion

Paragraph 4 a (new)

Draft opinion

Amendment

4a. Calls for media organisations to put in place all possible positive discrimination measures to ensure women's equal representation in all levels of the media sector, particularly in leadership roles; notes the positive role of unions, women's councils and women's equality officers in workplaces; considers these organisations should continue to work alongside employers in delivering appropriate measures to deliver gender balance within media organisations;

Or. en

Amendment 70

Yana Toom

Draft opinion

Paragraph 4 a (new)

Draft opinion

Amendment

4a. Believes that media organisations should significantly strengthen their

internal policy frameworks to promote gender equality through measures such as codes of conduct, equality audits, gender equality plans, reporting mechanisms and training on harassment and gender stereotypes and that such actions should be reinforced with monitoring mechanisms; believes that such measures could contribute to a higher proportion of women in strategic decision making positions;

Or. en

Amendment 71
Lynn Boylan

Draft opinion
Paragraph 4 a (new)

Draft opinion

Amendment

4a. *Reiterates the European Parliament's call on the Council for a swift adoption of the Women on Boards Directive as an important first step towards equal representation in the public and private sectors.*

Or. en

Amendment 72
Lynn Boylan

Draft opinion
Paragraph 4 b (new)

Draft opinion

Amendment

4b. *Calls on the Member States to reduce barriers to women's access to senior and management positions by developing policy incentives for media organisations to respect gender equality and gender neutrality in the recruitment*

process; to promote a consistent concept of work-life balance and to provide training and mentoring for female colleagues, who according to Eurofound are less likely to receive employer-paid training than their male colleagues in the media sector.

Or. en

Amendment 73

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Agnes Jongerius

Draft opinion

Paragraph 4 b (new)

Draft opinion

Amendment

4b. *Notes a recent Eurofound study^{1d} stating that high level of poor work-life balance was reported by media workers in printing and publishing sectors, with highest levels in small and medium-sized workplaces in the media and communications sector;*

^{1d}

<https://www.eurofound.europa.eu/publications/information-sheet/2014/working-conditions/media-and-communications-working-conditions-and-job-quality>

Or. en

Amendment 74

Lynn Boylan

Draft opinion

Paragraph 4 c (new)

Draft opinion

Amendment

4c. *Recommends that public and*

private media organisations adopt internal policies on gender pay transparency (company pay reports or pay audits) also where there is no legal obligation; Evidence from evaluation studies point to the reports or audits becoming more meaningful and effective, when they are compiled with a certain degree of detail, both in terms of what parts of the pay are reported on separately, and what kind of breakdowns are provided. Only in those cases where sufficiently detailed information is available, and where they are further discussed with employee representatives, scrutinized and followed up, the reports and audits move from being a mere formality towards becoming an effective instrument.

Or. en

Amendment 75

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Agnes Jongerius

Draft opinion

Paragraph 4 c (new)

Draft opinion

Amendment

4c. Stresses in this context the importance of ensuring that women and men are equal earners and equal carers by eliminating gender inequalities in paid and unpaid work, and to promote equal sharing of responsibilities, costs and care; therefore welcomes the Commission's proposal on work-life balance, as response to repeated calls of the European Parliament, and insists that the outcome of inter-institutional negotiations result in an ambitious legislation;

Or. en

Amendment 76

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Agnes Jongerius

Draft opinion

Paragraph 4 d (new)

Draft opinion

Amendment

4d. Calls for Member States to develop programmes in order to improve women's skills in STEM subjects that are important for careers in the media sector with a more technical focus, such as sound and audiovisual technicians; stresses the importance of vocational education and training in diversifying career choices and introducing women and men to non-traditional career opportunities to overcome horizontal and vertical exclusion;

Or. en

Amendment 77

Jana Žitňanská

Draft opinion

Paragraph 5

Draft opinion

Amendment

5. Calls for the Commission and Member States to provide financial support to women's organisations which are active in the sphere of promoting gender equality in the media;

deleted

Or. sk

Amendment 78

Lynn Boylan

Draft opinion

Paragraph 5

Draft opinion

5. Calls for the Commission and Member States to provide financial support to women's organisations which are active in the sphere of promoting gender equality in the media;

Amendment

5. Calls for the Commission and Member States to provide financial support to women's organisations which are active in the sphere of promoting gender equality in the media; ***including organisations which support women and girls that are victims of male violence and sexual harassment in the work place; including organisations which provide free legal aid and represent women working outside their country of origin and represent women of minority cultural and ethnic backgrounds, religions, sexual orientations and transgender women.***

Or. en

Amendment 79

Jérôme Lavrilleux, Elisabeth Morin-Chartier, Anne Sander

Draft opinion

Paragraph 5

Draft opinion

5. Calls for the Commission and Member States to ***provide financial*** support ***to*** women's organisations which are active in the sphere of promoting gender equality in the media;

Amendment

5. Calls for the Commission and Member States to support ***and promote*** women's organisations which are active in the sphere of promoting gender equality in the media;

Or. fr

Amendment 80

Jana Žitňanská

Draft opinion

Paragraph 6

Draft opinion

6. ***Notes*** the positive role of media workers' unions and professional

Amendment

6. ***Appreciates*** the positive role of media workers' unions and professional

associations ***in promoting*** gender equality ***more effectively*** within their internal structures ***than has been achieved in the workplace***; ***considers that such professional associations should play a key role in developing strategies for gender equality.***

associations ***which promote*** gender equality within their internal structures;

Or. sk

Amendment 81
Yana Toom

Draft opinion
Paragraph 6

Draft opinion

6. Notes the positive role of media workers' unions and professional associations in promoting gender equality ***more effectively*** within their internal structures ***than has been achieved in the workplace***; considers that such professional associations should play a key role in developing strategies for gender equality.

Amendment

6. Notes the positive role of media workers' unions and professional associations in promoting gender equality within their internal structures; considers that such professional associations should play a key role in developing strategies for gender equality; ***notes also the pro-active role that can be played by national equality bodies and national media regulatory bodies to monitor and address gender inequality in the sector***;

Or. en

Amendment 82
Yana Toom

Draft opinion
Paragraph 6 a (new)

Draft opinion

6a. Welcomes the use of the indicators developed by EIGE to monitor the Beijing Platform for Action's critical area of concern regarding the role of women in the media; encourages the Commission

Amendment

and Member States to follow up on these indicators and other data for the systematic monitoring of progress in the area of gender equality and to use the information to input into national action plans and labour market measures.

Or. en

Amendment 83

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Agnes Jongerius

Draft opinion

Paragraph 6 a (new)

Draft opinion

Amendment

6a. Acknowledges that women cannot be treated as one homogenous group but that women of different ethnicity, religion, gender alignment, sexual orientation and women with disability face specific gender-based obstacles and sources of stress at the workplace, including harassment, exclusion, discrimination or gender stereotypes;

Or. en

Amendment 84

Jana Žitňanská

Draft opinion

Paragraph 6 a (new)

Draft opinion

Amendment

6a. Is of the opinion that the most appropriate place for the position of women in the media to be adapted and improved is at the level of Member States;

Or. sk

Amendment 85

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Agnes Jongerius

Draft opinion

Paragraph 6 b (new)

Draft opinion

Amendment

6b. *Calls on Member States and the Commission to combat all forms of multiple discrimination and to ensure proper application of the principle of non-discrimination and equal treatment in access to employment;*

Or. en

Amendment 86

Jana Žitňanská

Draft opinion

Paragraph 6 b (new)

Draft opinion

Amendment

6b. *Supports the establishment of national bodies for the ethical self-regulation of the advertising sector.*

Or. sk

Amendment 87

Rory Palmer, Javi López, Emilian Pavel, Siôn Simon, Jutta Steinruck, Vilija Blinkevičiūtė, Brando Benifei, Evelyn Regner, Agnes Jongerius

Draft opinion

Paragraph 6 c (new)

Draft opinion

Amendment

6c. *Regrets the under-reporting of all forms of discrimination at the workplace and highlights that the lack of objective*

data makes it more difficult to prove the existence of discrimination; calls on the Commission and Member States to collect equality data within the scope of the Employment Equality Directive in an accurate and systemic way and with the involvement of social partners, national equality bodies and national courts; further recommends that national, regional and local authorities, law enforcement bodies, including labour inspectors, national equality bodies and civil society organisations, increase their monitoring of the intersectionality between gender and other grounds in cases of discrimination and practices;

Or. en