



EUROPEAN PARLIAMENT

2014 - 2019

---

*Committee on Women's Rights and Gender Equality*

---

**2014/2210(INI)**

29.1.2015

# **AMENDMENTS**

## **1 - 62**

**Draft opinion**  
**Daniela Aiuto**  
(PE544.312v01-00)

Family Businesses in Europe  
(2014/2210(INI))

AM\1047685EN.doc

PE546.839v01-00

**EN**

*United in diversity*

**EN**

AM\_Com\_NonLegOpinion

**Amendment 1**  
**Arne Gericke**

**Draft opinion**  
**Recital A**

*Draft opinion*

A. whereas there is a growing presence of women in family businesses and women are a major resource in terms of their **ability to** influence strategies, decisions and management;

*Amendment*

A. whereas there is a growing presence of women in family businesses, and **whereas, by virtue of their sometimes different abilities, their social skills and the way they** influence strategies, decisions and management, **women and men living and working side by side on an equal footing represents a new, fair and sustainable form of employment culture;**

Or. de

**Amendment 2**  
**Iratxe García Pérez**

**Draft opinion**  
**Recital A**

*Draft opinion*

A. whereas there is a growing presence of women in family businesses and women are a major resource in terms of their ability **to influence** strategies, decisions and **management;**

*Amendment*

A. whereas there is a growing presence of women in family businesses and women are a major resource in terms of their **high level of education and proven managerial ability when it comes to defining** strategies, **taking** decisions, **running companies and problem-solving;**

Or. es

**Amendment 3**  
**Karima Delli**

**Draft opinion**  
**Recital A**

*Draft opinion*

A. whereas there is a growing presence of women in family businesses and women are a major resource in terms of their ability to influence strategies, decisions and management;

*Amendment*

A. whereas there is a growing presence of women in family businesses and women are a major resource in terms of their ability to influence strategies, decisions and management ***especially because the number of women graduating is equal and even higher than the number of men;***

Or. en

**Amendment 4**  
**Daniela Aiuto**

**Draft opinion**  
**Recital A a (new)**

*Draft opinion*

*Amendment*

***Aa. whereas little information is, however, available concerning women employed in family businesses, given that the actual concept of the family business is still relatively undocumented;***

Or. it

**Amendment 5**  
**Marc Tarabella**

**Draft opinion**  
**Recital B**

*Draft opinion*

*Amendment*

B. whereas family businesses represent an important career opportunity for women;

B. whereas family businesses represent an important career opportunity for women, ***although that fact is not recognised, because there are no female role models to follow;***

**Amendment 6**  
**Arne Gericke**

**Draft opinion**  
**Recital B**

*Draft opinion*

B. whereas family businesses represent an important career opportunity for women;

*Amendment*

B. whereas family businesses, ***family-run independent businesses and new businesses of this kind*** represent an important career opportunity for women;

Or. de

**Amendment 7**  
**Iratxe García Pérez**

**Draft opinion**  
**Recital B**

*Draft opinion*

B. whereas family businesses represent an important career opportunity for women;

*Amendment*

B. whereas family businesses represent an important career ***and personal development*** opportunity for women;

Or. es

**Amendment 8**  
**Georg Mayer**

**Draft opinion**  
**Recital C**

*Draft opinion*

C. whereas women encounter substantial difficulties in their involvement in family businesses ***and are subject to 'vertical'***

*Amendment*

C. whereas women encounter substantial difficulties in their involvement in family businesses;

*and 'horizontal' gender segregation;*

Or. en

**Amendment 9**  
**Arne Gericke**

**Draft opinion**  
**Recital C**

*Draft opinion*

C. whereas women encounter substantial difficulties in their involvement in family businesses and are subject to 'vertical' and 'horizontal' gender segregation;

*Amendment*

C. whereas women encounter substantial difficulties in their involvement in family businesses and are ***in some cases still*** subject to 'vertical' and 'horizontal' gender segregation;

Or. de

**Amendment 10**  
**Iratxe García Pérez**

**Draft opinion**  
**Recital C**

*Draft opinion*

C. whereas women encounter substantial difficulties in their involvement in family businesses and are subject to 'vertical' and 'horizontal' gender segregation;

*Amendment*

C. whereas women encounter substantial difficulties in their involvement in family businesses, and are subject to 'vertical' and 'horizontal' gender segregation, ***and this despite the high level of education of women, who account for 60% of all graduates;***

Or. es

**Amendment 11**  
**Daniela Aiuto**

**Draft opinion**  
**Recital C a (new)**

*Draft opinion*

*Amendment*

***Ca. whereas in many countries the problem resides in the fact that society is permeated by a culture of male dominance in all walks of life and not only at the workplace;***

Or. it

**Amendment 12**  
**Elisabeth Köstinger**

**Draft opinion**  
**Recital C a (new)**

*Draft opinion*

*Amendment*

***Ca. whereas family farms offer a template for success because they put the principle of the environmentally and socially sustainable circular-flow economy into practice and because in that context women, as leaders, contribute not only entrepreneurial thinking, but also specific communication and social skills;***

Or. de

**Amendment 13**  
**Rosa Estaràs Ferragut, Barbara Matera, Ildikó Gáll-Pelcz**

**Draft opinion**  
**Recital C a (new)**

*Draft opinion*

*Amendment*

***Ca. whereas women earn, on average, 16% less per hour than men in the EU and there is a dearth of women in high-level and leadership positions, and***

*whereas the labour practices and wage systems applied to men are not the same as those applied to women, making it more difficult for the latter to be financially independent, participate fully in the job market and achieve work-life balance;*

Or. es

**Amendment 14**  
**Arne Gericke**

**Draft opinion**  
**Recital D**

*Draft opinion*

D. whereas women often play an invisible role, *or act as figureheads*, and do not have their job or salary status appropriately recognised, which has serious repercussions in terms of social security contributions, pensions and welfare;

*Amendment*

D. whereas women often play an invisible role, *lose out as a result of the time they spend bringing up children* and do not have their job or salary status appropriately recognised, which has serious repercussions in terms of social security contributions, pensions and welfare;

Or. de

**Amendment 15**  
**Iratxe García Pérez**

**Draft opinion**  
**Recital D**

*Draft opinion*

D. whereas women often play an invisible role, or act as figureheads, and do not have their job or salary status appropriately recognised, which has serious repercussions in terms of social security contributions, pensions and welfare;

*Amendment*

D. whereas women often play an invisible role, or act as figureheads, and do not have their job or salary status appropriately recognised, which has serious repercussions in terms of social security contributions, pensions and welfare *entitlements*;



**Amendment 16**  
**Anna Záborská**

**Draft opinion**  
**Recital D**

*Draft opinion*

D. whereas women often play an invisible role, or act as figureheads, and do not have their job or salary status appropriately recognised, which has serious repercussions in terms of social security contributions, pensions and welfare;

*Amendment*

D. whereas women often play an invisible role, or act as figureheads, and do not have their job or salary status appropriately recognised, which has serious repercussions in terms of social security contributions, pensions and welfare;  
***whereas maternity leave constitutes an additional burden for women as it is negatively reflected in pension schemes;***

Or. en

**Amendment 17**  
**Marc Tarabella**

**Draft opinion**  
**Recital D**

*Draft opinion*

D. whereas women often play an invisible role, or act as figureheads, and do not have their job or salary status appropriately recognised, which has serious repercussions in terms of social security contributions, pensions and welfare;

*Amendment*

D. whereas women often play an invisible role, or act as figureheads, and do not have their job or salary status appropriately recognised, which has serious repercussions in terms of social security contributions, pensions and welfare ***and also in terms of recognition of their skills;***

Or. fr

**Amendment 18**  
**Angelika Mlinar**

**Draft opinion**  
**Recital D**

*Draft opinion*

D. whereas women often play an invisible role, or act as figureheads, and do not have their job or salary status appropriately recognised, which has serious repercussions in terms of social security contributions, pensions and welfare;

*Amendment*

D. whereas women often play an invisible role, or act as figureheads, and do not have their job or salary status appropriately recognised, which has serious repercussions in terms of social security contributions, pensions and welfare **as demonstrated by the data on the gender pay gap and pension gap<sup>1</sup>**;

<sup>1</sup> [http://ec.europa.eu/justice/gender-equality/files/gender\\_pay\\_gap/140319\\_gp\\_g\\_en.pdf](http://ec.europa.eu/justice/gender-equality/files/gender_pay_gap/140319_gp_g_en.pdf)

Or. en

**Amendment 19**  
**Daniela Aiuto**

**Draft opinion**  
**Recital D a (new)**

*Draft opinion*

*Amendment*

***Da. whereas, in many European countries, women are frequently required to act as figureheads, either for tax reasons or because of legal obstacles preventing a male entrepreneur from holding any position within the business or placing it in his own name;***

Or. it

**Amendment 20**  
**Tonino Picula**

**Draft opinion**  
**Recital E**

*Draft opinion*

E. whereas women have difficulty in taking over family businesses as successors, given that preference is given to sons and daughters are *nearly always* excluded;

*Amendment*

E. whereas women have difficulty in taking over family businesses as successors, given that preference is given to sons and daughters are *often* excluded;

Or. hr

**Amendment 21**  
**Biljana Borzan**

**Draft opinion**  
**Recital E**

*Draft opinion*

E. whereas women have difficulty in taking over family businesses as successors, given that preference is given to sons and daughters are *nearly always* excluded;

*Amendment*

E. whereas women have difficulty in taking over family businesses as successors, given that preference is given to sons and daughters are *very often* excluded;

Or. en

**Amendment 22**  
**Rosa Estaràs Ferragut, Ildikó Gáll-Pelcz, Barbara Matera**

**Draft opinion**  
**Recital E**

*Draft opinion*

E. whereas women have difficulty in taking over family businesses as successors, given that preference is given to sons and daughters are *nearly always* excluded;

*Amendment*

E. whereas women have difficulty in taking over family businesses as successors, given that preference is given to sons and daughters are *sometimes* excluded;

Or. es

**Amendment 23**  
**Daniela Aiuto**

**Draft opinion**  
**Recital E**

*Draft opinion*

E. whereas women have difficulty in taking over family businesses as successors, given that preference is given to sons and daughters are nearly always excluded;

*Amendment*

E. whereas women have difficulty in taking over family businesses as successors, given that preference is given to sons and daughters are nearly always excluded, *save under exceptional circumstances dictated by the absence of a male heir or a crisis affecting the company;*

Or. it

**Amendment 24**  
**Daniela Aiuto**

**Draft opinion**  
**Recital E a (new)**

*Draft opinion*

*Amendment*

*Ea. whereas women seeking to combine their roles as mothers and business operators frequently find themselves forced to sideline the former or even abandon the notion of motherhood in order to run the business;*

Or. it

**Amendment 25**  
**Arne Gericke**

**Draft opinion**  
**Recital E a (new)**

*Draft opinion*

*Amendment*

*Ea. whereas some 60 % of all businesses in the EU are family run or family owned;*

Or. de

**Amendment 26**  
**Angelika Mlinar**

**Draft opinion**  
**Recital E a (new)**

*Draft opinion*

*Amendment*

***Ea. whereas ensuring competent family leadership across generations is one of the main concerns of family businesses and gender stereotypes privilege sons against daughters in the family firm succession;***

Or. en

**Amendment 27**  
**Anna Záborská**

**Draft opinion**  
**Recital E a (new)**

*Draft opinion*

*Amendment*

***Ea. whereas family businesses create favourable environment for reconciliation of family and work life of women, especially mothers;***

Or. en

**Amendment 28**  
**Arne Gericke**

**Draft opinion**  
**Recital E b (new)**

*Draft opinion*

*Amendment*

***Eb. acknowledging the crucial example set by properly functioning family***

*business governance and its importance for the sustainability of the European economy and the social market economy in Europe;*

Or. de

**Amendment 29**  
**Arne Gericke**

**Draft opinion**  
**Recital E c (new)**

*Draft opinion*

*Amendment*

*Ec. whereas many family businesses are small-scale, independent firms which not only make a significant contribution to the economy, but also embody long-term stability wherever they are located, including in rural areas, display a special degree of commitment to their local community, shoulder exceptional responsibility as property owners and stand in the European tradition of the ‘honourable merchant’;*

Or. de

**Amendment 30**  
**Marc Tarabella**

**Draft opinion**  
**Paragraph 1**

*Draft opinion*

*Amendment*

1. Calls for measures to protect women to be applied and implemented more effectively, with a view to avoiding horizontal and vertical segregation, wage and job discrimination (*invisibility and ‘figurehead’ treatment*), providing both genders with equal opportunities, social

1. Calls for measures to protect women to be applied and implemented more effectively, with a view to avoiding horizontal and vertical segregation, wage and job discrimination, *especially as regards management duties, positions of responsibility, and leadership roles,*

rights and access to health;

providing both genders with equal opportunities, social rights and access to health;

Or. fr

**Amendment 31**  
**Daniela Aiuto**

**Draft opinion**  
**Paragraph 1**

*Draft opinion*

1. Calls for measures to protect women to be applied and implemented more effectively, with a view to avoiding horizontal and vertical segregation, wage and job discrimination (invisibility and ‘figurehead’ treatment), providing both genders with equal opportunities, social rights and access to health;

*Amendment*

1. Calls for measures to protect women to be applied and implemented more effectively, with a view to avoiding horizontal and vertical segregation, wage and job discrimination (invisibility and ‘figurehead’ treatment), providing both genders with equal opportunities, social rights and access to health, **as well as ensuring fair remuneration, contribution payments, pensions and benefits;**

Or. it

**Amendment 32**  
**Arne Gericke**

**Draft opinion**  
**Paragraph 1**

*Draft opinion*

1. Calls for measures to protect women to be applied and implemented more effectively, with a view to avoiding horizontal and vertical segregation, wage and job discrimination (invisibility **and ‘figurehead’ treatment**), providing both genders with equal opportunities, social rights **and access to health;**

*Amendment*

1. Calls for measures to protect women to be applied and implemented more effectively, with a view to avoiding horizontal and vertical segregation, wage and job discrimination (invisibility) **and discrimination as regards work in the household and time spent bringing up children**, providing both genders with equal opportunities **and** social rights;

**Amendment 33**  
**Georg Mayer**

**Draft opinion**  
**Paragraph 1**

*Draft opinion*

1. Calls for measures to protect women to be applied and implemented more effectively, with a view to avoiding **horizontal and vertical** segregation, wage and job discrimination (**invisibility and 'figurehead' treatment**), providing both genders with equal opportunities, social rights and access to health;

*Amendment*

1. Calls for measures to protect women to be applied and implemented more effectively, with a view to avoiding segregation, wage and job discrimination, providing both genders with equal opportunities, social rights and access to health;

Or. en

**Amendment 34**  
**Iratxe García Pérez**

**Draft opinion**  
**Paragraph 1**

*Draft opinion*

1. Calls for measures **to protect women to be applied and implemented more effectively**, with a view to avoiding horizontal and vertical segregation, wage and job discrimination (invisibility and 'figurehead' treatment), providing **both genders** with **equal** opportunities, social rights **and** access to health;

*Amendment*

1. Calls for **more effective application and implementation of** measures **ensuring equal opportunities and equal treatment of men and women in respect of employment and careers, and of proactive measures to promote participation of the under-represented gender**, with a view to avoiding horizontal and vertical segregation, wage and job discrimination (invisibility and 'figurehead' treatment) **and** providing **men and women** with **the same** opportunities, social rights, access to health, **wages and pensions**;

Or. es



**Amendment 35**  
**Marc Tarabella**

**Draft opinion**  
**Paragraph 1 a (new)**

*Draft opinion*

*Amendment*

***1a. Maintains that the skills acquired by women from family businesses have to be recognised so as to enable those women to further their careers in other types of businesses;***

Or. fr

**Amendment 36**  
**Daniela Aiuto**

**Draft opinion**  
**Paragraph 1 a (new)**

*Draft opinion*

*Amendment*

***1a. Calls for the adoption of an unambiguous definition of family businesses for all the Member States, providing a solid career base for both genders;***

Or. it

**Amendment 37**  
**Anna Záborská**

**Draft opinion**  
**Paragraph 1 a (new)**

*Draft opinion*

*Amendment*

***1a. Invites the EU and the Member states to harmonize the rules for family***

***businesses in Europe to guarantee women adequate protection on maternity leave that would include measures preventing discrimination of mothers in pension schemes;***

Or. en

**Amendment 38**  
**Arne Gericke**

**Draft opinion**  
**Paragraph 2**

*Draft opinion*

2. Stresses the need to protect women's right to succession in family businesses, on a par with men, by promoting a culture of fairness between men and women which highlights the entrepreneurial role of women in family businesses, in positions of management, responsibility and leadership;

*Amendment*

*Does not apply to English text*

Or. de

**Amendment 39**  
**Viorica Dăncilă**

**Draft opinion**  
**Paragraph 2**

*Draft opinion*

2. Stresses the need to protect women's right to succession in family businesses, on a par with men, by promoting a culture of fairness between men and women which highlights the entrepreneurial role of women in family businesses, in positions of management, responsibility and leadership;

*Amendment*

2. Stresses the need to protect women's right to succession in family businesses, on a par with men, by promoting a culture of fairness between men and women which highlights the entrepreneurial role of women in family businesses, in positions of management, responsibility and leadership ***and creating an environment in which female entrepreneurs and family***

*businesses can prosper and enterprise is rewarded;*

Or. ro

**Amendment 40**  
**Marc Tarabella**

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

*Draft opinion*

*Amendment*

*2a. Calls on the Commission and the Member States to support the European Network of Female Entrepreneurship Ambassadors and the European Network of Mentors for Women Entrepreneurs in order to raise their profile;*

Or. fr

**Amendment 41**  
**Elisabeth Köstinger**

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

*Draft opinion*

*Amendment*

*2a. Draws attention to the important role which women play in running family farms, and calls on the Member States to support business training aimed specifically at women farmers, in order to strengthen women's involvement in family farming even further; urges in particular, in that connection, that support should be given to training projects for women who run family farms with a view to increasing women's involvement in farming and regional organisations;*

Or. de

**Amendment 42**  
**Karima Delli**

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

*Draft opinion*

*Amendment*

***2a. Stresses the need to secure the best possible working conditions in terms of health and security at the place of work;***

Or. en

**Amendment 43**  
**Rosa Estaràs Ferragut, Barbara Matera**

**Draft opinion**  
**Paragraph 3**

*Draft opinion*

*Amendment*

3. Calls for the ‘mother-entrepreneur’ figure to be promoted, in order to guarantee the right to maternity and to grant financial assistance ***to women who intend to devote themselves to both their families and businesses;***

3. Calls for the ‘mother-entrepreneur’ figure to be promoted, in order to guarantee the right to maternity and to grant financial assistance ***for balancing family and business commitments;***

Or. es

**Amendment 44**  
**Ildikó Gáll-Pelcz, Rosa Estaràs Ferragut, Barbara Matera, Mariya Gabriel, Marijana Petir**

**Draft opinion**  
**Paragraph 3**

*Draft opinion*

*Amendment*

3. Calls for the ‘mother-entrepreneur’ figure to be promoted, in order to guarantee the right to maternity and to

3. Calls for the ‘mother-entrepreneur’ figure to be promoted, in order to guarantee the right to maternity and to

grant financial assistance to women who intend to devote themselves to both their families and businesses;

grant financial assistance to women who intend to devote themselves to both their families and businesses; ***calls for measures to support family employment and household services for childcare in view of allowing women entrepreneurs to reconcile work and family life;***

Or. en

**Amendment 45**  
**Karima Delli**

**Draft opinion**  
**Paragraph 3**

*Draft opinion*

3. Calls for the ‘mother-entrepreneur’ figure to be promoted, in order to guarantee the right to maternity and to grant financial assistance to women who intend to devote themselves to both their families and businesses;

*Amendment*

3. Calls for the ‘mother-entrepreneur’ figure to be promoted, in order to guarantee the right to maternity and to grant financial assistance to women who intend to devote themselves to both their families and businesses ***and to reconcile their working and private lives within a larger framework;***

Or. en

**Amendment 46**  
**Arne Gericke**

**Draft opinion**  
**Paragraph 3**

*Draft opinion*

3. Calls for the ‘mother-entrepreneur’ figure to be promoted, in order to guarantee the right to maternity and to grant financial assistance to women who intend to devote themselves to both their families and businesses;

*Amendment*

3. Calls for the ‘mother-entrepreneur’ figure to be promoted, in order to guarantee the right to maternity, ***to acknowledge time spent bringing up children*** and to grant financial assistance to women who intend to devote themselves to both their families and businesses;

**Amendment 47**  
**Angelika Mlinar**

**Draft opinion**  
**Paragraph 3 a (new)**

*Draft opinion*

*Amendment*

***3a. Stresses that offering more opportunities for women in family businesses will benefit both the women and the businesses;***

Or. en

**Amendment 48**  
**Daniela Aiuto**

**Draft opinion**  
**Paragraph 3 a (new)**

*Draft opinion*

*Amendment*

***3a. Calls for all possible measures to be adopted to prevent and penalise acts of abuse or coercion, situations conducive to blackmail and/or subjugation, or violence against women at the workplace, pointing out that, in addition to acts of physical violence, seclusion and discrimination are also forms of mental cruelty or psychological aggression;***

Or. it

**Amendment 49**  
**Iratxe García Pérez**

**Draft opinion**  
**Paragraph 3 a (new)**

*Draft opinion*

*Amendment*

***3a. Reminds the Member States and local and regional authorities once again of the importance of there being sufficient provision of high-quality and affordable care services for children, the elderly and other dependent persons, of tax incentives for companies and of other compensation to help women and men working as employees, on their own account or as managers in family businesses to balance their family and work commitments;***

Or. es

**Amendment 50**

**Daniela Aiuto**

**Draft opinion**

**Paragraph 3 b (new)**

*Draft opinion*

*Amendment*

***3b Welcomes the Commission's intention to encourage the study and statistical analysis of the presence of women in family businesses in Europe;***

Or. it

**Amendment 51**

**Iratxe García Pérez**

**Draft opinion**

**Paragraph 3 b (new)**

*Draft opinion*

*Amendment*

***3b. Stresses the need for separate and duly remunerated periods of maternity, paternity and parental leave which meet the needs of employees, the self-employed and business employers;***

**Amendment 52**  
**Georg Mayer**

**Draft opinion**  
**Paragraph 4**

*Draft opinion*

4. Urges the European Union and Member States to consider and include the protection of women ***each time*** they legislate on matters relating to family businesses.

*Amendment*

4. Urges the European Union and Member States to consider and include the protection of women they legislate on matters relating to family businesses.

Or. en

**Amendment 53**  
**Iratxe García Pérez**

**Draft opinion**  
**Paragraph 4**

*Draft opinion*

4. Urges the European Union and Member States to consider and include ***the protection of women*** each time they legislate on matters relating to family businesses.

*Amendment*

4. Urges the European Union and Member States to ***factor in equality of opportunity for men and women and*** consider and include ***proactive measures to promote participation of the under-represented gender*** each time they legislate on matters relating to family businesses.

Or. es

**Amendment 54**  
**Angelika Mlinar**

**Draft opinion**  
**Paragraph 4**



*Draft opinion*

4. Urges the European Union and Member States to consider and include the protection of women each time they legislate on matters relating to family businesses.

*Amendment*

4. Urges the European Union and Member States to consider and include the protection of women each time they legislate on matters relating to family businesses ***and in particular in the context of the women on boards directive.***

Or. en

**Amendment 55**  
**Karima Delli**

**Draft opinion**  
**Paragraph 4**

*Draft opinion*

4. Urges the European Union and Member States to consider and include the protection of women each time they legislate on matters relating to family businesses.

*Amendment*

4. Urges the European Union and Member States to consider and include the protection of women ***as well as the promotion of women's access to professional training*** each time they legislate on matters relating to family businesses.

Or. en

**Amendment 56**  
**Arne Gericke**

**Draft opinion**  
**Paragraph 4 a (new)**

*Draft opinion*

*Amendment*

***4a. Calls on the Commission to encourage across-the-board acceptance of a clear definition of 'family business' at EU and national level, as recommended in the final report of the European Expert Group Overview of Family-Business-***

**Amendment 57**

**Rosa Estaràs Ferragut, Barbara Matera**

**Draft opinion**

**Paragraph 4 a (new)**

*Draft opinion*

*Amendment*

***4a. Emphasises that eliminating all the differences between men and women working in family businesses would generate benefits for the economy and for society in general; points out that the Strategy for Equality between Men and Women 2010-2015 aims to increase the employment rate to 75% for women, which is the target set in the Europe 2020 Strategy, and that this includes those groups of women with the lowest rates of employment.***

Or. es

**Amendment 58**

**Davor Ivo Stier**

**Draft opinion**

**Paragraph 4 a (new)**

*Draft opinion*

*Amendment*

***4a. Stresses the need to establish support frameworks for female business owner-managers in family businesses in order to increase their confidence and self-efficacy.***

Or. en

**Amendment 59**  
**Iratxe García Pérez**

**Draft opinion**  
**Paragraph 4 a (new)**

*Draft opinion*

*Amendment*

***4a. Insists that family businesses be required to ensure equal treatment and opportunities for men and women at work, in the management of the business and in decision making, and that they must to that end adopt measures to prevent any kind of discrimination and to promote gender equality.***

Or. es

**Amendment 60**  
**Arne Gericke**

**Draft opinion**  
**Paragraph 4 b (new)**

*Draft opinion*

*Amendment*

***4b. Calls on the Commission to draw up a non-legislative European family strategy which takes full account of the role played by women and mothers in family businesses, the social and economic significance of ‘mompreneurs’ and the specific contribution they make to implementing the principles underpinning fair leadership, entrepreneurial social responsibility and a new, sustainable employment culture.***

Or. de

**Amendment 61**  
**Rosa Estaràs Ferragut, Barbara Matera, Ildikó Gáll-Pelcz**

**Draft opinion**  
**Paragraph 4 b (new)**

*Draft opinion*

*Amendment*

***4b. Stresses the need for specific proposals making for better balance in terms of working, family and personal life by encouraging men and women to share occupational, family and social responsibilities more evenly, especially where assistance to dependants and childcare is concerned; notes that better provision of day care and nursery services depends not only on public policies for the creation of these facilities, but also on incentives to businesses to offer such solutions; notes that flexibility in respect of working hours and the way work is organised, as well as part-time working, may constitute one means of achieving a better work-life balance;***

Or. es

**Amendment 62**  
**Iratxe García Pérez**

**Draft opinion**  
**Paragraph 4 b (new)**

*Draft opinion*

*Amendment*

***4b. Calls on the Council to reach consensus as soon as possible and adopt the Directive on improving the gender balance among non-executive directors of companies listed on stock exchanges, so that all companies listed on stock exchanges, including family businesses, meet the target of at least 40% of the members of their boards of directors being women.***

Or. es

