



2015/2116(INI)

24.2.2016

AMENDMENT

1 - 54

Draft opinion
Michaela Šojdrová
(PE575.126v01-00)

Application of the Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation ("Employment Equality Directive")
(2015/2116(INI))

Amendment 1
Evelyn Regner

Draft opinion
Recital A

Draft opinion

A. whereas the Commission's application report¹ states that all 28 Member States have transposed the Directive into national legislation, but legislation alone is not enough to ensure full equality and must be combined with appropriate policy action;

¹ COM(2014)0002

Amendment

A. whereas the Commission's application report¹ states that all 28 Member States have transposed the Directive into national legislation, but legislation alone is not enough to ensure full equality and must be combined with appropriate policy action; ***whereas policy measures such as the Directive on improving the gender balance among non-executive directors of companies listed on stock exchanges and related measures have already been adopted by Parliament, and whereas such measures have the potential to help bring about greater equality for women within employment and improve women's access to management positions; whereas similar appropriate measures to strengthen women in corporate middle management appear to be necessary too;***

¹ COM(2014)0002

Or. de

Amendment 2
Anna Hedh

Draft opinion
Recital A

Draft opinion

A. whereas the Commission's application report¹ states that all 28 Member States have transposed the Directive into national legislation, but legislation alone is not enough to ensure full equality and must be

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Amendment

A. whereas the Commission's application report¹ states that all 28 Member States have transposed the Directive into national legislation, but legislation alone is not enough to ensure full equality and must be

combined with appropriate policy action;

combined with appropriate policy action;
whereas legislation must be considered a crucial tool in reaching gender equality but must be combined with normative procedures and campaigns in order to implement gender equality, not only in legislation but also in the public opinion;

¹ COM(2014)0002

¹ COM(2014)0002

Or. en

Amendment 3
Branislav Škripek

Draft opinion
Recital A

Draft opinion

A. whereas the Commission's application report¹ states that all 28 Member States have transposed the Directive into national legislation, but legislation alone is not enough to ensure full equality and must be combined with appropriate policy action;

¹ COM(2014)0002

Amendment

A. whereas the Commission's application report¹ states that all 28 Member States have transposed the Directive into national legislation, but legislation alone is not enough to ensure full equality *in the labour market* and must be combined with appropriate policy action;

¹ COM(2014)0002

Or. en

Amendment 4
Evelyn Regner

Draft opinion
Recital A a (new)

Draft opinion

Aa. whereas the application and transposition of Directive 2006/54/EC have been assessed and Parliament, in its

Amendment

report dated 25 June 2015, set out its serious misgivings concerning the implementation of the Directive's provisions on putting into practice the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation;

Or. de

Amendment 5
João Pimenta Lopes

Draft opinion
Recital A a (new)

Draft opinion

Amendment

Aa. whereas social inequalities, in particular as regards employment equality, can be combated only through policies guaranteeing a better distribution of wealth, based on an increase in real wages, action to promote labour and working time regulation and labour protection, in particular through collective bargaining and guaranteed universal free access to high-quality public healthcare and education services;

Or. pt

Amendment 6
João Pimenta Lopes

Draft opinion
Recital A b (new)

Draft opinion

Amendment

Ab. whereas austerity policies and policies that attack workers' rights through labour deregulation and the destruction of specific labour inspection mechanisms have fostered precarious employment,

inequality and exploitation;

Or. pt

Amendment 7
João Pimenta Lopes

Draft opinion
Recital A c (new)

Draft opinion

Amendment

Ac. whereas in most Member States the provision of free and high-quality public services providing care and assistance for children, the sick and the elderly has worsened as a result of privatisation policies, the destruction of public services and the imposition of austerity and poverty policies;

Or. pt

Amendment 8
João Pimenta Lopes

Draft opinion
Recital A d (new)

Draft opinion

Amendment

Ad. whereas women are most affected by unemployment and suffer negative discrimination in terms of access to jobs, particularly in the case of mothers and women who want to have children;

Or. pt

Amendment 9
João Pimenta Lopes

Draft opinion
Recital B

Draft opinion

B. whereas women are **mostly** the ones with the primary responsibility for taking care of the children, family and household; whereas these responsibilities have a direct effect on women's **careers, negatively affect their conditions of employment and produce pay and pension gaps;**

Amendment

B. whereas, **for these reasons**, women are the ones with the primary responsibility for taking care of the children, family and household; whereas these responsibilities **also** have a direct effect on women's **access to jobs;**

Or. pt

Amendment 10
Jadwiga Wiśniewska

Draft opinion
Recital B

Draft opinion

B. whereas women are mostly the ones with the primary responsibility for taking care of the children, family and household; whereas **these responsibilities have** a direct effect on women's careers, negatively **affect** their conditions of employment and **produce** pay and pension gaps;

Amendment

B. whereas women are mostly the ones with the primary responsibility for taking care of the children, family and household; whereas **the belief that women with children work less effectively has** a direct effect on women's careers, negatively **affects** their conditions of employment and **produces** pay and pension gaps;

Or. pl

Amendment 11
Izaskun Bilbao Barandica

Draft opinion
Recital B

Draft opinion

B. whereas women are mostly the ones with the primary responsibility for taking care of the children, family and household;

Amendment

B. whereas women are mostly the ones with the primary responsibility for taking care of the children, **the elderly, the** family

whereas these responsibilities have a direct effect on women's careers, negatively affect their conditions of employment and produce pay and pension gaps;

and the household, ***and this responsibility is greater if they have children with disabilities***; whereas these responsibilities have a direct effect on women's careers, negatively affect ***their professional development and, therefore***, their conditions of employment and produce pay and pension gaps;

Or. es

Amendment 12
Evelyn Regner

Draft opinion
Recital B

Draft opinion

B. whereas women are mostly the ones with the primary responsibility for taking care of the children, family and household; whereas these responsibilities have a direct effect on women's careers, negatively affect their conditions of employment and produce pay and pension gaps;

Amendment

B. whereas women are mostly the ones with the primary responsibility for taking care of the children, family and household; whereas these responsibilities have a direct effect on women's careers ***and*** negatively affect their conditions of employment, ***women in many instances are involuntary part-time workers or are pushed into precarious forms of employment***, and ***all these factors*** produce pay and pension gaps;

Or. de

Amendment 13
Branislav Škripek

Draft opinion
Recital B

Draft opinion

B. whereas women are mostly the ones with the primary responsibility for taking care of the children, family and household; whereas these responsibilities have a direct

Amendment

B. whereas women are mostly the ones with the primary responsibility for taking care of the children, family and household; whereas these responsibilities have a direct

effect on women's careers, negatively affect their conditions of employment and produce pay and pension gaps;

effect on women's careers, *may* negatively affect their conditions of employment and produce pay and pension gaps;

Or. en

Amendment 14
Branislav Škripek

Draft opinion
Recital B

Draft opinion

B. whereas women are mostly the ones with the primary responsibility for taking care of the children, family and household; whereas these responsibilities have a direct effect on women's careers, negatively affect their conditions of employment and produce pay and pension gaps;

Amendment

B. whereas women are mostly the ones with the primary responsibility for taking care of the children *and other dependents*, family and household; whereas these responsibilities have a direct effect on women's careers, negatively affect their conditions of employment and produce pay and pension gaps;

Or. en

Amendment 15
João Pimenta Lopes

Draft opinion
Recital B a (new)

Draft opinion

Amendment

Ba. whereas labour deregulation policies, in particular the destruction of the notion of occupational careers and categories and attacks on collective bargaining, have left women in particular more vulnerable to precarious employment, wage discrimination and a lack of social protection, which has consequences for their contribution record and leads to pension disparities that are significantly wider than the corresponding wage disparities;

Amendment 16
Anna Hedh

Draft opinion
Recital B a (new)

Draft opinion

Amendment

Ba. whereas women are often forced into insecure and unstable employment contracts which effects their lives in an unjust matter which enhances the multiple discrimination and reproduces gender pay gaps; therefore reiterates the need of different forms of leave with non-transferable rights, especially parental leave, and also the need to implement the Barcelona objectives;

Or. en

Amendment 17
Evelyn Regner

Draft opinion
Recital B a (new)

Draft opinion

Amendment

Ba. whereas single-parent families, primarily single mothers, can be found much more frequently among the working poor and all measures adopted should focus on single parents;

Or. de

Amendment 18
Branislav Škripek

Draft opinion
Recital B a (new)

Draft opinion

Amendment

Ba. whereas a broad range of skills and competences gained by women when fulfilling family responsibilities bring an enrichment for their personal and professional development; and therefore these competences should be recognized by the society and the employer;

Or. en

Amendment 19
Viorica Dăncilă

Draft opinion
Recital B a (new)

Draft opinion

Amendment

Ba. whereas the European Union is confronted with a major economic, financial and social crisis that particularly affects women in the labour market and in their personal lives, since they are more likely to be in insecure jobs and more liable to become unemployed and to have no social security cover;

Or. ro

Amendment 20
Jadwiga Wiśniewska

Draft opinion
Recital B a (new)

Draft opinion

Amendment

Ba. whereas the lack of genuinely effective work-life balance laws is resulting in discrimination against

working parents;

Or. pl

Amendment 21

Anna Hedh

Draft opinion

Recital C

Draft opinion

C. whereas **there** are still **cases** of multiple, direct and indirect discrimination **of women on** the labour market, despite the implementation of equal treatment in Member States; whereas women are not always aware of their rights under existing European and national legislation on equality and discrimination, or doubt the effectiveness of reporting cases of discrimination;

Amendment

C. whereas **women** are still **victims** of multiple, direct and indirect discrimination the labour market, despite the implementation of equal treatment in Member States; whereas women are not always **made** aware of their rights under existing European and national legislation on equality and discrimination, or doubt the effectiveness of reporting cases of discrimination;

Or. en

Amendment 22

Iratxe García Pérez

Draft opinion

Recital C

Draft opinion

C. whereas there are still cases of multiple, direct and indirect discrimination of women on the labour market, despite the implementation of equal treatment in Member States; whereas women are not always aware of their rights under existing European and national legislation on equality and discrimination, or doubt the effectiveness of reporting cases of discrimination;

Amendment

C. whereas there are still cases of multiple, direct and indirect discrimination of women on the labour market, despite the implementation of equal treatment in Member States; whereas women are not always aware of their rights under existing European and national legislation on equality and discrimination, or doubt the effectiveness of reporting cases of discrimination; ***stresses, therefore, the importance of information and guidance documents, awareness campaigns and***

information portals, particularly for specific groups (minorities, young people, women);

Or. es

Amendment 23
Jadwiga Wiśniewska

Draft opinion
Recital C

Draft opinion

C. whereas there are still cases of multiple, direct and indirect discrimination of women on the labour market, despite the implementation of equal treatment in Member States; whereas women are not always aware of their rights under existing European and national legislation on equality and discrimination, or doubt the effectiveness of reporting cases of discrimination;

Amendment

C. whereas there are still cases of multiple, direct and indirect discrimination of women on the labour market, despite the implementation of equal treatment in Member States; whereas women are not always aware of their rights under existing European and national legislation on equality and discrimination, or doubt the effectiveness of reporting cases of discrimination; ***whereas there are many different types of indirect discrimination, all of which must be covered by the standard definition whereby discrimination occurs where different rules are applied in comparable situations or the same rule is applied in different situations;***

Or. pl

Amendment 24
Izaskun Bilbao Barandica

Draft opinion
Recital C

Draft opinion

C. whereas there are still cases of multiple, direct and indirect discrimination of women on the labour market, despite the

Amendment

C. whereas there are still cases of multiple, direct and indirect discrimination of women on the labour market, despite the

implementation of equal treatment in Member States; whereas women are not always aware of their rights under existing European and national legislation on equality and discrimination, or doubt the effectiveness of reporting cases of discrimination;

theoretical implementation of equal treatment in Member States; whereas women are not always aware of their rights under existing European and national legislation on equality and discrimination, or doubt the effectiveness of reporting cases of discrimination;

Or. es

Amendment 25
Karima Delli

Draft opinion
Recital C a (new)

Draft opinion

Amendment

Ca. whereas multiple discrimination is a reality for many women in the EU; the main case is because still in the EU, an individual is not protected outside the workplace against discrimination on the grounds of religion or belief, age, disability or sexual orientation; non-discrimination in the field of occupation and employment is only effective if discrimination is comprehensively outlawed in all other fields, including education, access to goods and services and social protection;

Or. en

Amendment 26
Sirpa Pietikäinen

Draft opinion
Recital C a (new)

Draft opinion

Amendment

Ca. whereas the Commission has a responsibility to supervise the implementation of the Directive

2000/78/EC in each Member State, and report and address any shortcomings in its enforcement;

Or. en

Amendment 27
Evelyn Regner

Draft opinion
Paragraph 1

Draft opinion

1. Notes with concern the absence of case-law providing an interpretation of ‘indirect discrimination’ in certain Member States, as well as the difficulty that its definition posed for the transposition of the Directive in certain Member States;

Amendment

1. Notes with concern the absence of case-law providing an interpretation of ‘indirect discrimination’ in certain Member States, as well as the difficulty that its definition posed for the transposition of the Directive in certain Member States; ***suggests that the Commission should provide advice for Member States on such interpretation difficulties;***

Or. de

Amendment 28
Anna Záborská

Draft opinion
Paragraph 1 a (new)

Draft opinion

Amendment

1a. Asks the Members States to develop gender-neutral job classifications and evaluation systems as indispensable measures to foster equal treatment;

Or. en

Amendment 29
João Pimenta Lopes

Draft opinion
Paragraph 1 a (new)

Draft opinion

Amendment

1a. Calls on the Member States to promote free high-quality public services that provide proper and necessary care and assistance for children, the sick and the elderly;

Or. pt

Amendment 30
Iratxe García Pérez

Draft opinion
Paragraph 1 a (new)

Draft opinion

Amendment

1a. Stresses the low number of complaints, which represent only a small percentage of actual cases of discrimination across the EU; notes that in some Member States the figures may be lower still because there are clear cases of discrimination that remain unreported and whose perpetrators are not prosecuted; stresses the need to redouble efforts to raise awareness, spread information, improve access to justice and complaint mechanisms, extend time limits for lodging a complaint for discrimination (which are currently too short), reduce the length and cost of processes and increase the availability of legal aid for complainants lacking resources, who are mostly women;

Or. es

Amendment 31
Iratxe García Pérez

Draft opinion
Paragraph 1 b (new)

Draft opinion

Amendment

1b. Deplores the fact that Directive 2000/78/EC contains no specific provisions on multiple discrimination, although it does at least state that women are often victims of it; notes, furthermore, that the combination of two or more forms of discrimination may pose problems arising from divergences in the guaranteed level of protection for different forms; stresses how important it is for the Council to reach an agreement as soon as possible for the adoption of a common position on the proposal for a directive on implementing the principle of equal treatment between persons, irrespective of religion or belief, disability, age or sexual orientation (COM(2008) 426), adopted by the European Parliament at first reading in April 2009, which explicitly addresses multiple discrimination;

Or. es

Amendment 32
Izaskun Bilbao Barandica

Draft opinion
Paragraph 2

Draft opinion

Amendment

2. Urges the Commission and the Member States to fill in all gaps in the collection of equality data; ***recalls*** that this data ***should*** be comparable, gender-disaggregated and take into account differences between women with and without ***children*** in order to allow for a correct assessment of multiple and indirect discrimination;

2. Urges the Commission and the Member States ***to develop harmonised and homogeneous statistics designed*** to fill in all gaps in the collection of equality data ***so*** that this data ***can*** be comparable, gender-disaggregated and take into account differences between women with and without ***qualifications and with and without family responsibilities*** in order to

allow for a correct assessment of multiple and indirect discrimination;

Or. es

Amendment 33
Anna Hedh

Draft opinion
Paragraph 2

Draft opinion

2. Urges the Commission and the Member States to fill in all gaps in the collection of equality data; recalls that this data should be comparable, *gender-disaggregated* and take into account differences between women with and without children in order to allow for a correct assessment of multiple and indirect discrimination;

Amendment

2. Urges the Commission and the Member States to fill in all gaps in the collection of equality data; recalls that this data should be comparable, *disaggregated based on gender combined with multiple variables such as country of birth* and take into account differences between women with and without children in order to allow for a correct assessment of multiple and indirect discrimination;

Or. en

Amendment 34
Iratxe García Pérez

Draft opinion
Paragraph 2

Draft opinion

2. Urges the Commission and the Member States to fill in all gaps in the collection of equality data; recalls that this data should be comparable, gender-disaggregated and take into account differences between women with and without children in order to allow for a correct assessment of multiple and indirect discrimination;

Amendment

2. Urges the Commission and the Member States to fill in all gaps in the collection of equality data *because the scarcity of equality data makes it difficult to assess situations of discrimination and establish proof of its existence, especially in the case of indirect discrimination, in which statistics play a key role in proving the adverse effects of a superficially neutral measure directed to a specific group*; recalls that this data should be comparable

and gender-disaggregated so as to determine whether women are more likely to suffer certain types of discrimination than men, and should also take into account differences between women with and without children in order to allow for a correct assessment of multiple and indirect discrimination;

Or. es

Amendment 35
Viorica Dăncilă

Draft opinion
Paragraph 2

Draft opinion

2. Urges the Commission and the Member States to fill in all gaps in the collection of equality data; recalls that this data should be comparable, gender-disaggregated and take into account differences between women with and without children in order to allow for a correct assessment of multiple and indirect discrimination;

Amendment

2. Urges the Commission and the Member States to fill in all gaps in the collection of equality data; recalls that this data should be comparable, gender-disaggregated and take into account differences between women with and without children in order to allow for a correct assessment of multiple and indirect discrimination; ***calls on the Commission and the Member States to provide systematic gender-disaggregated information and statistics as part of the national reporting process and in the annual Joint Report on Social Protection and Social Inclusion;***

Or. ro

Amendment 36
Jadwiga Wiśniewska

Draft opinion
Paragraph 2

Draft opinion

2. Urges the Commission and the Member States to fill in all gaps in the collection of

Amendment

2. Urges the Commission and the Member States to fill in all gaps in the collection of

equality data; recalls that this data should be comparable, gender-disaggregated and take into account differences between women with and without children in order to allow for a correct assessment of multiple and indirect discrimination;

equality data; recalls that this data should be comparable, gender-disaggregated and take into account differences between women with and without children, ***as well as women who are the main earners in a household***, in order to allow for a correct assessment of multiple and indirect discrimination;

Or. pl

Amendment 37
João Pimenta Lopes

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2a. Calls on the Member States to implement labour legislation that promotes labour regulation, collective bargaining, social protection and higher wages; calls likewise on the Member States to eliminate legislation that allows or regulates precarious employment;

Or. pt

Amendment 38
Branislav Škripek

Draft opinion
Paragraph 3

Draft opinion

Amendment

3. Calls on the Member States to strengthen their equality bodies, as these bodies should take on a leading role in improving complaint mechanisms and organising awareness campaigns as regards women's rights on the labour market;

3. Calls on the Member States to raise awareness, encourage public debate and adopt appropriate measures to combat employment inequalities;

Amendment 39
Izaskun Bilbao Barandica

Draft opinion
Paragraph 3

Draft opinion

3. Calls on the Member States to ***strengthen their equality bodies, as these bodies should take on a leading role in*** improving complaint mechanisms and organising awareness campaigns as regards women's rights on the labour market;

Amendment

3. Calls on the Member States to ***implement – in a decisive manner and with sufficient budgetary resources – equality policies that include training for professionals in institutional settings with a view to applying effective equality policies and*** improving complaint mechanisms and organising awareness campaigns as regards women's rights on the labour market;

Or. es

Amendment 40
Iratxe García Pérez

Draft opinion
Paragraph 3

Draft opinion

3. Calls on the Member States to strengthen their equality bodies, as these bodies should take on a leading role in improving complaint mechanisms and organising awareness campaigns as regards women's rights on the labour market;

Amendment

3. Calls on the Member States to strengthen their equality bodies, as these bodies should take on a leading role in ***simplifying and facilitating the lodging of complaints by victims of discrimination,*** improving complaint mechanisms and organising awareness campaigns as regards women's rights on the labour market;

Or. es

Amendment 41
João Pimenta Lopes

Draft opinion
Paragraph 3

Draft opinion

3. Calls on the Member States to strengthen their equality bodies, as these bodies should take on a leading role in improving complaint mechanisms and organising *awareness* campaigns *as regards* women's rights on the labour market;

Amendment

3. Calls on the Member States to strengthen their equality bodies, as these bodies should take on a leading role in improving complaint mechanisms and organising campaigns *to affirm* women's rights on the labour market;

Or. pt

Amendment 42
Evelyn Regner

Draft opinion
Paragraph 3

Draft opinion

3. Calls on the Member States to strengthen their equality bodies, as these bodies should take on a leading role in improving complaint mechanisms and organising awareness campaigns as regards women's rights on the labour market;

Amendment

3. Calls on the Member States to *designate an equality body covering the areas of the Directive and to* strengthen their equality bodies *and ensure they are independent and adequately funded*, as these bodies should take on a leading role in improving complaint mechanisms and organising awareness campaigns as regards women's rights on the labour market;

Or. en

Amendment 43
João Pimenta Lopes

Draft opinion
Paragraph 3 a (new)

Draft opinion

Amendment

3a. Calls on the Member States to develop and strengthen national labour inspection bodies, providing the conditions and financial and human resources that will enable them to maintain an effective presence on the ground in order to combat precarious employment, unregulated employment and labour and wage discrimination, in particular from the point of view of equality between men and women;

Or. pt

Amendment 44
Iratxe García Pérez

Draft opinion
Paragraph 3 a (new)

Draft opinion

Amendment

3a. Stresses the importance of reversing the burden of proof to ensure the correct processing of complaints of discrimination in the courts and by other relevant authorities; believes it necessary to foster the correct application of this concept by training national judges and legal practitioners;

Or. es

Amendment 45
Jadwiga Wiśniewska

Draft opinion
Paragraph 3 a (new)

Draft opinion

Amendment

3a. Calls on the Commission to give

priority to tackling the issue of discrimination against parents wishing to combine work with childcare, which stems from a lack of family-friendly employment practices such as flexible working arrangements and teleworking;

Or. pl

Amendment 46
João Pimenta Lopes

Draft opinion
Paragraph 4

Draft opinion

4. Calls on the Member States to *pursue the implementation of* equal treatment in employment policies and measures that would encourage the employment of women and reduce pay and pension gaps.

Amendment

4. Calls on the Member States to *implement* equal treatment in employment policies and measures that would encourage the employment of women and reduce pay and pension ga.

Or. pt

Amendment 47
Evelyn Regner

Draft opinion
Paragraph 4

Draft opinion

4. Calls on the Member States to pursue the implementation of equal treatment in employment policies and measures that would encourage the employment of women *and* reduce pay and pension gaps.

Amendment

4. Calls on the Member States, *in particular by also making active use of gender budgeting*, to pursue the implementation of equal treatment in employment policies and measures that would encourage the employment of women, reduce pay and pension gaps *and, in general, improve the position of women on the labour market; calls on the Commission to promote exchanges of best practices in gender budgeting.*

Or. de

Amendment 48
Izaskun Bilbao Barandica

Draft opinion
Paragraph 4

Draft opinion

4. Calls on the Member States to *pursue the implementation of* equal treatment in employment policies and measures that would encourage the employment of women and reduce pay and pension gaps.

Amendment

4. Calls on the Member States to *display greater commitment in implementing* equal treatment in employment policies and measures that would encourage the *lifelong learning and* employment of women and reduce pay and pension gaps.

Or. es

Amendment 49
Branislav Škripek

Draft opinion
Paragraph 4

Draft opinion

4. Calls on the Member States to pursue the implementation of equal treatment in employment policies and measures that would encourage *the employment of women* and reduce pay and pension gaps.

Amendment

4. Calls on the Member States to pursue the implementation of equal treatment in employment policies and measures that would *also* encourage *a healthy family-work balance*; and reduce pay and pension gaps *as well*.

Or. en

Amendment 50
Branislav Škripek

Draft opinion
Paragraph 4

Draft opinion

4. Calls on the Member States to pursue the implementation of *equal treatment* in employment policies and measures that

Amendment

4. Calls on the Member States to pursue the implementation of *the principle of equality* in employment policies and measures that

would encourage the employment of women and reduce pay and pension gaps.

would encourage the employment of women and reduce pay and pension gaps.

Or. en

Amendment 51
Anna Hedh

Draft opinion
Paragraph 4

Draft opinion

4. Calls on the Member States to pursue the implementation of equal treatment in employment policies and measures that would encourage the employment of women and reduce pay and pension gaps.

Amendment

4. Calls on the Member States to pursue the implementation of equal treatment in employment policies and measures that would encourage the employment of women *on fair grounds without insecure forms of employment* and reduce pay and pension gaps.

Or. en

Amendment 52
Karima Delli

Draft opinion
Paragraph 4 a (new)

Draft opinion

Amendment

4a. Takes the view that equality in employment is severely hindered by the absence of EU legislation prohibiting discrimination outside employment and urges the Council to overcome ongoing political inertia and swiftly adopt the proposal for a directive on implementing the principle of equal treatment of persons, irrespective of religion or belief, disability, age or sexual orientation outside employment that was proposed by the Commission in 2008 and voted in the Parliament in 2009.

Amendment 53
Iratxe García Pérez

Draft opinion
Paragraph 4 a (new)

Draft opinion

Amendment

4a. Welcomes the fact that the overwhelming majority of Member States have considered some form of positive action within the scope of the Directive;

Or. es

Amendment 54
Iratxe García Pérez

Draft opinion
Paragraph 4 b (new)

Draft opinion

Amendment

4b. Notes with concern that national courts tend to apply the lower scale of sanctions provided for by law and award the lowest possible levels of compensation; emphasises the need for the Commission to pay close attention to the rules applicable to sanctions and redress in the Member States to ensure that domestic law does not, as the European Court of Justice has reported, provide for purely symbolic punishments or only issue warnings in cases of discrimination;

Or. es