



2016/2221(INI)

12.1.2017

AMENDMENTS

1 - 96

Draft opinion
João Pimenta Lopes
(PE595.615v01-00)

Working conditions and precarious employment
(2016/2221(INI))

Amendment 1
Inés Ayala Sender

Draft opinion
Citation 1 (new)

Draft opinion

Amendment

- *having regard to draft general recommendation No 28, of 2010, relating to Article 2 of the UN Convention on the Elimination of All Forms of Discrimination against Women,*

Or. es

Amendment 2
Inés Ayala Sender

Draft opinion
Citation 1 a (new)

Draft opinion

Amendment

- *having regard to the European Commission's Strategic Engagement for Gender Equality 2016-2020,*

Or. es

Amendment 3
Inés Ayala Sender

Draft opinion
Citation 1 b (new)

Draft opinion

Amendment

- *having regard to the 2011 Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention),*

Or. es

Amendment 4
Inés Ayala Sender

Draft opinion
Citation 1 c (new)

Draft opinion

Amendment

– ***having regard to the Council of Europe’s Gender Equality Strategy 2014-2017,***

Or. es

Amendment 5
Jadwiga Wiśniewska

Draft opinion
Recital A

Draft opinion

Amendment

A. whereas equality between men and women is a fundamental right that presupposes a guarantee of equal opportunities and equal treatment;

A. whereas equality between men and women is a fundamental right that presupposes a guarantee of equal opportunities and equal treatment, ***and policies aimed at ensuring such equality promote smart and sustainable growth;***

Or. pl

Amendment 6
Notis Marias

Draft opinion
Recital A

Draft opinion

Amendment

A. whereas equality between men and women is a fundamental right that presupposes a guarantee of equal opportunities and equal treatment;

A. whereas equality between men and women is a fundamental right that presupposes a guarantee of equal opportunities and equal treatment ***in all***

sectors;

Or. el

Amendment 7
Terry Reintke

Draft opinion
Recital A

Draft opinion

A. whereas *equality between men and women* is a fundamental right that presupposes a guarantee of equal opportunities and equal treatment;

Amendment

A. whereas *gender equality* is a fundamental right that presupposes a guarantee of equal opportunities and equal treatment;

Or. en

Amendment 8
Beatriz Becerra Basterrechea, Izaskun Bilbao Barandica

Draft opinion
Recital A a (new)

Draft opinion

Amendment

Aa. whereas Eurofound's report on gender employment gap estimates that gender employment gap is costing EU around 370 billion euros per year, or 2.8% of EU GDP^{1a};

^{1a} 1a Eurofound report (2016) the gender employment gap: challenges and solutions.

Or. en

Amendment 9
Beatriz Becerra Basterrechea, Izaskun Bilbao Barandica

Draft opinion
Recital A b (new)

Draft opinion

Amendment

Ab. *whereas the resolution of 15 September 2016 on application of Council Directive 2000/78/EC of 27 November 2000 establishes a general framework for equal treatment in employment and occupation ('Employment Equality Directive');*

Or. en

Amendment 10
Anna Hedh

Draft opinion
Recital B

Draft opinion

Amendment

B. whereas all forms of *sex* discrimination must be firmly combated;

B. whereas all forms of discrimination, ***including discrimination on grounds of gender***, must be firmly combated;

Or. sv

Amendment 11
Terry Reintke

Draft opinion
Recital B

Draft opinion

Amendment

B. whereas all forms of sex discrimination must be firmly combated;

B. whereas all forms of ***gender and sex*** discrimination must be firmly combated;

Or. en

Amendment 12
Inés Ayala Sender

Draft opinion
Recital B a (new)

Draft opinion

Amendment

Ba. whereas ‘sex’ is defined as referring to biological differences between men and women, while ‘gender’ refers to socially constructed identities, roles and attributes for women and men and the social and cultural meaning that society gives to those biological differences, and whereas it is gender that results in hierarchical relationships between women and men and in the distribution and assignment of power and rights favouring men and disadvantaging women;

Or. es

Amendment 13
Jadwiga Wiśniewska

Draft opinion
Recital B a (new)

Draft opinion

Amendment

Ba. whereas ‘reducing the gender pay, earnings and pension gaps and thus fighting poverty among women’ is one of the priority areas set out by the Commission in its document entitled ‘Strategic engagement for gender equality 2016-2019’

Or. pl

Amendment 14
Daniela Aiuto, Laura Agea

Draft opinion
Recital B a (new)

Draft opinion

Amendment

Ba. *whereas on the labour market most women, unlike men, are employed on precarious contracts; whereas precariousness does not make it possible to live in a dignified manner;*

Or. it

Amendment 15
Jadwiga Wiśniewska

Draft opinion
Recital C

Draft opinion

Amendment

C. *whereas women suffer particular discrimination in relation to access to the labour market, with substantially lower wages and more uncertain and precarious employment ties; whereas maternity represents an unacceptable form of discrimination against women in relation to accessing and remaining in the labour market;*

C. *whereas women, who work for substantially lower wages and face more uncertain and precarious employment ties, are at greater risk of poverty than men, with single mothers, older women living alone and disabled women being most affected; whereas families with three or more children also face a high risk of poverty; whereas maternity and parenthood represent unacceptable grounds for discrimination against women in relation to accessing and remaining in the labour market;*

Or. pl

Amendment 16
Mylène Troszczynski

Draft opinion
Recital C

Draft opinion

C. whereas women suffer particular discrimination in relation to access to the labour market, with substantially lower wages and more uncertain and precarious employment ties; whereas maternity represents an unacceptable form of discrimination against women in relation to accessing ***and remaining in*** the labour market;

Amendment

C. whereas women suffer particular discrimination in relation to access to the labour market, with substantially lower wages ***for the same work*** and more uncertain and precarious employment ties; whereas maternity represents an unacceptable form of discrimination against women in relation to accessing the labour market; ***whereas it would be desirable to improve the status of the work done by mothers and fathers within the family unit; whereas this would also make it possible to pursue genuine birth-rate policies in Europe;***

Or. fr

Amendment 17
Anna Záborská

Draft opinion
Recital C

Draft opinion

C. whereas women suffer particular discrimination in relation to access to the labour market, with substantially lower wages and more uncertain and precarious employment ties; whereas maternity ***represents an unacceptable form of*** discrimination against women ***in relation to accessing and remaining*** in the labour market;

Amendment

C. whereas women suffer particular discrimination in relation to access to the labour market, with substantially lower wages and more uncertain and precarious employment ties; whereas maternity ***as a the most important source of the wealth in a society is still undervalued; whereas motherhood must not be used as an excuse for*** discrimination against women ***willing to access and remain*** in the labour market;

Or. en

Amendment 18
Notis Marias

Draft opinion
Recital C

Draft opinion

C whereas women suffer particular discrimination in relation to access to the labour market, with substantially lower wages and more uncertain and precarious employment ties; whereas maternity represents an unacceptable form of discrimination against women in relation to accessing and remaining in the labour market;

Amendment

C Whereas *it is deplorable to note that* women suffer particular discrimination in relation to access to the labour market, with substantially lower wages, *major pension disparities* and more uncertain and precarious employment ties; whereas maternity represents an unacceptable form of discrimination against women in relation to accessing and remaining in the labour market;

Or. el

Amendment 19
Nadine Morano

Draft opinion
Recital C

Draft opinion

C. whereas women suffer particular discrimination in relation to access to the labour market, with substantially lower wages and more uncertain and precarious employment ties; whereas maternity represents an unacceptable form of discrimination against women in relation to accessing and remaining in the labour market;

Amendment

C. whereas women suffer particular discrimination in relation to access to the labour market, with substantially lower wages and more uncertain and precarious employment ties, *but also a majority of the part-time jobs*; whereas maternity represents an unacceptable form of discrimination against women in relation to accessing and remaining in the labour market;

Or. fr

Amendment 20
Branislav Škripek

Draft opinion
Recital C

Draft opinion

C. whereas women suffer particular discrimination in relation to access to the labour market, with substantially lower wages and more uncertain and precarious employment ties; whereas *maternity* represents an unacceptable form of discrimination against women in relation to accessing and remaining in the labour market;

Amendment

C. whereas women suffer particular discrimination in relation to access to the labour market, with substantially lower wages and more uncertain and precarious employment ties; whereas *motherhood discrimination* represents an unacceptable form of discrimination against women in relation to accessing and remaining in the labour market;

Or. en

Amendment 21
João Pimenta Lopes

Draft opinion
Recital C a (new)

Draft opinion

Amendment

Ca. whereas in 2014 the employment rate in the EU for people aged between 15 and 64 stood at 59.6% for women and 70.1% for men; whereas the gap is smaller for higher levels of professional qualification; whereas the economic costs of this gap are substantial and were estimated at EUR 370 billion according to a 2013 calculation, or 2.8% of GDP for the EU-28; whereas the female employment rate has risen only slightly since 2008, with the convergence in employment driven by the decline in the male employment rate; ^{1a}

^{1a} Data from Eurofound report ‘The gender employment gap: challenges and solutions’ (2016)

Or. pt

Amendment 22
Anna Hedh

Draft opinion
Recital C a (new)

Draft opinion

Amendment

Ca. whereas a glass ceiling still exists for women on the labour market which is partly attributable to the fact that women are viewed with reference to their reproductive characteristics, which means that women's career opportunities are hampered by the very possibility of pregnancy later in working life;

Or. sv

Amendment 23
Anna Záborská

Draft opinion
Recital C a (new)

Draft opinion

Amendment

Ca. whereas in an effort to find the balance between family and work, many women prefer non-standard employment contracts such as part-time work, or home office; whereas it is important that employment legislation recognizes their right to do so;

Or. en

Amendment 24
Viorica Dăncilă

Draft opinion
Recital C a (new)

Draft opinion

Amendment

Ca. whereas the economic crisis has impacted on the entire European Union, with rural areas especially experiencing devastating levels of unemployment, poverty and depopulation, which affect women in particular;

Or. ro

Amendment 25
Daniela Aiuto, Laura Agea

Draft opinion
Recital C a (new)

Draft opinion

Amendment

Ca. whereas very often single women with dependent children are compelled to accept atypical and precarious work in order to reconcile their private and working lives;

Or. it

Amendment 26
João Pimenta Lopes

Draft opinion
Recital C b (new)

Draft opinion

Amendment

Cb. whereas unemployment rates soared in the period 2008-2014 owing to the profound economic crisis that raged across the EU, and in 2014 the female unemployment rate (10.4%) was still higher than the rate for men (10.2%);^{1a}

Or. pt

Amendment 27
João Pimenta Lopes

Draft opinion
Recital C c (new)

Draft opinion

Amendment

Cc. whereas in 2015, 33% of women worked part-time against 10% of men working part-time ^{1b}, and a significant proportion of them were working part-time on an involuntary basis;

^{1b} Data from Eurofound report ‘6th European working conditions survey’

Or. pt

Amendment 28
João Pimenta Lopes

Draft opinion
Recital C d (new)

Draft opinion

Amendment

Cd. whereas on average in 2014, women’s hourly pay was 16.1% lower than the corresponding pay for men ^{1a}; whereas women’s economic situation in the household is also characterised by marked inequalities, and where the household comprises a single woman, 40% have incomes in the lowest quintile against 18% of men, and where the household comprises a women working full-time and a man working part-time, 30% of women have incomes in the lowest quintile, against 6% of men in a similar situation ^{1b};

Or. pt

Amendment 29
João Pimenta Lopes

Draft opinion
Recital C e (new)

Draft opinion

Amendment

Ce. whereas the data show that the main reason for women leaving the labour market is the need to care for children and elderly people (27%), their own illness or incapacity (23%) and other personal or family responsibilities (18%)^{1a};

Or. pt

Amendment 30
João Pimenta Lopes

Draft opinion
Recital C f (new)

Draft opinion

Amendment

Cf. whereas in the period 2008-2014, so-called NEETs in the 15-29 age group showed a percentage increase, with women being the most heavily represented group (17.1% in 2014), and whereas 34% of these women are in this situation because of family responsibilities and 16.5% are long-term unemployed^{1a} ;

Or. pt

Amendment 31
João Pimenta Lopes

Draft opinion
Recital C g (new)

Draft opinion

Amendment

Cg. whereas labour deregulation policies and the attack on collective bargaining are enabling and fostering an extension in working time in a number of Member States, without wage compensation, which is contributing to increased working class poverty; whereas these policies are promoting and encouraging precarious employment and the downgrading of the value of work, which has a particular impact on young people and working women, who are obliged to accept jobs with increasingly precarious conditions, often without any social protection;

Or. pt

Amendment 32
João Pimenta Lopes

Draft opinion
Recital C h (new)

Draft opinion

Amendment

Ch. whereas this labour and social context is at the root of the pensions gap, which on average stands at 40%;

Or. pt

Amendment 33
João Pimenta Lopes

Draft opinion
Recital C i (new)

Draft opinion

Amendment

Ci. whereas EU policies have promoted the privatisation and

destruction of the network of public services and infrastructure providing care for children, the elderly and the sick, and the supply of these high-quality and free public services is now reduced or non-existent;

Or. pt

Amendment 34
João Pimenta Lopes

Draft opinion
Recital C j (new)

Draft opinion

Amendment

Cj. whereas women are particularly affected by precarious work and various forms of ‘atypical work’, such as teleworking or homeworking, and are increasingly having to contend with the phenomenon of ‘worker and career individualisation’, an approach which bolsters the more broadly based offensive against collective bargaining;

Or. pt

Amendment 35
João Pimenta Lopes

Draft opinion
Recital C k (new)

Draft opinion

Amendment

Ck. whereas it is vital to ensure that women have the right to jobs with rights and the right to motherhood without being penalised for it, since women continue to be worst affected and suffer most discrimination; whereas examples of this discrimination include pressure from employers on women attending job

interviews at which they are asked whether they have children and how old they are, with the aim of influencing women's decisions and opting for childless workers who are 'more available', along with growing economic and work-related pressures on female employees not to take maternity leave;

Or. pt

Amendment 36
João Pimenta Lopes

Draft opinion
Recital C 1 (new)

Draft opinion

Amendment

Cl. whereas many workers who are in precarious employment or unemployed do not have the right to parental leave;

Or. pt

Amendment 37
Mylène Troszczyński

Draft opinion
Recital D

Draft opinion

Amendment

D. whereas the EU's macro-economic and austerity policies have resulted in increasing levels of poverty and inequality, particularly affecting women;

D. whereas the EU's macro-economic and austerity policies have resulted in increasing levels of poverty and inequality, particularly affecting women, *and whereas these policies act as a brake on a birth-rate policy which could present a long-term solution to the crisis which Europe is facing both economically and on the labour market, preserving us from a dangerous and uncontrolled migration policy;*

Amendment 38
Daniela Aiuto, Laura Agea

Draft opinion
Recital D

Draft opinion

D. whereas the EU's macro-economic and austerity policies have resulted in increasing levels of poverty and inequality, particularly affecting women;

Amendment

D. whereas the EU's macro-economic and austerity policies have resulted in increasing levels of poverty and inequality, particularly affecting women, ***which has adverse repercussions on the conditions in which their families live, particularly their children;***

Or. it

Amendment 39
Notis Marias

Draft opinion
Recital D

Draft opinion

D. whereas the EU's macro-economic and austerity policies have resulted in increasing levels of poverty and inequality, particularly affecting women;

Amendment

D. whereas ***it is deplorable to note that*** the EU's macro-economic and austerity policies have resulted in increasing levels of poverty and inequality, particularly affecting women ***in the southern European Member States such as Greece, Italy, Spain and Portugal;***

Or. el

Amendment 40
Jadwiga Wiśniewska

Draft opinion
Recital D

Draft opinion

D. whereas *the EU's macro-economic and austerity policies have resulted in increasing levels of poverty and inequality, particularly affecting women;*

Amendment

D. whereas *poverty is a complex and multi-dimensional phenomenon that cannot be explained exclusively in economic terms, and it is often linked to the unfair treatment of women – and mothers in particular – on the labour market;*

Or. pl

Amendment 41
Anna Záborská

Draft opinion
Recital D

Draft opinion

D. whereas the *EU's macro-economic and austerity policies have resulted in increasing* levels of poverty *and inequality*, particularly affecting women;

Amendment

D. whereas the *global financial crisis followed by the sovereign debt crisis led to increased* levels of poverty, particularly affecting women *and families with children;*

Or. en

Amendment 42
Terry Reintke

Draft opinion
Recital D a (new)

Draft opinion

Da. whereas combating poverty is one of the Commission's five measurable targets proposed for EU 2020; whereas the face of poverty in Europe is female, and it is particularly single mothers, migrant, young and old women who are affected by poverty and social exclusion, a situation aggravated by the crisis and

Amendment

specific austerity measures because it is particularly public sector jobs and services in the care sector that are being eliminated;

Or. en

Amendment 43
Inés Ayala Sender

Draft opinion
Recital D a (new)

Draft opinion

Amendment

Da. whereas the EU's macroeconomic and austerity policies have had a detrimental effect both on policies on flexibility and occupational safety, particularly as regards everything connected to women's occupational safety, and on social and public services providing childcare and care for the elderly, and whereas all this has had a major impact on women's employment;

Or. es

Amendment 44
João Pimenta Lopes

Draft opinion
Recital D a (new)

Draft opinion

Amendment

Da. whereas levels of poverty and social exclusion in the EU-28 remain extremely high, standing at more than 118.6 million people in 2015 (23.7% of the population), and women are particularly affected, with more than 62.4 million women in this situation (24.4%);

Or. pt

Amendment 45
Jadwiga Wiśniewska

Draft opinion
Recital D a (new)

Draft opinion

Amendment

Da. whereas one must also take into account, when comparing the situations of men and women on the labour market, that social factors, such as pregnancy and motherhood, are natural reasons for drawing a distinction between the situations of women and men;

Or. pl

Amendment 46
Daniela Aiuto, Laura Agea

Draft opinion
Recital D a (new)

Draft opinion

Amendment

Da. whereas precarious employment is a contributory factor towards women's poor mental and physical health, subjecting them to five times more stress, anxiety and depression than colleagues, both male and female, who are employed on indefinite contract;

Or. it

Amendment 47
Terry Reintke

Draft opinion
Recital D b (new)

Draft opinion

Amendment

Db. is alarmed at the disastrous long term impact of austerity measures on women's economic empowerment and gender equality, with rising unemployment and cuts in public services and benefits resulting in a care crisis; underlines that reductions in care services, cuts in child, disability, carers' benefits and reductions in tax credits, cuts in statutory leave, including parental and paternity leave, tend to shift care services onto unpaid women who, as a result, are unable to pursue insurable employment or may only be employed on a part-time basis;

Or. en

Amendment 48
João Pimenta Lopes

Draft opinion
Recital D b (new)

Draft opinion

Amendment

Db. whereas this gap is part of the widening social, economic and gender inequalities in the European Union, a situation that is undeniably linked to the neoliberal and austerity policies imposed by the Commission and the EU, which are responsible for rising poverty, rising unemployment and greater inequalities in the distribution of wealth;

Or. pt

Amendment 49
Inés Ayala Sender

Draft opinion
Recital D b (new)

Draft opinion

Amendment

Db. whereas all too often women are subject to various forms of gender discrimination at their workplace, including being employed at lower levels and being passed over for promotion, along with verbal, psychological and physical harassment and abuse (sexual or otherwise);

Or. es

Amendment 50
João Pimenta Lopes

Draft opinion
Recital D c (new)

Draft opinion

Amendment

Dc. whereas social inequalities and inequalities between men and women can be combated only through policies guaranteeing a better distribution of wealth, based on measures to ensure decent working conditions, an increase in real wages, action to promote labour regulation and labour protection, in particular through collective bargaining and the regulation of working time, and guaranteed universal free access to high-quality public healthcare and education services;

Or. pt

Amendment 51
Inés Ayala Sender

Draft opinion
Recital D c (new)

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Draft opinion

Amendment

Dc. whereas it is important to establish a set of measures to remove existing obstacles and guarantee genuinely equal opportunities for women and men in access to the labour market and to decent work, and in carrying out that work;

Or. es

Amendment 52
Inés Ayala Sender

Draft opinion
Recital D d (new)

Draft opinion

Amendment

Dd. whereas it is important to tackle and eliminate undeclared work and unpaid overtime that increase poverty and social exclusion; whereas women domestic workers in general, and migrant and fictitiously self-employed women workers in particular, are especially vulnerable and face particularly precarious working conditions;

Or. es

Amendment 53
Terry Reintke

Draft opinion
Paragraph 1

Draft opinion

Amendment

1. Notes that combating poverty and inequalities between men and women necessarily entails a fairer distribution of wealth and better employment legislation, notably through collective bargaining,

1. Notes that combating poverty and inequalities between men and women necessarily entails a fairer distribution of wealth and better employment legislation, notably through collective bargaining,

higher wages, and implementation of the principle of ‘equal pay for equal work’ *or* ‘work of equal value’, and social protection;

higher wages, and implementation of the principle of equal pay for equal work *and* work of equal value, and social protection; *considers it urgent to develop an EU level definition of work of equal value, taking into account ECJ case law, to ensure that factors such as the working conditions, the responsibility conferred on the workers and the physical or mental requirements of the work are taken into consideration; considers it urgent to address the issue of equal pay for 'work of equal value';*

Or. en

Amendment 54

Beatriz Becerra Basterrechea, Izaskun Bilbao Barandica

Draft opinion Paragraph 1

Draft opinion

1. Notes that combating poverty and inequalities between men and women necessarily entails a fairer distribution of wealth and better employment legislation, notably through collective bargaining, higher wages, and implementation of the principle of ‘equal pay for equal work’ or ‘work of equal value’, and social protection;

Amendment

1. Notes that combating poverty and inequalities between men and women necessarily entails a fairer distribution of wealth and better employment legislation, notably through collective bargaining, higher wages, and implementation of the principle of ‘equal pay for equal work’ or ‘work of equal value’, and social protection; *and invites the Commission to promote gender equality at the work place, including awareness-raising campaign on the Gender Pay Gap, the European Equal Pay Gap and exchange of good practices;*

Or. en

Amendment 55 **Anna Záborská**

Draft opinion
Paragraph 1

Draft opinion

1. Notes that *combating poverty and inequalities between men and women necessarily entails a fairer distribution of wealth and better employment legislation, notably through collective bargaining, higher wages, and implementation of the principle of 'equal pay for equal work' or 'work of equal value', and social protection;*

Amendment

1. Notes that *the principle of 'equal pay for equal work' or 'work of equal value' on the workplace is an important component of the equality on the labour market between men and women;*

Or. en

Amendment 56
Jadwiga Wiśniewska

Draft opinion
Paragraph 1

Draft opinion

1. Notes that combating poverty and inequalities between men and women necessarily entails *a fairer distribution of wealth and* better employment legislation, notably through collective bargaining, *higher wages*, and implementation of the principle of 'equal pay for equal work' or 'work of equal value', and social protection;

Amendment

1. Notes that combating poverty and inequalities between men and women necessarily entails better employment legislation, notably through collective bargaining, *raising awareness among employers and employees of the solutions available*, and implementation of the principle of 'equal pay for equal work' or 'work of equal value', and social protection;

Or. pl

Amendment 57
Notis Marias

Draft opinion
Paragraph 1

Draft opinion

1. Notes that combating poverty and inequalities between men and women ***necessarily entails*** a fairer distribution of wealth and ***better*** employment legislation, notably through collective bargaining, higher wages, and implementation of the principle of ‘equal pay for equal work’ or ‘work of equal value’, and social protection;

Amendment

1. Notes that combating poverty and inequalities between men and women ***presupposes*** a fairer distribution of wealth and ***improved*** employment legislation, notably through collective bargaining, higher wages, and implementation of the principle of ‘equal pay for equal work’ or ‘work of equal value’, and social protection;

Or. el

Amendment 58

Beatriz Becerra Basterrechea, Izaskun Bilbao Barandica

Draft opinion

Paragraph 1 a (new)

Draft opinion

Amendment

1a. Calls on the Commission and the Member States to monitor, protect and tackle the phenomenon of mobbing in the workplace, including the harassment of pregnant female employees or any disadvantage experienced after returning from a maternity leave; Calls on the Commission and the Member states to provide both gender and parenthood or motherhood disaggregated data regarding pay and pension gaps;

Or. en

Amendment 59

Anna Hedh

Draft opinion

Paragraph 1 a (new)

Draft opinion

Amendment

1a. Considers that, in order to combat poverty and a lack of equality, vigorous measures need to be taken against discrimination and harassment on the labour market in conjunction with a more equitable distribution policy; considers that a zero target for sexual harassment should be instituted as a code of conduct on the European labour market;

Or. sv

Amendment 60
Daniela Aiuto, Laura Agea

Draft opinion
Paragraph 1 a (new)

Draft opinion

Amendment

1a. Deplores the austerity policy pursued by the current Juncker Commission, which is intended to overcome the economic crisis but in reality has contributed to an increase in precarious employment and hence poverty;

Or. it

Amendment 61
Jadwiga Wiśniewska

Draft opinion
Paragraph 1 a (new)

Draft opinion

Amendment

1a. Notes that women often decide to work part-time because they want greater employment flexibility in order to make it easier to reconcile family life and

professional life;

Or. pl

Amendment 62
Jadwiga Wiśniewska

Draft opinion
Paragraph 1 b (new)

Draft opinion

Amendment

1b. Calls for the development of a legal framework for – and the increased popularisation of – flexible employment models, accompanied by adequate social protection, in order to make it easier to reconcile responsibilities associated with caring for children and other dependents with professional responsibilities;

Or. pl

Amendment 63
Inés Ayala Sender

Draft opinion
Paragraph 2

Draft opinion

Amendment

2. Calls on Member States to take measures to eliminate the pay differential between women and men and put an end to all forms of precarious employment;

2. Calls on Member States to take measures to eliminate the pay differential between women and men and put an end to all forms of precarious employment; ***likewise urges Member States to give priority to drafting active policies and positive action to boost women's participation in the labour market and their economic independence and to eliminate the gaps between men and women in terms of wages, the levels at which they are employed, promotions, earnings and pensions;***

Amendment 64
João Pimenta Lopes

Draft opinion
Paragraph 2

Draft opinion

2. Calls on Member States to take measures to eliminate the pay differential between women and men and put an end to all forms of precarious employment;

Amendment

2. Calls on Member States to take measures to eliminate the pay differential between women and men and put an end to all forms of **legislation that allow or regulate** precarious employment; **calls on Member States to implement labour legislation that promotes labour regulation, collective bargaining, social protection and higher wages, as means of overcoming gender inequalities;**

Or. pt

Amendment 65
Jadwiga Wiśniewska

Draft opinion
Paragraph 2

Draft opinion

2. Calls on Member States to take measures to eliminate the pay differential between women and men and put an end to all forms of precarious employment;

Amendment

2. Calls on Member States to take measures to eliminate the **unjust** pay differential between women and men **with a view to combating discrimination on the labour market on grounds of parenthood**, and put an end to all forms of precarious employment, **while also considering the introduction at national level of flexible forms of employment;**

Or. pl

Amendment 66
João Pimenta Lopes

Draft opinion
Paragraph 2

Draft opinion

2. Calls on Member States to take measures to eliminate the pay differential between women and men and put an end to all forms of precarious employment;

Amendment

2. Calls on Member States to take measures to eliminate the pay differential between women and men and put an end to all forms of precarious employment, ***investing in the creation of permanent jobs and lifelong learning and professional training;***

Or. pt

Amendment 67
Anna Záborská

Draft opinion
Paragraph 2

Draft opinion

2. Calls on ***Member States to take measures to eliminate the pay differential between women and men and put an end to all forms of precarious employment;***

Amendment

2. ***Reiterates its calls on the Commission to intensify its cooperation with the Member States on the implementation of the "recast" Directive 2006/54/EC, taking in account Parliament's recommendations;***

Or. en

Amendment 68
Notis Marias

Draft opinion
Paragraph 2

Draft opinion

2. Calls on Member States to take measures to eliminate the pay differential

Amendment

2. Calls on Member States to take ***immediate*** measures to eliminate the pay

between women and men and put an end to all forms of precarious employment;

and pension differential between women and men and put an end to all forms of precarious employment;

Or. el

Amendment 69
João Pimenta Lopes

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2a. Calls on Member States to build up and strengthen national labour inspection bodies by providing them with the necessary conditions and financial and human resources to give them an effective presence on the ground and thereby enable them to combat job insecurity, unregulated work, and labour and wage discrimination, particularly from the point of view of gender equality;

Or. pt

Amendment 70
Daniela Aiuto, Laura Agea

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2a. Calls on the Commission and Member States to monitor the labour market in order to protect women who are compelled to accept precarious and low-cost employment in order to survive;

Or. it

Amendment 71
Anna Hedh

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2a. Considers that under no circumstances should the increased demands for flexibility on the labour market result in women continuing to be over-represented in atypical employment and among those with insecure employment status;

Or. sv

Amendment 72
Terry Reintke

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2a. Notes that measures to increase wage transparency are fundamental to close the gender pay gap; calls on the Member States to implement Commission's recommendation on wage transparency;

Or. en

Amendment 73
João Pimenta Lopes

Draft opinion
Paragraph 2 b (new)

Draft opinion

Amendment

2b. Urges the Commission to refrain from recommending reorganisation and cuts in Member States' government

departments or promoting greater flexibility in employment or the privatisation of public services, as those approaches have unquestionably served to weaken the social rights of workers and have made themselves felt more severely among women;

Or. pt

Amendment 74
João Pimenta Lopes

Draft opinion
Paragraph 3

Draft opinion

3. Calls on Member States to introduce legislation to protect or increase maternity, paternity and parental rights and asks that this protection should also be reflected in employment legislation; urges the Commission to *submit a new* maternity directive, respecting Parliament's position.

Amendment

3. Calls on Member States to introduce legislation to protect or increase maternity, paternity and parental rights and asks that this protection should also be reflected in employment legislation; urges the Commission to *review the existing* maternity directive, respecting Parliament's position, *including the adoption of measures guaranteeing the allocation of parental leave allowances always on the basis of 100% of reference pay, in order to secure families' social and economic well-being and to promote take-up of parental leave by fathers;*

Or. pt

Amendment 75
Terry Reintke

Draft opinion
Paragraph 3

Draft opinion

3. Calls on Member States to introduce legislation to protect or increase

Amendment

3. Calls on Member States to introduce legislation to protect or increase

maternity, paternity and parental rights and asks that this protection should also be reflected in employment legislation; urges the Commission to submit a new maternity directive, respecting Parliament's position.

maternity, paternity and parental rights and asks that this protection should also be reflected in employment legislation; urges the Commission to submit a new maternity directive, respecting Parliament's position; ***stresses that the comprehensive legislative proposal should include as a legal basis equality between men and women, also including legislative powers for other measures ensuring the principle of equal opportunities and equal treatment of women and men at work;***

Or. en

Amendment 76
Branislav Škripek

Draft opinion
Paragraph 3

Draft opinion

3. Calls on Member States to introduce legislation to protect or increase maternity, paternity and parental rights and asks that this protection should also be reflected in employment legislation; ***urges the Commission to submit a new maternity directive, respecting Parliament's position.***

Amendment

3. Calls on Member States to introduce legislation to protect or increase maternity, paternity and parental rights and asks that this protection should also be reflected in employment legislation.

Or. en

Amendment 77
Anna Záborská

Draft opinion
Paragraph 3

Draft opinion

3. ***Calls on*** Member States to ***introduce legislation to protect or increase maternity, paternity and parental rights***

Amendment

3. ***Invites*** Member States to ***strongly protect and support motherhood and parenthood*** in employment legislation;

and asks that this protection should also be reflected in employment legislation; urges the Commission to submit a new maternity directive, *respecting Parliament's position*.

urges the Commission to submit a new maternity directive *that would aim to reconcile the positions of the Parliament and the Council*.

Or. en

Amendment 78
Branislav Škripek

Draft opinion
Paragraph 3

Draft opinion

3. *Calls on* Member States to introduce legislation to protect or increase maternity, paternity and parental rights and asks that this protection should also be reflected in employment legislation; urges the Commission to submit a new maternity directive, respecting Parliament's position.

Amendment

3. *Recommends* Member States to introduce legislation to protect or increase maternity, paternity and parental rights and asks that this protection should also be reflected in employment legislation; urges the Commission to submit a new maternity directive, respecting Parliament's position.

Or. en

Amendment 79
Notis Marias

Draft opinion
Paragraph 3

Draft opinion

3. Calls on Member States to introduce legislation to protect or increase maternity, paternity and parental rights and asks that this protection should also be reflected in employment legislation; *urges* the Commission to submit a new maternity directive, respecting Parliament's position.

Amendment

3. Calls on Member States to introduce legislation to protect or increase maternity, paternity and parental rights and asks that this protection should also be reflected in employment legislation; *calls on* the Commission to submit a new maternity directive, respecting Parliament's position.

Or. el

Amendment 80
Inés Ayala Sender

Draft opinion
Paragraph 3 a (new)

Draft opinion

Amendment

3a. *Notes that the Commission has withdrawn the revision of the Maternity Leave Directive and calls for it to put forward an ambitious proposal with high-level standards, to ensure that women are paid and covered by social protection for the duration of maternity leave in order to support families and combat inequalities, strengthen women's social and economic independence and avoid them being financially penalised for having children; stresses that maternity leave must be accompanied by effective measures protecting the rights of pregnant women and new, breastfeeding and single mothers, reflecting the recommendations of the International Labour Organisation and the World Health Organisation;*

Or. en

Amendment 81
Terry Reintke

Draft opinion
Paragraph 3 a (new)

Draft opinion

Amendment

3a. *Calls on MS and the Commission to reformulate tax and benefit systems that give financial incentives for the spouse earning less to withdraw from the labour market or to work part-time as it may run counter to a higher take-up rate of parental leave by fathers and brings negative consequences for women, such as reinforcing the gender pay, care and pension gap;*

Amendment 82
Inés Ayala Sender

Draft opinion
Paragraph 3 a (new)

Draft opinion

Amendment

3a. Urges Member States to adopt legislation to guarantee women's inclusion in the social security system, protecting women workers during periods of unemployment and guaranteeing the right to obtain a pension;

Or. es

Amendment 83
João Pimenta Lopes

Draft opinion
Paragraph 3 a (new)

Draft opinion

Amendment

3a. Urges Member States to comply with and enforce legislation on maternity rights so that women do not suffer disadvantages in terms of pensions because they have been mothers during their working lives;

Or. pt

Amendment 84
Daniela Aiuto, Laura Agea

Draft opinion
Paragraph 3 a (new)

Draft opinion

Amendment

3a. *Calls on Member States to create childcare services infrastructure in order to promote the reconciliation of private and working life for the benefit of working women;*

Or. it

Amendment 85
Terry Reintke

Draft opinion
Paragraph 3 b (new)

Draft opinion

Amendment

3b. *Highlights the importance of adequate minimum income schemes for maintaining human dignity and to combat poverty and social exclusion as well as their role as a form of social investments enabling people to participate in society, and to undertake training and/or look for work; invites the Commission and Member States to assess minimum income schemes in the European Union, including whether the schemes enable households to meet their needs; invites the Commission and Member States to evaluate on this basis the manner and the means of providing an adequate minimum income in all Member States and to consider further steps in support of social convergence across the European Union, taking into account the economic and social circumstances of each Member State as well as national practices and traditions;*

Or. en

Amendment 86
João Pimenta Lopes

Draft opinion
Paragraph 3 b (new)

Draft opinion

Amendment

3b. Calls on Member States to promote public policies to support families, with particular regard to the creation of free, high-quality public childcare services, notably crèches and preschool services, and to strengthen the network of specialised services providing care to the elderly, particularly in their own homes, as a way of removing constraints that, by discriminating against women, objectively contribute to women's withdrawal from the labour market;

Or. pt

Amendment 87
Inés Ayala Sender

Draft opinion
Paragraph 3 b (new)

Draft opinion

Amendment

3b. Notes that the European Social Partners have not come forward with an agreement on a comprehensive package of legislative and non-legislative measures regarding the reconciliation of professional, private and family life; calls on the Commission to respect to put forward as soon as possible a proposal for such a package as part of the Commission Work Programme 2017 in the context of the announced European pillar of social rights

Or. en

Amendment 88
Inés Ayala Sender

Draft opinion
Paragraph 3 b (new)

Draft opinion

Amendment

3b. Calls on Member States to draft legislation introducing preventive policies such as gender equality plans to combat gender discrimination at the workplace and create a suitable working environment for women and for men;

Or. es

Amendment 89
Inés Ayala Sender

Draft opinion
Paragraph 3 c (new)

Draft opinion

Amendment

3c. Calls on Member States to take steps to regularise undeclared work and the abuse of temporary contracts to which women in particular are subject, with the aim of improving the position of and protection for the most vulnerable groups, in particular women domestic workers and fictitiously self-employed women workers; urges Member States to implement measures such as the provision of services offering advice and acting to prevent occupational discrimination, and the setting-up of employment monitoring and regulation authorities to ensure compliance with rules on hiring, payments, training, working practices and the termination of contracts;

Or. es

Amendment 90
João Pimenta Lopes

Draft opinion
Paragraph 3 c (new)

Draft opinion

Amendment

3c. Recommends that Member States ensure that all young people have access to high-quality free public education at all ages, particularly at the higher levels of education and training, since it has been shown that raising the level of training helps to reduce labour inequalities between men and women;

Or. pt

Amendment 91
Inés Ayala Sender

Draft opinion
Paragraph 3 c (new)

Draft opinion

Amendment

3c. Calls on the Member States to provide adequate income replacement and social protection during any type of family- or care-related leave, in particular to ensure that low-income workers can benefit from leave measures on an equal footing with others;

Or. en

Amendment 92
Terry Reintke

Draft opinion
Paragraph 3 c (new)

Draft opinion

Amendment

3c. Underlines that migrants and

refugees should have the same rights and should have access to the same benefits and services through a universal model that is not related to insurance contributions and employment history;

Or. en

Amendment 93
Inés Ayala Sender

Draft opinion
Paragraph 3 d (new)

Draft opinion

Amendment

3d. Calls on the Commission to draw up a compendium of practices that have proved successful in the Member States, with a view to disseminating and promoting them in order to prevent gender discrimination at work and protect women's rights in particular;

Or. es

Amendment 94
Terry Reintke

Draft opinion
Paragraph 3 d (new)

Draft opinion

Amendment

3d. Calls on Member States and social partners to promote decent working conditions and quality employment for care workers, including through decent pay, recognition of care workers' status and the development of high quality vocational training pathways for care workers;

Or. en

Amendment 95
Terry Reintke

Draft opinion
Paragraph 3 e (new)

Draft opinion

Amendment

3e. Asks the Commission to guarantee that part-time workers, workers facing job discontinuity and workers with career gaps or with periods where fewer hours were worked have an effective equalisation to full time workers in their right to access a decent pension scheme without any form of discrimination;

Or. en

Amendment 96
Terry Reintke

Draft opinion
Paragraph 3 f (new)

Draft opinion

Amendment

3f. Stresses that women workers with mental health problems are at a very high risk as regards all elements of precarious work: those workers are over-represented in time-limited contracts, in-work-poverty, part-time, career disruptions and other precarious contract arrangements; calls on the Commission and the Member States to ensure that European health and safety legislation is sufficiently strong and efficient to protect those vulnerable workers in a better way; stresses that all types of harassment at work strongly affect quality of life and work, health and well-being;

Or. en