



EUROPEAN PARLIAMENT

2014 - 2019

Committee on Women's Rights and Gender Equality

2014/0000(INI)

12.11.2014

DRAFT REPORT

on equality between women and men in the European Union – 2013
(2014/0000(INI))

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Rapporteur: Marc Tarabella

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MOTION FOR A EUROPEAN PARLIAMENT RESOLUTION

on equality between women and men in the European Union – 2013 (2014/0000(INI))

The European Parliament,

- having regard to Article 2 and Article 3(3), second subparagraph, of the Treaty on European Union (TEU) and Article 8 of the Treaty on the Functioning of the European Union (TFEU),
- having regard to Article 23 of the EU Charter of Fundamental Rights,
- having regard to the European Convention for the Protection of Human Rights and Fundamental Freedoms (ECHR),
- having regard to the UN Convention of 18 December 1979 on the Elimination of all Forms of Discrimination against Women (CEDAW),
- having regard to the 1949 UN Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others,
- having regard to the Beijing Declaration and Platform for Action adopted by the Fourth World Conference on Women on 15 September 1995 and to the outcome documents adopted at the UN Beijing +5 (2000), Beijing +10 (2005), and Beijing +15 (2010) special sessions,
- having regard to Regulation (EU) No 606/2013 of the European Parliament and of the Council of 12 June 2013 on mutual recognition of protection measures in civil matters¹,
- having regard to Directive 2012/29/EU of the European Parliament and of the Council of 25 October 2012 establishing minimum standards on the rights, support and protection of victims of crime, and replacing Council Framework Decision 2001/220/JHA²,
- having regard to Directive 2011/99/EU of the European Parliament and of the Council of 13 December 2011 on the European protection order³,
- having regard to Directive 2011/36/EU of the European Parliament and of the Council of 5 April 2011 on preventing and combating trafficking in human beings and protecting its victims, and replacing Council Framework Decision 2002/629/JHA⁴,
- having regard to the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention),

¹ OJ L 181, 29.6.2013, p. 4.

² OJ L 315, 14.11.2012, p. 57.

³ OJ L 338, 21.12.2011, p. 2.

⁴ OJ L 101, 15.4.2011, p. 1.

- having regard to the European Pact for Gender Equality (2011-2020), adopted by the European Council in March 2011¹,
- having regard to the Commission communication of 5 March 2010 entitled ‘A Strengthened Commitment to Equality between Women and Men: A Women’s Charter’ (COM(2010)0078),
- having regard to the Commission communication of 21 September 2010 entitled ‘Strategy for equality between women and men 2010-2015’ (COM(2010)0491),
- having regard to the Commission communication entitled ‘EUROPE 2020: A strategy for smart, sustainable and inclusive growth’ (COM(2010)2020),
- having regard to the Commission staff working document of 16 September 2013 entitled ‘Mid-term review of the Strategy for equality between women and men (2010-2015)’ (SWD(2013)0339),
- having regard to the Commission Staff Working Document of 8 May 2013 entitled ‘Report on Progress on equality between women and men in 2012’ (SWD(2013)0171),
- having regard to the 2012 report of the European Institute for Gender Equality (EIGE) entitled ‘Review of the Implementation of the Beijing Platform for Action in the EU Member States: Violence against Women – Victim Support’,
- having regard to the European directives produced since 1975 on aspects of equal treatment for women and men (Directive 2010/41/EU, Directive 2010/18/EU, Directive 2006/54/EC, Directive 2004/113/EC, Directive 92/85/EEC, Directive 86/613/EEC, and Directive 79/7/EEC),
- having regard to its resolution of 12 September 2013 on the application of the principle of equal pay for male and female workers for equal work or work of equal value²,
- having regard to its resolution of 12 March 2013 on the impact of the economic crisis on gender equality and women’s rights³,
- having regard to its resolution of 11 June 2013 on educational and occupational mobility of women in the EU⁴,
- having regard to its resolution of 12 March 2013 on eliminating gender stereotypes in the EU⁵,
- having regard to its resolution of 6 February 2013 on the 57th session on UN CSW: Elimination and prevention of all forms of violence against women and girls⁶,
- having regard to its resolution of 11 September 2012 on women’s working conditions in

¹ Annex to Council conclusions of 7 March 2011.

² Texts adopted, P7_TA(2013)0375.

³ Texts adopted, P7_TA(2013)0073.

⁴ Texts adopted, P7_TA(2013)0247.

⁵ Texts adopted, P7_TA(2013)0074.

⁶ Texts adopted, P7_TA(2013)0045.

the service sector¹,

- having regard to its resolution of 24 May 2012 with recommendations to the Commission on application of the principle of equal pay for male and female workers for equal work or work of equal value²,
- having regard to its resolutions of 10 February 2010 on equality between women and men in the European Union – 2009³, 8 February 2011 on equality between women and men in the European Union – 2010⁴, and 13 March 2012 on equality between women and men in the European Union – 2011⁵,
- having regard to its resolution of 6 July 2011 on women and business leadership⁶,
- having regard to its resolution of 5 April 2011 on priorities and outline of a new EU policy framework to fight violence against women⁷,
- having regard to its resolution of 8 March 2011 on the face of female poverty in the European Union⁸,
- having regard to its resolution of 17 June 2010 on gender aspects of the economic downturn and financial crisis⁹,
- having regard to its resolution of 3 February 2009 on non-discrimination based on sex and intergenerational solidarity¹⁰,
- having regard to its resolution of 13 October 2005 on women and poverty in the European Union¹¹,
- having regard to its resolution of 25 February 2014 on combating violence against women¹²,
- having regard to the proposal for a directive of the European Parliament and of the Council amending Council Directive 92/85/EEC on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding (Maternity Leave Directive)¹³,
- having regard to Directive 2006/54/EC on the implementation of the principle of equal

¹ Texts adopted, P7_TA(2012)0322.

² Texts adopted, P7_TA(2012)0225.

³ OJ C 341E, 16.12.2010, p. 35.

⁴ Texts adopted, P7_TA(2011)0085.

⁵ Texts adopted, P7_TA(2012)0069.

⁶ Texts adopted, P7_TA(2011)0330.

⁷ Texts adopted, P7_TA(2011)0127.

⁸ OJ C 199 E, 7.7.2012, p. 77.

⁹ OJ C 236 E, 12.8.2011, p. 79.

¹⁰ OJ C 67 E, 18.3.2010, p. 31.

¹¹ OJ C 233 E, 28.9.2006, p. 130.

¹² Texts adopted, P7_TA(2014)0126.

¹³ 2008/0193(COD).

opportunities and equal treatment of men and women in matters of employment and occupation (recast)¹ ,

- having regard to the Commission progress report of 3 June 2013 on the Barcelona objectives entitled ‘The development of childcare facilities for young children in Europe with a view to sustainable and inclusive growth’,
 - having regard to Rule 52 of its Rules of Procedure,
 - having regard to the report of the Committee on Women’s Rights and Gender Equality (A8-0000/2014),
- A. whereas the Europe 2020 strategy for a smart, sustainable, and inclusive economy entails ambitious targets, for example the 75% employment rate and reducing the number of persons suffering, or threatened with, poverty and social exclusion by at least 20 million by 2020, which will be impossible to meet unless Member States implement innovative policies to promote gender equality in the true sense;
- B. whereas the fiscal consolidation policies being pursued by Member States are primarily affecting the public sector, in which women are represented more strongly and of which they are the main beneficiaries, and are thus hurting in two ways, and whereas these policies are making employment more insecure, not least because of the increase in part-time working and temporary contracts;
- C. whereas there are more women than men living in poverty and exclusion, especially older women and single mothers;
- D. whereas the existing taxation systems in some Member States are predicated on a narrow view of the family to the extent that they are biased towards families in which only one of the two parents is working inasmuch as, in many cases, they deter women from going out to work and fail to provide sufficient support to single-parent families;
- E. whereas the female employment rate is 63%, whereas the gender pay gap stands at 16.4%, whereas 73% of the members serving in national parliaments are men, and whereas women make up 17.8% of the membership of large company boards and every week spend three times as long as men on household chores;
- F. whereas if the present trends continue, the target of 75% of women in employment will not be reached until 2038 and equal pay will not become a reality before 2084; whereas equal representation in national parliaments and on European company boards could be achieved by 2034, but whereas it would take until 2054 before housework was shared equally;
- G. whereas the failure to promote policies making for work-life balance in general and the lack of childcare facilities in particular pose a major obstacle to women’s economic independence and their rise to positions of responsibility;

¹ OJ L 204, 26.7.2006, pp. 23-36.

- H. whereas the sharing of family and domestic responsibilities between men and women, to be brought about not least through a greater uptake of parental leave and paternity leave, is essential in order to achieve gender equality; whereas a quarter of Member States do not offer paternity leave;
- I. whereas the Council has still not responded officially to two legislative resolutions adopted by Parliament on key aspects of gender equality, namely the resolution of 20 October 2010 on the proposed maternity leave directive and the resolution of 20 November 2013 on the proposal for a directive on gender balance among non-executive directors of companies listed on stock exchanges and related measures;
- J. whereas in its report of 6 December 2013 of the application of Directive 2006/54/EC the Commission raises questions concerning 26 Member States on the conformity of their national legislation with the directive's new provisions¹;
- K. whereas one woman in three in the EU has been physically and/or sexually assaulted²;
- L. whereas gathering comparable accurate data, broken down by sex, is particularly important for public policy-making at national and European level, especially where violence against women is concerned;
- M. whereas sexual and reproductive rights are fundamental human rights and should be taken into account in the EU's action programme in the field of health;
- N. whereas the Commission's annual report on gender equality is a vital tool for gauging developments in the situation of women in Europe;
1. Calls on the Commission and the Member States to mainstream gender and women's rights into their policy-making and budget procedures, especially in connection with stimulus packages, by carrying out gender impact analyses in every case;
 2. Maintains that poverty among women, and older women and single mothers in particular, needs to be tackled as a matter of urgency; calls on the Member States, therefore, to implement more effective inclusion strategies and make more efficient use of social policy resources, not least the European Social Fund and the Structural Funds;
 3. Points to the imperative need to reduce gender pay and pension gaps; urges the Member States to give full effect to the rights related to Directive 2006/54/EC, including the principle of equal pay and pay transparency, and to revise their national laws on equal treatment with a view to their simplification and modernisation; calls on the Commission to keep the transposition of gender equality directives under regular review;
 4. Calls on the Commission and the Member States to implement proactive policies to promote good jobs for women in order to meet the Europe 2020 targets by combating stereotypes and vertical and horizontal occupational segregation, encouraging the

¹ Report on the application of Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast) (COM(2013)0861).

² Violence against women: an EU-wide survey, European Union Agency for Fundamental Rights, March 2014.

transition from part- to full-time working, and focusing on the NEET¹ category in particular;

5. Calls on the Commission and the Member States to allow for changes in the family unit when drawing up their taxation and compensation policies, in particular by providing support to one-parent families and older people in the form of tax credits or health care assistance;
6. Congratulates Sweden, Belgium, France, Slovenia, Denmark, and the United Kingdom on achieving the Barcelona objectives and calls on the other Member States to continue their efforts; calls on the Member States to go beyond the Barcelona objectives by adopting a more systematic and integrated approach, to be implemented jointly by national and local authorities, to education and preschool care services, in particular for very young children under 3; calls on the Commission to provide continuing financial support to Member States so that they can offer childcare systems that parents can afford;
7. Calls on the Commission and the Member States to establish paid paternity leave of at least ten working days and to encourage measures, legislative and otherwise, enabling men, and fathers in particular, to exercise their right to achieve work-life balance, one example being to promote parental leave, to be taken either by the father or by the mother, but without swapping between them, until their child has reached a given age;
8. Deplores the deadlock in the Council regarding the Maternity Leave Directive; urges the Member States to resume the negotiations; and reiterates its willingness to cooperate;
9. Calls on the Council to state its position on the directive on gender balance among non-executive directors of listed companies so as to enable the legislative process to be continued as soon as possible;
10. Calls on the Commission to encourage national ratifications and to start the procedure for EU accession to the Istanbul Convention as quickly as possible;
11. Renews its call on the Commission to submit a proposal under Article 84 TFEU for an act establishing measures to promote and support the action of Member States in the field of preventing violence against women and girls;
12. Renews its call on the Commission and the Member States to make 2016 a European year against violence against women by granting sufficient resources for awareness raising;
13. Calls on the European Institute for Gender Equality and Eurostat to keep collecting comparable data, in particular harmonised data on violence, in order to provide Member States and the Commission with the tools needed for effective policy-making;
14. Maintains that women must have control over their sexual and reproductive rights, not least by having ready access to contraception and abortion; accordingly supports measures and actions to improve women's access to sexual and reproductive health services and inform them more fully about their rights and the services available; calls on the Member

¹ Not in education, employment, or training.

States and the Commission to implement measures and actions to make men aware of their responsibilities for sexual and reproductive matters;

15. Considers it unfortunate that the annual report now ranks only as a working document annexed to the report on the application of the Charter of Fundamental Rights and urges the Commission to restore the full political legitimacy of the annual report by having it officially adopted in its own right;
16. Instructs its President to forward this resolution to the Council and the Commission, and the governments of the Member States.

EXPLANATORY STATEMENT

European economies and societies have been hit hard by the crisis. Austerity has to be followed by a return to growth to enable Europe to become the smart, sustainable, and inclusive economy that the Europe 2020 strategy calls for.

In order to meet the ambitious targets set by Europe 2020, there are a number of key issues which, in the opinion of the rapporteur, have to be addressed.

First of all, gender and women's rights must be mainstreamed into policy-making and budget procedures, especially in connection with stimulus packages, and gender impact analyses must invariably be carried out. The errors of the austerity policies cannot and must not be repeated.

As regards the more specific Europe 2020 goals, not only must the EU reach the 75% employment target, but it is also essential to improve the quality of employment.

Despite the efforts of the Commission and the Member States, the increase in the female employment rate is still no better than sluggish. Since 2002 the rate has risen from 58.1% to 62.8%, and it has been hit by the crisis. If the current trend continues, the Europe 2020 target will not be met until 2038. The most pressing priority, therefore, is to encourage women to enter the labour market.

This implies a need for good jobs. The impact of the crisis on the quality of women's employment is proving to be calamitous: part-time working is becoming increasingly common, and women are finding it more and more difficult to escape; jobs are becoming more insecure, a fact reflected in the growing use of temporary contracts; and women, who are over-represented in public services, are consequently suffering on two counts, to say nothing of the growing malaise at work and the effects on family members, especially children.

Combined with these cyclical factors there are long-standing structural phenomena, in particular the unchanging gender pay gap. If the present trend continues, women and men will not be earning equivalent salaries before 2084. The most urgent thing to do, in the rapporteur's opinion, is to enforce Directive 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation. Out of the Member States, there are 26 which have yet to answer the Commission's questions as to whether their national legislation is in conformity with that directive. It is essential that Member States enforce the directive, not least as regards pay transparency, and give people proper access to information. According to the December 2012 OECD study entitled 'Closing the gender gap – Act now', the EU's GDP could increase by 12% if women and men were truly equal on the labour market. The return to growth depends crucially on genuine occupational equality.

It is also vital for the Council to state its position on the Maternity Leave Directive. The directive now in force, which dates back to 1992, does not reflect the changes in society and does not afford the necessary protection to mothers. It therefore needs to be updated without delay. Parliament is willing, as it has repeatedly stated, to play its part in reaching a

compromise.

The persistence of stereotypes is another worrying structural phenomenon. There has to be a change of attitudes in order to reduce horizontal and vertical segregation and ensure that women as well as men can at last carry on their desired occupations at their chosen levels of responsibility.

On a point related to stereotypes, the rapporteur considers it essential to encourage measures making for work-life balance, for instance by recognising the participation of fathers and mothers in family life and turning it to account.

If they are to calmly go about their business and contribute in the proper way to European growth, parents need to have access to services of a high standard offering full-time childcare. According to the Commission report of 3 June 2013 on the Barcelona objectives entitled ‘The development of childcare facilities for young children in Europe with a view to sustainable and inclusive growth’, six Member States have achieved those two goals: Sweden, Belgium, France, Slovenia, Denmark, and the United Kingdom. The cost of childcare, however, remains a major drawback. Out of those mothers who say that they do not work, or work only part time, for reasons connected with childcare provision, 53% consider price to be an obstacle. That figure is higher than 70% in Ireland, the Netherlands, Romania, and the United Kingdom.

The question of price brings us to the subject of poverty, which the rapporteur believes to be a key issue. One of the aims of the Europe 2020 strategy is to reduce the number of persons suffering, or threatened with, poverty and social exclusion by at least 20 million by 2020. There are two groups who are particularly vulnerable to poverty: older women and single mothers.

22% of older women are at risk of poverty, compared with 16.3% of men. The precarious situation of older women is a direct result of the pay gap. Women’s pensions are, on average, 39% lower than those paid to men, and more than a third of older women in Europe do not receive any pension. Correctives need to be applied, for instance by altering taxation and compensation policies.

The above point also holds good for one-parent families, 35.5% of whom are vulnerable to poverty. 91% of lone parents are women. Social security systems are failing to reduce the poverty risks to which their families are exposed.

Combating violence against women is likewise a major issue for society. The rapporteur wishes to draw attention to Parliament’s views and to the importance of gathering comparable data on the Member States as a whole. The European Institute for Gender Equality has a crucial part to play.

Sexual and reproductive rights are also worthy of discussion. The issue here has to do with public health and with women’s fundamental right to do what they wish with their own bodies. Parliament has advocated essential political principles in the past, and these might usefully be mentioned here.

Last but not least, the rapporteur deplores the fact that the Commission’s annual report now

ranks only as a working document annexed to the report on the application of the EU Charter of Fundamental Rights. The political signal is a strong one: women's rights are, apparently, a side issue. But reviewing the advances in gender equality must not be treated as a matter of minor importance. A return to growth depends on genuine equality between women and men. That is why the rapporteur is urging the Commission to restore the full political legitimacy of the report by having it officially adopted in its own right.