



EUROPEAN PARLIAMENT

2009 - 2014

Committee on Employment and Social Affairs

2013/2065(INI)

16.7.2013

AMENDMENTS

1 - 38

Draft opinion
Ádám Kósa
(PE514.724v01)

Women with disabilities
(2013/2065(INI))

AM_Com_NonLegOpinion

Amendment 1
Marian Harkin

Draft opinion
Paragraph 1

Draft opinion

1. Recalls that, as the population ages, the proportion of elderly people with a disability is increasing, and that those concerned are more likely to be women owing to their longer life expectancy; stresses that women with disabilities as a group face greater exclusion and have **less opportunities** in the labour market **than men** with disabilities;

Amendment

1. Recalls that, as the population ages, the proportion of elderly people with a disability is increasing, and that those concerned are more likely to be women owing to their longer life expectancy; stresses that women with disabilities as a group face greater exclusion and have **a lower rate of activity in the labour market and/or jobs carrying less responsibility and lower salaries, great social isolation, greater financial dependency on the family and/or care persons; calls on the European Union to implement positive action measures to include women with disabilities in the labour market;**

Or. en

Amendment 2
Anthea McIntyre

Draft opinion
Paragraph 1

Draft opinion

1. Recalls that, as the population ages, the proportion of elderly people with a disability is increasing, and that those concerned are more likely to be women owing to their longer life expectancy; stresses that women with disabilities as a group face greater exclusion and have **less opportunities** in the labour market than men with disabilities;

Amendment

1. Recalls that, as the population ages, the proportion of elderly people with a disability is increasing, and that those concerned are more likely to be women owing to their longer life expectancy; stresses that women with disabilities as a group face greater exclusion and have **fewer opportunities** in the labour market than men with disabilities;

Or. en

Amendment 3
Emer Costello

Draft opinion
Paragraph 1

Draft opinion

1. Recalls that, as the population ages, the proportion of elderly people with a disability is increasing, and that those concerned are more likely to be women owing to their longer life expectancy; stresses that women with disabilities as a group face greater exclusion and have less opportunities in the labour market than men with disabilities;

Amendment

1. Recalls that, as the population ages, the proportion of elderly people with a disability is increasing, and that those concerned are more likely to be women owing to their longer life expectancy; stresses that women with disabilities as a group face greater exclusion and have less opportunities in the labour market than men with disabilities; ***urges the Commission and the Member States to pay more attention to the particular situation of women with disabilities, who face double discrimination;***

Or. en

Amendment 4
Marije Cornelissen
on behalf of the Verts/ALE Group

Draft opinion
Paragraph 1 a (new)

Draft opinion

Amendment

1 a. Reminds governments that discrimination on grounds of disability is forbidden and calls on Member States to make more ambitious efforts to remove the remaining obstacles;

Or. en

Amendment 5
Marian Harkin

Draft opinion
Paragraph 1 a (new)

Draft opinion

Amendment

1 a. Notes that all discrimination based on disability and gender shall be prohibited; emphasises that the overlap of such discrimination has particularly negative effects on women and girls with disabilities;

Or. en

Amendment 6
Minodora Cliveti

Draft opinion
Paragraph 1 a (new)

Draft opinion

Amendment

1 a. Emphasises the need for political and social reforms within Member States to concentrate on the capacity rather than the incapacity of people with disabilities; stresses that the social security system needs to be flexible and focus more on providing incentives for disabled people in order to integrate them actively into the labour market;

Or. en

Amendment 7
Minodora Cliveti

Draft opinion
Paragraph 1 b (new)

Draft opinion

Amendment

1 b. Emphasises the need to promote decent jobs for disabled people, taking

into account that they are more often either not employed or employed in jobs requiring fewer skills, in particular for women;

Or. en

Amendment 8
Minodora Cliveti

Draft opinion
Paragraph 1 c (new)

Draft opinion

Amendment

1 c. Calls on the Member States to review their legislative and policy frameworks in respect of the labour market participation of women with disabilities; encourages Member States to draw on best practice around Europe and to request employers to make reasonable adjustments to workplaces and working conditions with the possibility for individual cases of discrimination to be heard at employment courts; stresses the need to adopt active labour market policy measures for women with disabilities that offer choices for the individual, including flexible, distance, tele-working, part-time and full-time employment;

Or. en

Amendment 9
Minodora Cliveti

Draft opinion
Paragraph 1 d (new)

Draft opinion

Amendment

1 d. Calls on the Member States to support women with intellectual impairments and

mental health conditions, who face particular difficulties in entering and/or remaining in the labour market;

Or. en

Amendment 10
Minodora Cliveti

Draft opinion
Paragraph 1 e (new)

Draft opinion

Amendment

1 e. Notes that, in the creation of small enterprises and other forms of self-employment, disabled women should have equal right to financial assistance and should be seen as fully qualified entrepreneurs;

Or. en

Amendment 11
Minodora Cliveti

Draft opinion
Paragraph 1 f (new)

Draft opinion

Amendment

1 f. Calls on the Member States to stimulate SMEs through tax incentives in order to create jobs for disabled women;

Or. en

Amendment 12
Marian Harkin

Draft opinion
Paragraph 1 b (new)

Draft opinion

Amendment

1 b. Notes that the increase in the number of people with disabilities will increase the burden on carers, in particular on family carers;

Or. en

Amendment 13
Marije Cornelissen
on behalf of the Verts/ALE Group

Draft opinion
Paragraph 1 b (new)

Draft opinion

Amendment

1 b. Deplores the fact that Council has not finalised its work on the Council Directive on implementing the principle of equal treatment between persons irrespective of religion or belief, disability, age or sexual orientation yet, despite Parliament's position from 2009; calls on the Council to ensure this legislation is adopted by the end of the current parliamentary term;

Or. en

Amendment 14
Marije Cornelissen
on behalf of the Verts/ALE Group

Draft opinion
Paragraph 2

Draft opinion

Amendment

2. Calls on the Union and the Member States to facilitate the participation of all citizens in the democratic process in terms of **both** the right to vote and the right to

2. Calls on the Union and the Member States to facilitate the participation of all citizens in the democratic process in terms of the right to vote and the right to stand as

stand as a candidate;

a candidate, *the right to participate in public meetings and the right to contribute to the democratic process;*

Or. en

Amendment 15
Minodora Cliveti

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2 a. Calls on the Member States to identify ways of increasing the representation and participation of women with disabilities in decision-making, through a coordinated range of measures, including consultation, training and awareness-raising;

Or. en

Amendment 16
Marian Harkin

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2 a. Calls on Member States to use the European Social Fund as an effective tool to improve the levels of inclusion of women and girls with disabilities in all important areas of life, such as access to the labour market, training and education;

Or. en

Amendment 17
Emer Costello

Draft opinion
Paragraph 3

Draft opinion

3. Notes that the terminology used to describe physical impairments and disabilities is different and that the focus should be on disabilities instead of impairments in medical terms, in accordance with the approach chosen in the UN Convention on the Rights of Persons with Disabilities and followed by the European Court of Justice¹; stresses that employers should ***not examine the disabilities*** of employees or applicants ***which are irrelevant to a given job, but only their skills and abilities***;

Amendment

3. Notes that the terminology used to describe physical impairments and disabilities is different and that the focus should be on disabilities instead of impairments in medical terms, in accordance with the approach chosen in the UN Convention on the Rights of Persons with Disabilities and followed by the European Court of Justice; stresses that employers should ***focus on the skills and abilities*** of employees or applicants ***with disabilities***;

Or. en

Amendment 18
Ádám Kósa

Draft opinion
Paragraph 4 a (new)

Draft opinion

Amendment

4 a. Calls on the Member States to consider sexual violence a serious crime which at the same time shall be liable to prosecution, particularly in the cases of women with disabilities and especially women with mental disability, and in these specific cases the burden of proof shall be on the accused, in order to decrease the high number of reported rapes and cases of sexual harassment and violence in large institutions;

Or. en

Amendment 19
Minodora Cliveti

Draft opinion
Paragraph 4 a (new)

Draft opinion

Amendment

4 a. Underlines the need to prevent harassment at the workplace, which is the key to improving well-being at the workplace and to avoiding social exclusion;

Or. en

Amendment 20
Minodora Cliveti

Draft opinion
Paragraph 4 b (new)

Draft opinion

Amendment

4 b. Strongly underlines the need for harassment protocols at sectoral and company levels, which should include disciplinary sanctions for employees who violate the personal dignity of other employees, in particular that of disabled people, creating an environment which is degrading, intimidating, hostile, humiliating or committing offensive actions of discrimination;

Or. en

Amendment 21
Richard Howitt

Draft opinion
Paragraph 4 a (new)

Draft opinion

Amendment

4 a. Notes that disability hate crime has increased in recent years and that violence and hostility are a feature of daily life for many people with disabilities; insists that competent authorities in Member States refrain from exacerbating negative stereotypes in the language used, discourse entered into and policies pursued regarding women and girls with disabilities;

Or. en

Amendment 22
Minodora Cliveti

Draft opinion
Paragraph 5

Draft opinion

5. Highlights that, as regards the notions of barrier-free environment and accessibility, inclusive design, as an innovative approach, covers both architecture and services that can better suit the needs of all people regardless of disability and foster more sustainable and inclusive lifestyles;

Amendment

5. Highlights that, as regards the notions of barrier-free environment and accessibility, inclusive design, as an innovative approach, covers both architecture and services that can better suit the needs of all people regardless of disability and foster more sustainable and inclusive lifestyles; ***stresses the importance of ICT skills, which can increase integration and employability;***

Or. en

Amendment 23
Ádám Kósa

Draft opinion
Paragraph 5 a (new)

Draft opinion

Amendment

5 a. Stresses that accessibility of the internet can be beneficial not only for people with visual impairments but also for people with other kinds of disabilities and that more attention should be paid to the deaf and hard of hearing, especially older people with hearing disabilities, as their number and share within the society is particularly on the increase, according to estimations by the World Health Organisation;

Or. en

**Amendment 24
Anthea McIntyre**

**Draft opinion
Paragraph 5 a (new)**

Draft opinion

Amendment

5 a. Encourages Member States to share examples of innovative design in this regard in order to facilitate the dissemination of best practice across the Union;

Or. en

**Amendment 25
Minodora Cliveti**

**Draft opinion
Paragraph 5 a (new)**

Draft opinion

Amendment

5 a. Underlines the need to reduce the gap between school age and the labour market for disabled people, including paying

attention to education, employment needs of young disabled women and the importance of lifelong learning;

Or. en

Amendment 26
Minodora Cliveti

Draft opinion
Paragraph 5 b (new)

Draft opinion

Amendment

5 b. Notes that education and professional training for disabled people is being done in most of the Member States separately and deficiently; stresses the importance of integrating women with disabilities inside the standard education and professional systems in all cases where the disability allows for such an integration;

Or. en

Amendment 27
Minodora Cliveti

Draft opinion
Paragraph 5 c (new)

Draft opinion

Amendment

5 c. Calls on the Member States to actively encourage disabled women to participate and to facilitate their access to all training programmes; stresses that existing vocational training programmes should be accessible for disabled women and support services should be provided; stresses, in particular for deaf women, the right to have access to work and professional training in their native language and sign language;

Or. en

Amendment 28
Minodora Cliveti

Draft opinion
Paragraph 5 d (new)

Draft opinion

Amendment

5 d. Underlines the need to support disabled migrant girls and women in order to develop their skills and potential in vocational training and to give them opportunities to obtain suitable employment;

Or. en

Amendment 29
Marije Cornelissen
on behalf of the Verts/ALE Group

Draft opinion
Paragraph 6

Draft opinion

Amendment

6. Calls on the Union to further support ***mothers with disabilities or*** disabled children, with special regard to their difficult position in the labour market, by maintaining or setting up services better tailored to their needs.

6. Calls on the Union to further support ***disabled parents and*** disabled children, with special regard to their difficult position in the labour market, by maintaining or setting up services better tailored to their needs, ***by removing obstacles and by awareness-raising for employers as well as employees.***

Or. en

Amendment 30
Richard Howitt

Draft opinion
Paragraph 6

Draft opinion

6. *Calls* on the Union to further support mothers with disabilities or disabled children, with special regard to their difficult position in the labour market, by maintaining or setting up services better tailored to their needs.

Amendment

6. *Notes that women and girls with disabilities face higher than average illiteracy rates, lower education levels, lower rates of participation in the labour market and/or jobs carrying less responsibility and lower salaries; calls* on the Union to *develop both mainstream and positive actions to tackle these issues including targeting* further support to mothers with disabilities or disabled children, with special regard to their difficult position in the labour market, by maintaining or setting up services better tailored to their needs.

Or. en

Amendment 31
Anthea McIntyre

Draft opinion
Paragraph 6

Draft opinion

6. Calls on the *Union* to further support mothers with disabilities or disabled children, with special regard to their difficult position in the labour market, by maintaining or setting up services better tailored to their needs.

Amendment

6. Calls on the *Member States* to further support mothers with disabilities or disabled children, with special regard to their difficult position in the labour market, by maintaining or setting up services better tailored to their needs.

Or. en

Amendment 32
Nadja Hirsch

Draft opinion
Paragraph 6 a (new)

Draft opinion

Amendment

6 a. Highlights the fact that women with disabilities are still frequently the victims of sexual abuse and violence; stresses, therefore, the need to protect them at their workplaces;

Or. en

Amendment 33

Ádám Kósa

Draft opinion

Paragraph 6 a (new)

Draft opinion

Amendment

6 a. Recalls that every step in a woman's life entails not only opportunities but also responsibilities and in this sense women often have to endure disproportional burden in terms of pregnancy and childbearing when they have to face the negative implications of pregnancy, especially in cases where fathers neither take their responsibilities nor contribute to their children's well-being and fate but leave them alone; recalls that in a family both parents shall share equally the same responsibilities if they have not previously and mutually agreed otherwise;

Or. en

Amendment 34

Minodora Cliveti

Draft opinion

Paragraph 6 a (new)

Draft opinion

Amendment

6 a. Highlights the need to respect human rights without any discrimination, in particular the right for women with disabilities to enjoy equal and adequate access to medical care and support during and after pregnancies, as well as rights on the labour market in relation to maternity or parental leave and social services; stresses that the conditions should be at the highest standard in all EU Member States and should not not discriminatory against disabled women; underlines that rights and services should be available for disabled women migrating in the EU, whether as workers or as accompanying partners;

Or. en

Amendment 35
Minodora Cliveti

Draft opinion
Paragraph 6 b (new)

Draft opinion

Amendment

6 b. Calls on the Member States to provide specific support for disabled women for a better reconciliation of professional and private life, in regard to housekeeping, childcare and education;

Or. en

Amendment 36
Marije Cornelissen
on behalf of the Verts/ALE Group

Draft opinion
Paragraph 6 a (new)

Draft opinion

Amendment

6 a. Calls on the Member States and the European Union to acknowledge and address the issue of multiple discrimination which women with disabilities face;

Or. en

Amendment 37
Richard Howitt

Draft opinion
Paragraph 6 a (new)

Draft opinion

Amendment

6 a. Proposes to use the European Social Fund as an effective tool to improve the inclusion levels of women and girls with disabilities in education and in the labour market and reduce instances of women and girls with disabilities living in poverty;

Or. en

Amendment 38
Richard Howitt

Draft opinion
Paragraph 6 b (new)

Draft opinion

Amendment

6 b. Insists that a gender perspective and a disability perspective should be mainstreamed in all Union policies; calls for specific measures to assist young women with disabilities to be included in Union's and Member States' proposals to tackle youth unemployment;

