



EUROPEAN PARLIAMENT

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Committee on Women's Rights and Gender Equality

2010/2273(INI)

31.5.2011

OPINION

of the Committee on Women's Rights and Gender Equality

for the Committee on Employment and Social Affairs

on promoting workers' mobility within the European Union
(2010/2273(INI))

Rapporteur: Andrea Češková

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SUGGESTIONS

The Committee on Women's Rights and Gender Equality calls on the Committee on Employment and Social Affairs, as the committee responsible, to incorporate the following suggestions in its motion for a resolution:

- A. whereas the current economic crisis has had negative effects on mobility and has hit temporary workers and part-time workers hardest, women being one of the most affected categories,
- B. whereas the gender pay gap (on average women in the EU earn about 17.5% less than men for equal work¹) as well as the gender-segregated labour market, the lack of adequate working conditions, persistent stereotypes and the risk of gender discrimination are major obstacles to women's mobility; whereas family and social network related factors, childcare facilities, housing and local environment conditions are also barriers to women exercising the right of free movement,
- C. whereas strong gender differences are visible as regards workers' mobility within the EU (men report moving because of a new job or job transfers far more often than women do, respectively 44% as against 27%²); whereas there is a need for better monitoring of the mobility phenomenon, based on data disaggregated by gender,
 1. Calls on the Commission to revise the Directive on equal pay for men and women³ in Europe; strongly urges the Commission and Member States to develop national policies (with women's participation in designing them) which would eradicate the gender pay gap, and that will focus on the integration of women in the labour market and promote equal opportunities as factors that contribute to enhancing EU workers' mobility;
 2. Urges Member States to publish public-sector wage data and make pay trends more transparent so as to avert continuing or widening pay gaps;
 3. Expresses its concern at the high female level of 'brain-waste', i.e. under-use of the qualifications that mobile workers possess, particularly apparent in the highly feminised sector of nursing and domestic work; in this context, urges Member States to implement properly EU regulations concerning the recognition of qualifications;
 4. Underlines that women workers moving abroad for jobs involving child or elderly care, such as babysitters, au-pairs, nannies or nurses, are often employed by private entities such as families or family members and thus end up working without a contract or illegally, and consequently have no rights and benefits linked to social security, healthcare etc. available to them;

¹ Commission staff working paper : Report on the progress on equality between women and men 2010 (SEC(2011)193).

² Eurofound Study 'Mobility in Europe - the way forward'.

³ 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), OJ L 204 , 26.07.2006, p. 23.

5. Calls on the Commission to ensure that Member States implement Directive 2004/38/EC without any discrimination, including on grounds of sexual orientation; reminds the Commission of previous calls to ensure freedom of movement for all EU citizens and their families, including both registered partnerships and marriages, regardless of their sexual orientation;
6. Calls on Member States to monitor the situation of workers in child or elderly care and to provide women workers leaving abroad for such jobs with all the necessary information including on access to legal jobs and training in this field, social rights, health care, etc. and also to provide counselling regarding legal employment and to warn them against the potential threats of the black labour market;
7. Calls on the Commission and Member States to monitor the situation of agencies and organisations offering jobs to workers from other Member States, and to detect potential illegal or black market employment or agencies or organisations providing fictitious jobs;
8. Urges Member States, in those instances where workers move with a spouse or partner and children, to provide adequate – and multilingual – services for the family unit, for example, childcare facilities, pre-schools, schools and medical services, as well as free access to public employment services to help spouses or partners moving to another Member State to find a job;
9. Points out to the Commission existing differences between Member States on family allowances, especially for large families, which cause discriminatory effects in implementing the principle of freedom of movement for workers;
10. Underlines that the Member States should improve the situation of children left behind by their parents and to help them develop normally and benefit from education and appropriate social life;
11. Emphasises that extending the period for eliminating the transitional barriers regarding free movement of workers for the Member States which joined in 2007 will have adverse consequences specifically for women, who are affected by the rise in unemployment that emerged after the economic crisis because they lack the same flexibility options as men; highlights the fact that, if restricting their rights for free movement continues, they will be additionally exposed to poverty, social marginalisation and exclusion;
12. Calls on the Commission to present proposals to create the conditions for families with children to make use of their right to mobility by setting binding minimum targets for availability of childcare and for care leave, such as paternity leave; calls on Member States to integrate children of workers making use of the right to mobility into their education system;
13. Urges the Member States to make every effort to ensure reciprocal recognition of diplomas and professional qualifications and to enable social insurance contribution records to be combined for the purpose of establishing entitlement to social security and welfare benefits;
14. Calls on the Member States to create mechanisms of cooperation aimed at preventing the devastating effects on families, especially on children, caused by the separation from their

parents and the distance between them;

15. Urges Member States to provide comprehensive information and the possibility to participate in social networks for workers and their families so that they can be informed, in a language they understand, of their rights and of potential benefits available to them in the host Member State, such as access to public employment services, in particular rights and benefits linked to social security, childcare, care for people who are not able to live independently, healthcare, and training opportunities, such as language courses and local community activities; considers that, in the interests of exhaustiveness, a common online information environment should be established in the Member States;
16. Calls on the Member States to remove obstacles to workers' mobility by offering women who follow their husbands or partners to another Member State appropriate services such as courses to facilitate their integration into their new social and cultural environment, for example language courses and vocational courses;
17. Welcomes initiatives undertaken by the Commission such as the 'WO.M.EN Mobility Enhancement Mechanism' and invites it to extend and improve the scope of projects aiming at increasing women's labour mobility;
18. Calls on Member States to set up contact points for mobile domestic and care workers with an individual relation to their employer, so as to provide them with the means to establish a network that enables them to be informed of their rights.

RESULT OF FINAL VOTE IN COMMITTEE

Date adopted	25.5.2011
Result of final vote	+: 30 -: 0 0: 0
Members present for the final vote	Regina Bastos, Edit Bauer, Emine Bozkurt, Marije Cornelissen, Silvia Costa, Edite Estrela, Iratxe García Pérez, Livia Járóka, Teresa Jiménez-Becerril Barrio, Nicole Kiil-Nielsen, Rodi Kratsa-Tsagaropoulou, Constance Le Grip, Astrid Lulling, Barbara Matera, Elisabeth Morin-Chartier, Angelika Niebler, Siiri Oviir, Raül Romeva i Rueda, Joanna Katarzyna Skrzydlewska, Eva-Britt Svensson, Britta Thomsen, Marina Yannakoudakis, Anna Záborská
Substitute(s) present for the final vote	Izaskun Bilbao Barandica, Mojca Kleva, Kartika Tamara Liotard, Gesine Meissner, Norica Nicolai, Antigoni Papadopoulou
Substitute(s) under Rule 187(2) present for the final vote	Jacek Włosowicz