



EUROPEAN PARLIAMENT

2009 - 2014

Committee on Women's Rights and Gender Equality

PE429.686v01-00

14.10.2009

AMENDMENTS

1 - 29

Draft motion for a resolution
Eva-Britt Svensson
(PE428.244v01-00)

on EU measures to support gender equality in balancing work and family rights and responsibilities

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PE429.686v01-00

EN

United in diversity

EN

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Amendment 1

Elisabeth Morin-Chartier, Angelika Niebler

Draft motion for a resolution

Title

Draft motion for a resolution

on EU measures to support gender equality in balancing work and family ***rights and responsibilities***

Amendment

on EU measures to support gender equality in balancing work and family ***life***

Or. fr

Amendment 2

Edite Estrela

Draft motion for a resolution

Recital C a (new)

Draft motion for a resolution

Amendment

Ca. whereas the new forms of organisation of work need to be based on a detailed study of the types and time-patterns of work and leisure, on a basis of the sharing of family and professional responsibilities by family members,

Or. pt

Amendment 3

Iratxe García Pérez

Draft motion for a resolution

Recital D

Draft motion for a resolution

Amendment

D. whereas family policies should contribute to the achievement of gender equality and be examined in the context of demographic changes, the effects of an ageing population, closing the generation

D. whereas family policies should contribute to the achievement of gender equality and be examined in the context of demographic changes, the effects of an ageing population, closing the generation

gap, promoting women's participation in the workforce and the sharing of caring responsibilities between women and men,

gap, promoting women's participation in the workforce, ***the increasing diversity of family structures (including single-parent families, cohabiting couples and same-sex couples)***, and the sharing of caring responsibilities between women and men,

Or. es

Amendment 4

Elisabeth Morin-Chartier, Angelika Niebler

Draft motion for a resolution

Recital D

Draft motion for a resolution

D. whereas family policies should contribute to the achievement of gender equality and be examined in the context of demographic changes, the effects of an ageing population, closing the generation gap, promoting women's participation in the workforce and the sharing of caring responsibilities between women and men,

Amendment

D. whereas family policies should contribute to the achievement of gender equality and be examined in the context of ***the economic crisis***, demographic changes, the effects of an ageing population, closing the generation gap, promoting women's participation in the workforce and the sharing of caring responsibilities between women and men,

Or. fr

Amendment 5

Elisabeth Morin-Chartier, Angelika Niebler

Draft motion for a resolution

Recital E

Draft motion for a resolution

E. whereas ***in many*** Member States encouraging men to assume an equal share of family responsibilities has not yet had the desired result and ***therefore, more effective measures should be taken to encourage a more equal sharing of family responsibilities between men and women,***

Amendment

E. whereas ***some*** Member States ***have adopted measures*** encouraging men to assume an equal share of family responsibilities, and ***their experiences need to be carefully analysed with a view to exchanging best practices between Member States and to their application in***

the Member States where possible,

Or. fr

Amendment 6
Edite Estrela

Draft motion for a resolution
Recital Ea (new)

Draft motion for a resolution

Amendment

Ea. whereas the majority of the Member States have a long way to go before meeting the objectives laid down in 2002 by the Barcelona European Council concerning creche facilities; whereas access to such facilities is an essential condition for the work-life balance,

Or. pt

Amendment 7
Elisabeth Morin-Chartier, Angelika Niebler

Draft motion for a resolution
Recital F

Draft motion for a resolution

Amendment

F. whereas Member States should provide for effective, proportionate and dissuasive penalties in the event of any breach of the obligations under Community legislation supporting gender equality in balancing work and family rights and responsibilities and, in particular, under the Council Directive implementing the revised Framework Agreement on parental leave concluded by **BUSINESSEUROPE, UEAPME, CEEP and ETUC** and repealing Directive 96/34/EC, if and when that Directive is adopted,

Deleted

Amendment 8
Elisabeth Morin-Chartier, Angelika Niebler

Draft motion for a resolution
Recital F a (new)

Draft motion for a resolution

Amendment

Fa. whereas the provisions on parental leave should aim at ensuring child protection but should also avoid any penalisation on the labour market of both mothers and fathers,

Amendment 9
Elisabeth Morin-Chartier, Angelika Niebler

Draft motion for a resolution
Paragraph 2

Draft motion for a resolution

Amendment

2. Notes, *nevertheless, that the above-mentioned framework agreement sets out only minimum requirements and provisions for parental leave; notes therefore that it should be considered only as a first step in supporting flexible methods for achieving a work - life balance and the reconciliation of professional, private and family life;*

2. Notes *that the social partners have achieved improvements in Directive 96/34/EC without any major changes to the existing provisions, notably as regards possible paternity leave measures;*

Amendment 10
Iratxe García Pérez

Draft motion for a resolution
Paragraph 2 a (new)

Draft motion for a resolution

Amendment

2a. Recalls that the measures to facilitate conciliation are part of a broader political agenda aimed at dealing with the needs of both employers and workers and enhancing adaptability and integration capacities;

Or. es

Amendment 11
Iratxe García Pérez

Draft motion for a resolution
Recital 2 b (new)

Draft motion for a resolution

Amendment

2b. Stresses that many Member States already have at their disposal a wide range of political measures and practices relating to leave, care of children and flexible work patterns, adapted to the needs of both workers and employers and aimed at helping parents reconcile work with private and family life; believes that these measures must be taken into account when applying this framework agreement;

Or. es

Amendment 12
Elisabeth Morin-Chartier, Angelika Niebler

Draft motion for a resolution
Paragraph 3

Draft motion for a resolution

Amendment

3. Regrets, in particular, that the following issues are not covered or are not

Deleted

adequately taken into account in the current framework agreement:

a. Coherent approach to reconciliation measures. The different proposals in the reconciliation "package" would have gained considerably from an exchange between the different actors to establish the possible extent of each and to assess how the different measures could complement each other.

b. Introduction of an entitlement to paternity leave at EU level (that is, a period of leave for fathers around the time of the birth or adoption of the child). This period of leave would enable fathers to develop an initial close bond with the child and would also encourage men and women to take a more equal share of caring responsibilities.

c. Introduction of specific rules under the entitlement to adoption leave (Clause 4 of the Agreement) such as duration, payment entitlements, and (non-) transferability of adoption leave.

d. Introduction of an entitlement to filial leave for elderly parents and /or other dependents such as a family member with a disability or terminal illness. With an ageing population and a falling birth rate, such measures could support women and men who care for older dependants and make it easier to combine parenthood with work.

e. Consideration of remuneration issues. This is, in fact, crucial to ensuring that both women and men can effectively take up parental leave and is a determining factor with regard to the person who will take the leave. Moreover, leaving this important issue to the discretion of Member States will have a disproportionate impact on single-income households and their possibilities to avail themselves of such leave, and particularly women who comprise the majority of single parent households, and in

households with disabled and chronically sick children, for whom discretionary measures regarding extra leave are also left to the Member States.

f. Provision on a non-transferable basis of parental leave for the entire four months. In this regard, women could still find themselves in situations whereby they will withdraw from the labour market for a period of seven months whereas for men – if they take the leave – the period is one month.

g. Increase in the age of the child in respect of which parental leave can be taken (that is, to eight years old as in Directive 96/34/EC). However, it is important to cover the full span of childhood/adolescence. With reference to children with special needs/disabilities these may not be detected in the early phases of childhood and can also require long term ongoing care throughout childhood/adolescence;

Or. fr

Amendment 13
Edite Estrela

Draft motion for a resolution
Paragraph 3 – point b

Draft motion for a resolution

b. Introduction of an entitlement to paternity leave *at EU level* (that is, a period of leave for fathers around the time of the birth or adoption of the child). This period of leave would enable fathers to develop an initial close bond with the child and would also encourage men and women to take a more equal share of caring responsibilities.

Amendment

b. Introduction *at EU level* of an entitlement - *non-transferable, paid and with all rights preserved* - to paternity leave (that is, a period of leave for fathers around the time of the birth or adoption of the child). This period of leave would enable fathers to develop an initial close bond with the child and would also encourage men and women to take a more equal share of caring responsibilities.

Or. pt

Amendment 14
Antonya Parvanova

Draft motion for a resolution
Paragraph 3 – point d

Draft motion for a resolution

d. *Introduction of* an entitlement to filial leave for elderly parents and /or other dependents such as a family member with *a* disability or terminal illness. With an ageing population and a ***falling*** birth rate, such measures could support women and men who care for older dependants and make it easier to combine parenthood with work.

Amendment

d. *Introduction of* an entitlement to filial leave for elderly parents and /or other dependents such as a family member with *a* disability or terminal illness. With an ageing population and a ***decreasing*** birth rate, such measures ***as for instance more flexible working time arrangements*** could support women and men who care for older dependants and make it easier to combine parenthood with work.

Or. en

Amendment 15
Antonya Parvanova

Draft motion for a resolution
Paragraph 3 – point d a (new)

Draft motion for a resolution

(da) Introduction of measures necessary to ensure that workers whose life partner has recently given birth are granted a period of special leave including the unused portion of maternity leave in the event of death or physical incapacity of the mother.

Amendment

Or. en

Amendment 16
Raül Romeva i Rueda, Caroline Lucas

Draft motion for a resolution
Paragraph 3 – point g a (new)

Draft motion for a resolution

Amendment

(ga) Provision for continuity of social security rights during the leave. Continuity of full social security rights (such as the right to a pension and the right to unemployment benefits) is crucial to ensuring that women and men do not face a higher risk of poverty because they choose to take a break to care for family members. Therefore this issue should not be left to the discretion of Member States.

Or. en

Amendment 17
Raül Romeva i Rueda, Caroline Lucas

Draft motion for a resolution
Paragraph 3 – point g b (new)

Draft motion for a resolution

Amendment

(gb) The issue of flexibility which is, in fact, crucial to ensuring that men will in practice take up parental leave. Leaving the possibility of granting the leave on a flexible basis (full-time, part-time, piecemeal, time credit, etc.) to the discretion of Member States is likely to impact negatively on care responsibilities being shared equally between men and women.

Or. en

Amendment 18
Raül Romeva i Rueda, Caroline Lucas

Draft motion for a resolution
Paragraph 3 – point g c (new)

Draft motion for a resolution

Amendment

(gc) The issue of eligibility conditions. Leaving the possibility for Member States and/or social partners to make entitlement to parental leave subject to a period of work qualification and/or length of service qualification which should not exceed one year is problematic for take-up by fixed-term contract and temporary workers. Such conditions also contradict EU objectives relating to mobility of workers.

Or. en

Amendment 19
Antonyia Parvanova

Draft motion for a resolution
Paragraph 3 a (new)

Draft motion for a resolution

Amendment

3a. Encourages Member States that have not already introduced a binding entitlement to paternity leave to implement it in order to promote the equal participation of both parents in balancing family rights and responsibilities;

Or. en

Amendment 20
Elisabeth Morin-Chartier, Angelika Niebler

Draft motion for a resolution
Paragraph 4

Draft motion for a resolution

Amendment

4. Takes the view that paternity leave, adoption leave and filial leave must be regulated by supplementary Community legal acts and requests the Commission to take this forward through new proposals for legislative acts; in this respect, requests the Commission and Council to enter into an effective dialogue with Parliament as soon as possible;

Deleted

Or. fr

Amendment 21

Edite Estrela

Draft motion for a resolution

Paragraph 4

Draft motion for a resolution

Amendment

4. Takes the view that *paternity leave*, adoption leave and filial leave must be regulated by supplementary Community legal acts and requests the Commission to take this forward through new proposals for legislative acts; in this respect, requests the Commission and Council to enter into an effective dialogue with Parliament as soon as possible;

4. Takes the view that adoption leave and filial leave must be regulated by supplementary Community legal acts and requests the Commission to take this forward through new proposals for legislative acts; in this respect, requests the Commission and Council to enter into an effective dialogue with Parliament as soon as possible;

Or. pt

Amendment 22

Edite Estrela

Draft motion for a resolution

Paragraph 4a (new)

Draft motion for a resolution

Amendment

4a. Considers that paternity leave should

be included in the proposal for a European Parliament and Council directive amending Council Directive 92/85/EEC of 19 October 1992 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 breastfeeding¹;

Or. pt

Amendment 23

Elisabeth Morin-Chartier, Angelika Niebler

Draft motion for a resolution

Paragraph 4 a (new)

Draft motion for a resolution

Amendment

4-A. Calls on the Commission and the Member States to pursue their analysis of the impact of implementation of the rules on paternity leave, adoption leave and filial leave in the Member States where they exist; should these experiences prove to be positive and transferable to other Member States, calls on the Commission to consider the possibility of submitting a proposal for a directive on paternity leave, adoption leave and filial leave, recalling that it has envisaged this possibility in its work programme for 2009;

Or. fr

Amendment 24

Iratxe García Pérez

Draft motion for a resolution

Paragraph 5 a (new)

¹ *OJ L 348, 28.11.1992, p. 1.*

Draft motion for a resolution

Amendment

5a. Welcomes, also, the provisions for increased protection of workers against discrimination for requesting parental leave and for facilitating their return to work after leave, and, especially, the right to request flexible working patterns;

Or. es

Amendment 25

Edite Estrela

Draft motion for a resolution

Paragraph 6 a (new)

Draft motion for a resolution

Amendment

6a. Stresses the importance of raising awareness among educators of the need for a proper balance in this field; advocates considering mechanisms at EU level to encourage the introduction and promotion in school curricula of the concept of reconciling work and family life;

Or. pt

Amendment 26

Antonyia Parvanova

Draft motion for a resolution

Paragraph 6 a (new)

Draft motion for a resolution

Amendment

6a. Insists that the Commission provide appropriate measures and take into consideration the specific needs of women in regulated professions and women working in the fields of science, art,

politics and in the agricultural sector;

Or. en

Amendment 27

Antonya Parvanova

Draft motion for a resolution

Paragraph 6 b (new)

Draft motion for a resolution

Amendment

6b. Emphasises that the pay gap between women and men, and the inequalities in access to employment, education, training and other aspects of social life, are a serious concern and that particular attention should be paid to the gender dimension in terms of both designing and implementing policy measures;

Or. en

Amendment 28

Antonya Parvanova

Draft motion for a resolution

Paragraph 6 c (new)

Draft motion for a resolution

Amendment

6c. Insists that the multidimensional forms of discrimination and exclusion, comprising gender, race, ethnicity, religious or political affiliation or sexual identity, should be considered with particular attention;

Or. en

Amendment 29
Antonyia Parvanova

Draft motion for a resolution
Paragraph 7

Draft motion for a resolution

7. Instructs its President to forward this resolution to the Council, the Commission, BUSINESSEUROPE, UEAPME, CEEP and ETUC.

Amendment

7. Instructs its President to forward this resolution to the Council, the Commission, ***the European Institute for Gender Equality***, BUSINESSEUROPE, UEAPME, CEEP and ETUC.

Or. en