



2015/2222(INI)

25.2.2016

AMENDMENTS

1 - 61

Draft opinion
Viorica Dăncilă
(PE571.422v01-00)

on Workers representation on board level in Europe
(2015/2222(INI))

Amendment 1
Terry Reintke

Draft opinion
Recital A

Draft opinion

A. whereas **equality between women and men** is a founding principle of the European Union, enshrined in the Treaty on European Union and is ranked among its objectives and tasks, and whereas gender equality and diversity in worker representation at board level of companies is a key democratic principle with positive economic side-effects such as inclusive strategic decision making and a reduction in the gender pay gap;

Amendment

A. whereas **gender equality** is a founding principle of the European Union, enshrined in the Treaty on European Union **but far from being achieved**, and is ranked among its objectives and tasks, and whereas gender equality and diversity in worker representation at board level of companies is a key democratic principle with positive economic side-effects such as inclusive strategic decision making and a reduction in the gender pay gap **as well as the gender pension** gap;

Or. en

Amendment 2
Constance Le Grip

Draft opinion
Recital A

Draft opinion

A. whereas equality between women and men is a founding principle of the European Union, enshrined in the Treaty on European Union and is ranked among its objectives and tasks, and whereas gender equality and diversity in **worker** representation at board level of companies is a key democratic principle with positive economic side-effects such as inclusive strategic decision making and a reduction in the gender pay gap;

Amendment

A. whereas equality between women and men is a founding principle of the European Union, enshrined in the Treaty on European Union and is ranked among its objectives and tasks, and whereas gender equality and diversity in representation at board level of companies is a key democratic principle with positive economic side-effects such as inclusive strategic decision making and a reduction in the gender pay gap;

Or. en

Amendment 3
Constance Le Grip

Draft opinion
Recital A a (new)

Draft opinion

Amendment

Aa. whereas the European Parliament in its legislative resolution of 20 November 2013, adopted its first position on the proposal for a directive on improving the gender balance among non-executive directors of companies listed on stock exchanges and related measures (so-called "Women on Boards"), which intends to enhance women's participation in economic decision making processes;

Or. en

Amendment 4
Terry Reintke

Draft opinion
Recital A a (new)

Draft opinion

Amendment

Aa. whereas only 21% of European listed companies guarantee workers' representation at board level and there are still 10 Member States with no or very limited participation rights; whereas workers' participation strengthens European democracy and decision-making in diversity in practice, and whereas female workers' participation is one of the key elements that enhances productivity and economic growth;

Or. en

Amendment 5
Kostadinka Kuneva

Draft opinion
Recital A a (new)

Draft opinion

Amendment

Aa. whereas equality between women and men is a fundamental principle of the EU, recognised in the Treaty on European Union and the Charter of Fundamental Rights;

Or. en

Amendment 6
Viorica Dăncilă

Draft opinion
Recital A a (new)

Draft opinion

Amendment

Aa. whereas European leaders continually emphasize the importance of balanced representation of men and women in boards, both in the private and the public sphere, and whereas it is time for European leaders to demonstrate their commitment to this;

Or. en

Amendment 7
Izaskun Bilbao Barandica

Draft opinion
Recital A a (new)

Draft opinion

Amendment

Aa. whereas gender parity should be ensured at all levels of these decision-making bodies;

Or. es

Amendment 8
Daniela Aiuto, Marco Zullo

Draft opinion
Recital A a (new)

Draft opinion

Amendment

Aa. whereas the Charter of Fundamental Rights of the European Union states that 'equality between women and men must be ensured in all areas, including employment, work and pay';

Or. it

Amendment 9
Kostadinka Kuneva

Draft opinion
Recital A b (new)

Draft opinion

Amendment

Ab. whereas equality between women and men has a positive impact on productivity, economic and social growth, and furthermore helps to increase female participation in the labour market;

Or. en

Amendment 10
Viorica Dăncilă

Draft opinion
Recital A b (new)

Draft opinion

Amendment

Ab. whereas the number of women in corporate boardrooms is currently slowing rising, but the situation between

Member States differs and a broad consensus among the Member States exists in favour of taking measures to improve the gender balance on company boards;

Or. en

Amendment 11
Izaskun Bilbao Barandica

Draft opinion
Recital A b (new)

Draft opinion

Amendment

Ab. whereas this principle should, for reasons of consistency, also apply in the governing bodies of trade unions;

Or. es

Amendment 12
Daniela Aiuto, Marco Zullo

Draft opinion
Recital A b (new)

Draft opinion

Amendment

Ab. whereas a balance between women and men in worker representation on boards can help to improve working life and private life, in particular for women workers;

Or. it

Amendment 13
Kostadinka Kuneva

Draft opinion
Recital A c (new)

Draft opinion

Amendment

Ac. whereas over 51% of the EU's population is female; whereas their needs and rights should be appropriately represented and supported;

Or. en

Amendment 14
Viorica Dăncilă

Draft opinion
Recital A c (new)

Draft opinion

Amendment

Ac. whereas studies show that the presence of workers' representation is associated with a gender pay gap that is smaller than in establishments without the workers' representation as the workers' representatives may use its negotiating power to positively influence women's salaries or job performance processes;

Or. en

Amendment 15
Daniela Aiuto, Marco Zullo

Draft opinion
Recital A c (new)

Draft opinion

Amendment

Ac. whereas equal participation of women and men in decision-making processes is a matter of justice and is therefore necessary in order better to reflect the composition of the workforce in companies;

Or. it

Amendment 16
Kostadinka Kuneva

Draft opinion
Recital A d (new)

Draft opinion

Amendment

Ad. whereas traditional gender roles and stereotypes continue to have a strong influence on the division of labour and related to labour rights between women and men;

Or. en

Amendment 17
Daniela Aiuto, Marco Zullo

Draft opinion
Recital A d (new)

Draft opinion

Amendment

Ad. whereas one of the objectives of the Beijing Platform is to ensure equal access and full participation of women in decision-making processes;

Or. it

Amendment 18
Kostadinka Kuneva

Draft opinion
Recital A e (new)

Draft opinion

Amendment

Ae. whereas women are under-represented in positions of responsibility in all fields;

Amendment 19
Daniela Aiuto, Marco Zullo

Draft opinion
Recital A e (new)

Draft opinion

Amendment

Ae. whereas true women's empowerment should be achieved exclusively by recognising women's merit and not by adopting mandatory quotas which require the presence of women regardless of their ability;

Or. it

Amendment 20
Kostadinka Kuneva

Draft opinion
Recital A f (new)

Draft opinion

Amendment

Af. whereas freedom of association and representation, as well as the right to information and consultation are fundamental rights and as such must be respected, protected and supported;

Or. en

Amendment 21
Kostadinka Kuneva

Draft opinion
Recital A g (new)

Draft opinion

Amendment

Ag. whereas workers must be closely and permanently involved in decision-making at all levels of the company;

Or. en

Amendment 22
Kostadinka Kuneva

Draft opinion
Recital A h (new)

Draft opinion

Amendment

Ah. whereas legal regulation governing workers representation on boards varies and is quite diverse across EU; whereas there are Member-States that have not proceeded in agreeing the legitimacy of employee representation on board level;

Or. en

Amendment 23
Kostadinka Kuneva

Draft opinion
Recital A i (new)

Draft opinion

Amendment

Ai. whereas gender imbalance on corporate boards remains an important challenge for all EU Member-States, constituting an untapped potential of skilled workers, especially women;

Or. en

Amendment 24
Kostadinka Kuneva

Draft opinion
Recital A j (new)

Draft opinion

Amendment

Aj. whereas there is no proper ratio between the percentage of women members of trade unions in Europe and the number of women serving on decision-making bodies or holding executive posts;

Or. en

Amendment 25
Kostadinka Kuneva

Draft opinion
Recital A k (new)

Draft opinion

Amendment

Ak. whereas, workers representation is crucial in collective bargaining; whereas, collective bargaining and representation of workers, including representation on boards, should take into account gender equality; whereas, collective bargaining should address the needs and rights of women workers, such as the right to maternity leave; whereas, in order for participation on boards and for collective bargaining and protection of labour rights to be gender balanced and more effectively applied, women negotiators must take part and express women's views;

Or. en

Amendment 26
Kostadinka Kuneva

Draft opinion
Recital A l (new)

Draft opinion

Amendment

Al. whereas women face persistent difficulties to reconcile family and personal responsibilities with work;

Or. en

Amendment 27
Kostadinka Kuneva

Draft opinion
Recital A m (new)

Draft opinion

Amendment

Am. whereas, independent structures established by employees' and employers' organisations, including workers' representation on boards, must not isolate women from the decision-making process but, on the contrary, integrate them in that process;

Or. en

Amendment 28
Terry Reintke

Draft opinion
Paragraph -1 (new)

Draft opinion

Amendment

-1. Calls on the Commission to improve the EU company law framework so as to ensure that every company is required not only to respect existing workers' representation at board level but also to adopt the highest level of participation; calls on the Commission to safeguard pre-

existing national rights in companies by closing loopholes in the SE Directive¹ and the SUP proposal^{2a} ;

^{1a} *Council Directive 2001/86/EC supplementing the Statute for a European company with regard to the involvement of employees*

^{2a} *Proposal for a Directive on single-member private limited liability companies*

Or. en

Amendment 29
Margot Parker

Draft opinion
Paragraph 1

Draft opinion

Amendment

1. Calls on all the Members States to introduce legislative measures requiring quotas in order to increase gender balance in worker representation at board level; calls for a monitoring system to be put in place and any non-compliance with quota requirements to result in sanctions consistent with national company laws;

deleted

Or. en

Amendment 30
Constance Le Grip

Draft opinion
Paragraph 1

Draft opinion

Amendment

1. Calls on all the Members States to introduce legislative measures requiring quotas in order to increase gender balance in worker representation at board level; calls for a monitoring system to be put in place and any non-compliance with

1. Calls on the Council to adopt its position on the proposal for a directive on "Women on Boards";

quota requirements to result in sanctions consistent with national company laws;

Or. en

Amendment 31
Julie Girling

Draft opinion
Paragraph 1

Draft opinion

1. Calls on all the Members States to introduce *legislative* measures **requiring quotas in order** to increase gender balance in worker representation at board level; **calls for a monitoring system to be put in place and any non-compliance with quota requirements to result in sanctions consistent with national company laws;**

Amendment

1. Calls on all the Members States to introduce **national** measures to increase gender balance in worker representation at board level;

Or. en

Amendment 32
Daniela Aiuto, Marco Zullo

Draft opinion
Paragraph 1

Draft opinion

1. Calls on all the Members States to **introduce** legislative measures **requiring quotas in order to increase** gender balance in worker representation at board level; **calls for a monitoring system to be put in place and any non-compliance with quota requirements to result in sanctions consistent with national company laws;**

Amendment

1. Calls on **the Commission and on** all the Members States to **promote** legislative measures **with a view to increasing** gender balance in worker representation at board level; calls for a monitoring system to be put in place;

Or. it

Amendment 33
Izaskun Bilbao Barandica

Draft opinion
Paragraph 1

Draft opinion

1. Calls on all the Members States to introduce legislative measures requiring quotas in order to increase gender balance in worker representation at board level; calls for a monitoring system to be put in place and any non-compliance with quota requirements to result in sanctions consistent with national company laws;

Amendment

1. Calls on all the Members States to introduce legislative measures requiring quotas in order to increase gender balance in ***the governing bodies of trade unions and*** worker representation at board level; calls for a monitoring system to be put in place and any non-compliance with quota requirements to result in sanctions consistent with national company laws;

Or. es

Amendment 34
Terry Reintke

Draft opinion
Paragraph 1

Draft opinion

1. Calls on all the Members States to introduce legislative measures requiring quotas in order to increase gender balance in worker representation at board level; calls for a monitoring system to be put in place and any non-compliance with quota requirements to result in sanctions consistent with national company laws;

Amendment

1. Calls on all the Members States to ***implement the concept of workers' representation at board level and*** introduce legislative measures requiring quotas in order to increase gender balance in worker representation at board level; calls for a monitoring system to be put in place and any non-compliance with quota requirements to result in sanctions consistent with national company laws;

Or. en

Amendment 35
Kostadinka Kuneva

Draft opinion
Paragraph 1

Draft opinion

1. Calls on all the Members States to introduce legislative measures requiring quotas in order to increase gender balance in worker representation **at** board level; calls for a monitoring system to be put in place and any non-compliance with quota requirements to result in sanctions consistent with national company laws;

Amendment

1. *Points out that gender inequalities remain despite the increasing participation of women in the labour market; believes that, gender balance, especially in regards to the representation on board level, will not change without legally endorsed objectives;* Calls on all the Members States to introduce legislative measures requiring quotas in order to increase gender balance in worker representation **on** board level; calls for a monitoring system to be put in place and any non-compliance with quota requirements to result in sanctions consistent with national company laws;

Or. en

Amendment 36
Izaskun Bilbao Barandica

Draft opinion
Paragraph 1 a (new)

Draft opinion

1a. Recommends, in addition to punitive measures, proposing and developing awareness-raising and training for trade unions on the benefits of equality in the decision-making processes of companies and organisations; also encourages reporting on best practices to achieve the goal of equality in these areas and to benefit from the associated advantages;

Or. es

Amendment 37
Terry Reintke

Draft opinion
Paragraph 1 a (new)

Draft opinion

Amendment

1a. Calls on the Commission, the Member States and the social partners to promote gender equality in workers' representation at board level and to closely monitor and follow up the progress made;

Or. en

Amendment 38
Kostadinka Kuneva

Draft opinion
Paragraph 1 a (new)

Draft opinion

Amendment

1a. Stresses the need for the Member-States to put in place affirmative policies in order to ensure gender balanced representation of workers, especially women on board level and decision-making procedures; calls for the Member-States to design and implement work-life balance policies tailored to the needs of workers, especially for women, for the disabled, for migrants, for single-parental families and for other vulnerable groups of workers;

Or. en

Amendment 39
Viorica Dăncilă

Draft opinion
Paragraph 1 a (new)

Draft opinion

Amendment

1a. Calls on all the Member States to ensure that listed companies should develop a gender policy in order to attain a more balanced gender representation throughout the companies; highlights that such policy may include a description of the relevant measures implemented in a company, such as nominating both a female and a male candidate for key positions, mentoring schemes and career development guidance for women, and human resource strategies to encourage diverse recruitment; encourages the offering of flexible working conditions for all employees, for example assistance for parental leave, as well as providing assistance for housework and childcare while recognizing that each company may select the policies best suited to its activities and should take active measures to increase the proportion of the under-represented gender in the management of the company;

Or. en

Amendment 40
Viorica Dăncilă

Draft opinion
Paragraph 1 b (new)

Draft opinion

Amendment

1b. Invites the Member States to identify ways to increase the representation of women in corporate boardrooms including amongst worker representation by initiating a dialogue, not limited to the issue of quotas, with the boards of large companies and with the social partners, which could take place annually;

Or. en

Amendment 41
Viorica Dăncilă

Draft opinion
Paragraph 1 c (new)

Draft opinion

Amendment

1c. Invites all Member States to introduce measures in order to encourage career progression of women at all levels through positive actions such as networking and mentoring programmes in order to achieve gender equality in the workplace; underlines that there must be a gender balanced model of decision-making at all levels within the company while it is also ensured that the gender pay gap which contributes significantly to the feminisation of poverty is eliminated;

Or. en

Amendment 42
Margot Parker

Draft opinion
Paragraph 2

Draft opinion

Amendment

2. Takes the view, furthermore, that best practices to promote gender balance in worker representation at board level should be encouraged – such as voluntary initiatives that influence organisations from within, ranging from effective corporate governance codes resulting in transparency, accountability and peer pressure to the implementation of the ‘comply or explain’ rule obliging companies to clarify why gender balance is lacking;

deleted

Or. en

Amendment 43
Constance Le Grip

Draft opinion
Paragraph 2

Draft opinion

2. Takes the view, furthermore, that best practices to promote gender balance in worker representation at board level should be encouraged – such as voluntary initiatives **that influence organisations from within**, ranging from effective corporate governance codes resulting in transparency, accountability and peer pressure to the implementation of the ‘comply or explain’ rule **obliging companies** to clarify why gender balance is lacking;

Amendment

2. Takes the view, furthermore, that best practices to promote gender balance in worker representation at board level should be encouraged – such as voluntary initiatives ranging from effective corporate governance codes resulting in transparency, accountability and peer pressure to the implementation of the ‘comply or explain’ rule to clarify why gender balance is lacking;

Or. en

Amendment 44
Izaskun Bilbao Barandica

Draft opinion
Paragraph 2

Draft opinion

2. Takes the view, furthermore, that best practices to promote gender balance in worker representation at board level should be encouraged – such as voluntary initiatives that influence organisations from within, ranging from effective corporate governance codes resulting in transparency, accountability and peer pressure to the implementation of the ‘comply or explain’ rule obliging companies to clarify why gender balance is lacking;

Amendment

2. Takes the view, furthermore, that best practices to promote gender balance in worker representation **in the governing bodies of trade unions and** at board level should be encouraged – such as voluntary initiatives that influence organisations from within, ranging from effective corporate governance codes resulting in transparency, accountability and peer pressure to the implementation of the ‘comply or explain’ rule obliging companies to clarify why gender balance is lacking;

Amendment 45
Kostadinka Kuneva

Draft opinion
Paragraph 2

Draft opinion

2. Takes the view, furthermore, that best practices to promote gender balance in worker representation at board level should be encouraged – such as voluntary initiatives that influence organisations from within, ranging from effective corporate governance codes resulting in transparency, accountability and peer pressure to the implementation of the ‘comply or explain’ rule obliging companies to clarify why gender balance is lacking;

Amendment

2. Takes the view, furthermore, that best practices to promote gender balance in worker representation at board level should be encouraged – such as voluntary initiatives that influence organisations from within, ranging from effective corporate governance codes resulting in transparency, accountability and peer pressure to the implementation of the ‘comply or explain’ rule obliging companies to clarify why gender balance is lacking; ***Calls for clear targets to be set for women to be included in activities or sectors, or at levels, from which they have previously been excluded and in which they are still under-represented;***

Or. en

Amendment 46
Viorica Dăncilă

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2a. Invites the Member States and the Commission to implement new policies to enable more women to become involved in managing companies, in particular by:
– initiating a dialogue, not limited to the issue of quotas, with the boards of large companies and with the social partners about ways of increasing female

representation, which could take place annually;

– supporting initiatives to assess and promote male-female equality on recruitment committees and in other areas, e.g. with regard to wage differentials, job classification, training and career patterns; developing training on gender equality and non-discrimination;

Or. en

Amendment 47
Daniela Aiuto, Marco Zullo

Draft opinion
Paragraph 2 a (new)

Draft opinion

Amendment

2a. Takes the view that the problem of unequal representation of women and men in the workplace depends primarily on a cultural and social heritage that repeats old patterns and models that penalise women and that, therefore, action needs to be taken chiefly by taking measures to raise awareness among those involved in working processes;

Or. it

Amendment 48
Viorica Dăncilă

Draft opinion
Paragraph 2 b (new)

Draft opinion

Amendment

2b. Insists that recruitment to positions in corporate management bodies including on position of workers' representation, must be based on the competence required

in the form of skills, qualifications and experience and that the principles of transparency, objectiveness, inclusiveness, effectiveness, non-discrimination and gender equality must be observed in corporate recruitment policies;

Or. en

Amendment 49
Daniela Aiuto, Marco Zullo

Draft opinion
Paragraph 2 b (new)

Draft opinion

Amendment

2b. Takes the view that the adoption of fixed quotas is not the optimal solution to the problem of women's representation in the workforce and that a system of rewards and incentives should, rather, be practised when giving more space to women, albeit without disregarding meritocracy;

Or. it

Amendment 50
Viorica Dăncilă

Draft opinion
Paragraph 2 c (new)

Draft opinion

Amendment

2c. Encourages senior managers to raise their staffs' awareness of the career patterns of men and women and to become personally involved in career monitoring and support programmes for female executives in their companies;

Or. en

Amendment 51
Margot Parker

Draft opinion
Paragraph 3

Draft opinion

Amendment

3. Invites the appointing authorities, such as trade unions, to implement positive action measures to increase the number of female representatives of workers on boards in order to reach a critical threshold of 40% or, where appropriate, to present a gender balanced list of candidates for this function;

deleted

Or. en

Amendment 52
Julie Girling

Draft opinion
Paragraph 3

Draft opinion

Amendment

3. Invites the appointing authorities, such as trade unions, to implement positive action measures to increase the number of female representatives of workers on boards in order to reach a critical threshold of 40% or, where appropriate, to present a gender balanced list of candidates for this function;

deleted

Or. en

Amendment 53
Constance Le Grip

Draft opinion
Paragraph 3

Draft opinion

3. Invites the appointing authorities, such as trade unions, to implement ***positive action*** measures to increase the number of female representatives of workers on boards in order to ***reach a critical threshold of 40% or, where appropriate, to present a gender balanced list of candidates for this function;***

Amendment

3. Invites the appointing authorities, such as trade unions, to implement measures to increase the number of female representatives of workers on boards in order to ***significantly improve balance between women and men among them;***

Or. en

Amendment 54
Kostadinka Kuneva

Draft opinion
Paragraph 3 a (new)

Draft opinion

Amendment

3a. Shares the view that women representation on board level and executive posts, along with high-quality paid employment for women, form the key to their economic independence and to greater equality between women and men in labour and in society as a whole;

Or. en

Amendment 55
Kostadinka Kuneva

Draft opinion
Paragraph 3 b (new)

Draft opinion

Amendment

3b. Regrets that the European Commission, despite the commitments shared, has failed to present a new Strategy for Gender Equality and Women's rights post-2015, including a

proposal for the revision of the Maternity Leave Directive, jeopardizing the rights of millions of women and their families across EU; Reminds the Commission and the Member States of the need to adopt positive measures for both women and men, notably in order to ensure work-life balance, labour rights, integration to labour market and, hence, achievement of financial independence;

Or. en

Amendment 56
Margot Parker

Draft opinion
Paragraph 4

Draft opinion

4. Asks the Commission and the Member States to step up their capacity for collecting gender-segregated statistics about worker board-level representatives in order to monitor the number of women and men in key decision-making positions so as to ensure the promotion of gender equality at board level in Europe.

Amendment

deleted

Or. en

Amendment 57
Daniela Aiuto, Marco Zullo

Draft opinion
Paragraph 4

Draft opinion

4. Asks the Commission and the Member States to step up their capacity for collecting gender-segregated statistics about worker board-level representatives in order to monitor the number of women and

Amendment

4. Asks the Commission and the Member States to step up their capacity for collecting gender-segregated statistics about worker board-level representatives, *making use of the work of the EIGE and*

men in key decision-making positions so as to ensure the promotion of gender equality at board level in Europe.

Eurostat, in order to monitor the number of women and men in key decision-making positions so as to ensure the promotion of gender equality at board level in Europe.

Or. it

Amendment 58
Terry Reintke

Draft opinion
Paragraph 4

Draft opinion

4. Asks the Commission and the Member States to step up their capacity for collecting gender-segregated statistics about worker board-level representatives in order to monitor the number of women and men in key decision-making positions so as to ensure the promotion of gender equality at board level in Europe.

Amendment

4. Asks the Commission and the Member States to step up their capacity for collecting gender-segregated statistics about worker board-level representatives ***and to analyse them*** in order to monitor the number of women and men in key decision-making positions so as to ensure the promotion of gender equality at board level in Europe;

Or. en

Amendment 59
Kostadinka Kuneva

Draft opinion
Paragraph 4 a (new)

Draft opinion

Amendment

4a. Calls on the Commission to support the Member States in increasing the employment prospects and representation of workers on board level of disadvantaged women, such as female immigrants, women from ethnic minorities, women with disabilities, and single mothers; draws attention to the multiple discrimination affecting vulnerable groups of workers who are often under-represented, such as

immigrant women on grounds of their gender, ethnic or racial origin and, in many cases, age.

Or. en

Amendment 60
Izaskun Bilbao Barandica

Draft opinion
Paragraph 4 a (new)

Draft opinion

Amendment

4a. Encourages the European Institute for Gender Equality to draw up guidelines for the systematisation of data collection in the field at EU level, to cooperate with trade unions in establishing good practices in equality and in drafting training materials on the benefits of equality in organisations and decision-making bodies of companies, particularly in terms of competitiveness, improving results and labour relations.

Or. es

Amendment 61
Nadine Morano

Draft opinion
Paragraph 4 a (new)

Draft opinion

Amendment

4a. Stresses that voluntary initiatives implemented by companies in this field improve their image among the general public and their staff; encourages them to report on any activities to promote gender equality in order to help achieve the European objectives, notably by setting a good example;

Or. fr

