



**2016/2017(INI)**

14.6.2016

# **AMENDMENTS**

## **1 - 133**

**Draft report**

**Vilija Blinkevičiūtė and Tatjana Ždanoka**  
(PE580.714v01-00)

Creating Labour Market Conditions Favourable for Work-Life Balance  
(2016/2017(INI))



**Amendment 1**  
**Arne Gericke**

**Motion for a resolution**  
**Heading 1**

*Motion for a resolution*

on creating labour market conditions favourable *for work-life balance*

*Amendment*

on creating labour market conditions favourable *to reconciling work and family life*

Or. de

**Amendment 2**  
**Ildikó Gáll-Pelcz, Krzysztof Hetman, Barbara Matera, Michaela Šojdrová, Agnieszka Kozłowska-Rajewicz**

**Motion for a resolution**  
**Citation 2**

*Motion for a resolution*

— having regard to Articles 8, 10, 153(1)(i) and 157 of the Treaty on the Functioning of the European Union,

*Amendment*

— having regard to Articles 8, 10, 153(1)(i), **153(2)** and 157 of the Treaty on the Functioning of the European Union,

Or. en

**Amendment 3**  
**Tatjana Ždanoka, Monika Vana, Ernest Urtasun**

**Motion for a resolution**  
**Citation 2**

*Motion for a resolution*

— having regard to Articles 8, 10, 153(1)(i) and 157 of the Treaty on the Functioning of the European Union,

*Amendment*

— having regard to Articles **6(a)**, 8, 10, 153(1) and 157 of the Treaty on the Functioning of the European Union,

Or. en

**Amendment 4**  
**Luigi Morgano, Vilija Blinkevičiūtė**

**Motion for a resolution**  
**Citation 3**

*Motion for a resolution*

— having regard to Articles 7, 9, 23, 24 and 33(2) of the Charter of Fundamental Rights of the European Union,

*Amendment*

— having regard to Articles 7, 9, 23, 24 and 33 of the Charter of Fundamental Rights of the European Union,

Or. en

**Amendment 5**  
**Tatjana Ždanoka, Monika Vana, Ernest Urtasun**

**Motion for a resolution**  
**Citation 49 c (new)**

*Motion for a resolution*

*Amendment*

- *having regard to article 27 of the European Social Charter on the right of workers with family responsibilities to equal opportunities and equal treatment,*

Or. en

**Amendment 6**  
**Marijana Petir**

**Motion for a resolution**  
**Citation 3 a (new)**

*Motion for a resolution*

*Amendment*

- *having regard to the European Social Charter of 3 May 1996, in particular Part I and Part II, Articles 2 (5), 4 (1), 16 and 27,*

Or. en

**Amendment 7**  
**Marijana Petir**

**Motion for a resolution**  
**Citation 3 b (new)**

*Motion for a resolution*

*Amendment*

- *having regard to the European Pact for mental health and wellbeing of 2008 and its priority 'mental health in workplace settings',*

Or. en

**Amendment 8**  
**Arne Gericke**

**Motion for a resolution**  
**Citation 4**

*Motion for a resolution*

*Amendment*

— having regard to 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 breastfeeding<sup>1</sup> (the Maternity Leave Directive),

*(Does not affect the English version.)*

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<sup>1</sup> OJ L 348, 28.11.1992, p. 1.

Or. de

**Amendment 9**  
**Ildikó Gáll-Pelcz, Krzysztof Hetman, Michaela Šojdrová, Agnieszka Kozłowska-Rajewicz**

**Motion for a resolution**  
**Citation 5**

*Motion for a resolution*

*Amendment*

— *having regard to the Commission proposal for a Directive of the European Parliament and of the Council amending the Maternity Leave Directive (COM(2008)0637),* **deleted**

Or. en

### **Amendment 10**

**Ildikó Gáll-Pelcz, Krzysztof Hetman, Michaela Šojdrová, Agnieszka Kozłowska-Rajewicz**

**Motion for a resolution**

**Citation 6**

*Motion for a resolution*

*Amendment*

— *having regard to its position adopted at first reading on 20 October 2010 with a view to the adoption of Directive 2011/.../EU of the European Parliament and of the Council amending Council Directive 92/85/EEC<sup>2</sup> 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 and on the introduction of measures to support workers in balancing work and family life<sup>3</sup>, asking – among other things – for a two-week period of paternity leave,* **deleted**

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<sup>2</sup> OJ C 70 E, 8.3.2012, p. 163.

<sup>3</sup> OJ C 70E, 8.3.2012, p. 163.

Or. en

### **Amendment 11**

**Arne Gericke**

## Motion for a resolution

### Citation 6

*Motion for a resolution*

— having regard to its position adopted at first reading on 20 October 2010 with a view to the adoption of Directive 2011/.../EU of the European Parliament and of the Council amending Council Directive 92/85/EEC<sup>2</sup> 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 and on the introduction of measures to support workers in balancing work and family life<sup>3</sup>, asking – among other things – for a two-week period of paternity leave,

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<sup>2</sup> OJ C 70 E, 8.3.2012, p. 163.

<sup>3</sup> OJ C 70 E, 8.3.2012, p. 163.

*Amendment*

*(Does not affect the English version.)*

Or. de

## Amendment 12

**Ildikó Gáll-Pelcz, Barbara Matera, Michaela Šojdrová**

## Motion for a resolution

### Citation 8

*Motion for a resolution*

— *having regard to its resolution of 11 March 2015 on the European Semester for Economic Policy Coordination: Employment and Social Aspects in the Annual Growth Survey 2015,*<sup>4</sup>

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<sup>4</sup> *Texts adopted, P8\_TA(2015)0068*

*Amendment*

*deleted*

Or. en

**Amendment 13**  
**Krzysztof Hetman, Ildikó Gáll-Pelcz**

**Motion for a resolution**  
**Citation 8**

*Motion for a resolution*

— having regard to its resolution of **11 March 2015 on the** European Semester for Economic Policy Coordination: Employment and Social Aspects in the Annual Growth Survey **2015**,<sup>4</sup>

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<sup>4</sup> Texts adopted, P8\_TA(2015)0068

*Amendment*

— having regard to its resolution of **22nd February 2016 on** European Semester for Economic Policy Coordination: Employment and Social Aspects in the Annual Growth Survey **2016**,<sup>4</sup>

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<sup>4</sup> Texts adopted, P8\_TA(2016)0059

Or. en

**Amendment 14**  
**Marijana Petir**

**Motion for a resolution**  
**Citation 10**

*Motion for a resolution*

— *having regard to its resolution of 12 March 2013 on eliminating gender stereotypes in the EU*<sup>6</sup>,

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<sup>6</sup> Texts adopted, P7\_TA(2013)0074.

*Amendment*

*deleted*

Or. en

**Amendment 15**  
**Tatjana Ždanoka, Monika Vana, Ernest Urtasun**

**Motion for a resolution**  
**Citation 13**



*Motion for a resolution*

— having regard to its resolution of ..... 2016 on the application of Council Directive 2010/18/EU of 8 March 2010, implementing the revised Framework Agreement on parental leave concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and repealing Directive 96/34/EC,

*Amendment*

— having regard to its resolution of **12 May** 2016 on the application of Council Directive 2010/18/EU of 8 March 2010, implementing the revised Framework Agreement on parental leave concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and repealing Directive 96/34/EC,

Or. en

**Amendment 16**  
**Arne Gericke**

**Motion for a resolution**  
**Citation 13**

*Motion for a resolution*

— having regard to its resolution of ..... 2016 on the application of Council Directive 2010/18/EU of 8 March 2010, implementing the revised Framework Agreement on parental leave concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and repealing Directive 96/34/EC,

*Amendment*

*(Does not affect the English version.)*

Or. de

**Amendment 17**  
**Vilija Blinkevičiūtė, Mary Honeyball, Viorica Dăncilă, Iratxe García Pérez, Marc Tarabella, Julie Ward, Clare Moody**

**Motion for a resolution**  
**Citation 22 a (new)**

*Motion for a resolution*

*Amendment*

- *having regard to the Commission communication of 2 February 2011 on Early Childhood Education and Care:*

*Providing all our children with the best start for the world of tomorrow<sup>1a</sup>,*

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<sup>1a</sup> COM ((2011)0066) final.

Or. en

**Amendment 18**

**Vilija Blinkevičiūtė, Mary Honeyball, Viorica Dăncilă, Iratxe García Pérez, Marc Tarabella, Julie Ward, Clare Moody**

**Motion for a resolution**

**Citation 22 b (new)**

*Motion for a resolution*

*Amendment*

- *having regard to the Council conclusions of 15 June 2011 on early childhood education and care: providing all our children with the best start for the world of tomorrow<sup>1b</sup>,*

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<sup>1b</sup> OJ C 175, 15.6.2011, p. 8–10.

Or. en

**Amendment 19**

**Arne Gericke**

**Motion for a resolution**

**Citation 23**

*Motion for a resolution*

*Amendment*

— having regard to Council Directive 2013/62/EU of 17 December 2013 amending Directive 2010/18/EU implementing the revised Framework Agreement on parental leave concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC, following the amendment of the status of Mayotte with regard to the European Union<sup>13</sup>,

*(Does not affect the English version.)*

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<sup>13</sup> OJ L 353, 28.12.2013, p. 7.

Or. de

**Amendment 20**  
**Tatjana Ždanoka, Monika Vana, Ernest Urtasun**

**Motion for a resolution**  
**Citation 27**

*Motion for a resolution*

*Amendment*

— *having regard to the Commission recommendation of 20 February 2013 entitled ‘Investing in Children: Breaking the Cycle of Disadvantage’ (C(2013)778),* *deleted*

Or. en

**Amendment 21**  
**Arne Gericke**

**Motion for a resolution**  
**Citation 28**

*Motion for a resolution*

*Amendment*

— *having regard to its resolution of 20 May 2015 on maternity leave<sup>15</sup>,* *(Does not affect the English version.)*

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<sup>15</sup> Texts adopted, P8\_TA(2015)0207.

Or. de

**Amendment 22**  
**Kostadinka Kuneva**

**Motion for a resolution**  
**Citation 31 a (new)**

*Motion for a resolution*

*Amendment*

- *having regard to the questions set to the Council and the Commission on maternity leave (O-000049/2015 – B8-0119/2015 and O-000050/2015 – B8-0120/2015),*

Or. en

**Amendment 23**

**Tatjana Ždanoka, Monika Vana, Ernest Urtasun**

**Motion for a resolution**

**Citation 38**

*Motion for a resolution*

— having regard to the European Institute for Gender Equality's Gender Equality Index *2015*,

*Amendment*

— having regard to the European Institute for Gender Equality's *2015* Gender Equality Index *and its 2015 report "Reconciliation of work, family and private life in the European Union: Policy review"*,

Or. en

**Amendment 24**

**Kostadinka Kuneva**

**Motion for a resolution**

**Citation 39 a (new)**

*Motion for a resolution*

*Amendment*

- *having regard to the European Parliament Directorate-General for Internal Policies study titled 'Maternity, Paternity and Parental Leave: Data Related to Duration and Compensation Rates in the European Union',*

Or. en

**Amendment 25**  
**Kostadinka Kuneva**

**Motion for a resolution**  
**Citation 39 b (new)**

*Motion for a resolution*

*Amendment*

- *having regard to the European Parliament Directorate-General for Internal Policies study entitled "Costs and benefits of maternity and paternity leave",*

Or. en

**Amendment 26**  
**Kostadinka Kuneva**

**Motion for a resolution**  
**Citation 39 c (new)**

*Motion for a resolution*

*Amendment*

- *having regard to the European Parliament Directorate-General for Internal Policies of the Union study titled 'Discrimination Generated by the Intersection of Gender and Disability',*

Or. en

**Amendment 27**  
**Marian Harkin, Renate Weber**

**Motion for a resolution**  
**Citation 41 a (new)**

*Motion for a resolution*

*Amendment*

- *having regard to the Eurocarers Carers Strategy, 'Enabling Carers to Care' 2014<sup>1a</sup>,*

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1a

<http://www.eurocarers.org/userfiles/files/policy/Carers%20strategy%20-%20Enabling%20carers%20to%20care.pdf>

Or. en

**Amendment 28**  
**Kostadinka Kuneva**

**Motion for a resolution**  
**Citation 42 a (new)**

*Motion for a resolution*

*Amendment*

- *having regard to the European Foundation study for the Improvement of Living and Working Conditions titled 'Promoting parental and paternity leave among fathers',*

Or. en

**Amendment 29**  
**Tatjana Ždanoka, Monika Vana, Ernest Urtasun**

**Motion for a resolution**  
**Citation 49 a (new)**

*Motion for a resolution*

*Amendment*

- *having regard to the Council conclusions of 19 June 2015 on equal income opportunities for women and men: Closing the gender gap in pensions (10081/15),*

Or. en

**Amendment 30**  
**Tatjana Ždanoka, Monika Vana, Ernest Urtasun**

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**Motion for a resolution**  
**Citation 49 b (new)**

*Motion for a resolution*

*Amendment*

- *having regard to the European Pact for gender equality for the period 2011-2020 adopted by conclusions of the Council of the European Union Council, 7 March 2011<sup>[1a]</sup> ],*

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*<sup>1a</sup> 3073th Employment, Social Policy, Health and Consumer Affairs, Council meeting Brussels, 7 March 2011*

Or. en

**Amendment 31**  
**Maria Arena, Vilija Blinkevičiūtė**

**Motion for a resolution**  
**Recital A**

*Motion for a resolution*

*Amendment*

*A. whereas achieving a genuine work-life balance requires comprehensive policies including measures for reconciling work, caring for and spending time with family, and time for leisure and personal development;*

*deleted*

Or. fr

**Amendment 32**  
**Renate Weber, Angelika Mlinar, Martina Dlabajová, Beatriz Becerra Basterrechea, Marian Harkin**

**Motion for a resolution**  
**Recital A**

*Motion for a resolution*

A. whereas achieving a genuine work-life balance requires comprehensive policies including measures for reconciling work, caring for and spending time with family, and time for leisure and personal development;

*Amendment*

A. whereas achieving a genuine work-life balance requires ***not only*** comprehensive policies including measures for reconciling work, caring for and spending time with family, and time for leisure and personal development, ***but above all a cultural shift in society, changing its gender attitudes so that work and care are more evenly shared between men and women;***

***Whereas in 2014, the EU 28 employment rate for men (aged 20-64) was 75% while it reached only 63,5% for women, despite the fact that women are better educated;***

***Whereas promoting women's participation in the labour market and their economic independence is crucial for meeting the Europe 2020 headline target (75% of the population aged 20-64 employed by 2020), counteracting the shrinking of the working age population in most European Member States, and boosting growth; whereas GDP per capita losses attributable to gender gaps in the labour market have been estimated at up to 10 percent in Europe; whereas the number of women in the workforce is even lower when considering employment rates in full-time equivalents since the share of part-time employment among women is very high in some Member States, due to constraints such as the shortage of care services and unequal division of unpaid work, or low financial incentives to take up full-time work;***

Or. en

**Amendment 33**

**Vilija Blinkevičiūtė, Mary Honeyball, Viorica Dăncilă, Iratxe García Pérez, Marc Tarabella, Julie Ward, Clare Moody, Pina Picierno**



## Motion for a resolution

### Recital A

#### *Motion for a resolution*

A. whereas achieving a genuine work-life balance requires comprehensive policies including measures for reconciling work, caring for and spending time with family, and time for leisure and personal development;

#### *Amendment*

A. whereas achieving a genuine work-life balance requires comprehensive policies including measures for reconciling work, caring for and spending time with family, and time for leisure and personal development; ***whereas increase in the full-time employment of women requires an increase in public and private spending on these policies;***

Or. en

## Amendment 34

Luigi Morgano

## Motion for a resolution

### Recital A

#### *Motion for a resolution*

A. whereas achieving a genuine work-life balance requires comprehensive policies including measures for reconciling work, caring for and spending time with family, and time for leisure and personal development;

#### *Amendment*

A. whereas achieving a genuine work-life balance requires ***robust, cross-cutting, structural and*** comprehensive policies including measures for reconciling work, caring for and spending time with family, and time for leisure and personal development; ***that such policies must be considered the key instrument for dealing with this issue;***

Or. en

## Amendment 35

João Pimenta Lopes

## Motion for a resolution

### Recital A

*Motion for a resolution*

A. whereas achieving a genuine work-life balance requires **comprehensive** policies including measures for reconciling work, caring for and spending time with family, and time for leisure and personal development;

*Amendment*

A. whereas achieving a genuine work-life balance requires policies **that guarantee a fair balance between work, leisure and rest**, including measures for reconciling work, caring for and spending time with family, and time for leisure and personal development;

Or. pt

**Amendment 36**

**Ildikó Gáll-Pelcz, Krzysztof Hetman, Barbara Matera, Michaela Šojdrová, Agnieszka Kozłowska-Rajewicz**

**Motion for a resolution**

**Recital A**

*Motion for a resolution*

A. whereas achieving a genuine work-life balance requires comprehensive policies including measures for reconciling work, caring for and spending time with family, and time for leisure and personal development;

*Amendment*

A. whereas achieving a genuine work-life balance requires comprehensive **and coherent** policies including **incentives and efficient** measures for reconciling work, caring for and spending time with family, and time for leisure and personal development;

Or. en

**Amendment 37**

**Marijana Petir**

**Motion for a resolution**

**Recital A**

*Motion for a resolution*

A. whereas achieving a genuine **work-life balance** requires comprehensive policies including measures for reconciling work, caring for and spending time with family, and time for leisure and personal

*Amendment*

A. whereas achieving a genuine **balance between professional, family and private life** requires comprehensive policies including measures for reconciling work, caring for and spending time with

development;

family, and time for leisure and personal development;

Or. en

### **Amendment 38**

**Tatjana Ždanoka, Monika Vana, Ernest Urtasun**

#### **Motion for a resolution**

##### **Recital A**

###### *Motion for a resolution*

A. whereas achieving a genuine work-life balance requires comprehensive policies including measures for reconciling work, caring for and spending time with family, and time for leisure and personal development;

###### *Amendment*

A. whereas achieving a genuine work-life balance requires comprehensive policies including measures for reconciling work, caring for and spending time with *friends and* family, and time for leisure and personal development;

Or. en

### **Amendment 39**

**Vilija Blinkevičiūtė, Mary Honeyball, Viorica Dăncilă, Iratxe García Pérez, Marc Tarabella, Julie Ward, Clare Moody, Anna Hedh**

#### **Motion for a resolution**

##### **Recital A a (new)**

###### *Motion for a resolution*

###### *Amendment*

***Aa. whereas the first findings of the Eurofound 6th European Working Conditions Survey (EWCS) show that European labour markets are highly gender segregated with substantial differences between women and men remaining in occupation, sector, contract type, pay, working time and the share of unpaid work; whereas the Survey states that achieving the Europe 2020 target of 75% of 20-64 years old in employment is strongly dependent on increasing participation of women in the labour market<sup>1c</sup>;***

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*<sup>1c</sup> Eurofound (2015): First findings: Sixth European Working Conditions Survey.*

Or. en

**Amendment 40**  
**Kostadinka Kuneva**

**Motion for a resolution**  
**Recital A a (new)**

*Motion for a resolution*

*Amendment*

*Aa. whereas, in 2014, 5.1 million children were born in the EU-28, corresponding to a crude birth rate of 10.1; whereas, in comparison, this rate was 10.6 in 2000, 12.8 in 1985 and 16.4 in 1970; whereas EU faces a serious demographic challenge as the decrease of birth rates is constantly growing in most Member States, gradually transforming the Union to a gerontocratic society, causing a direct threat to social and economic growth and development;*

Or. en

**Amendment 41**  
**Monika Vana, Ernest Urtasun**

**Motion for a resolution**  
**Recital A a (new)**

*Motion for a resolution*

*Amendment*

*Aa. whereas the traditional concept of women and men's roles and of nuclear family is further challenged as the number of single-parent families, families based on same-sex unions, adolescent mothers, etc. are on the rise in the EU; whereas a failure to acknowledge this diversity amounts to further*

*discrimination and negatively affects  
people living in the EU and their families;*

Or. en

**Amendment 42**

**Arne Gericke**

**Motion for a resolution**

**Recital A a (new)**

*Motion for a resolution*

*Amendment*

*Aa. whereas the political aim must be  
to adapt the world of work to the specific  
needs of families with children, and not  
the other way around;*

Or. de

**Amendment 43**

**Vilija Blinkevičiūtė, Mary Honeyball, Viorica Dăncilă, Iratxe García Pérez, Marc  
Tarabella, Julie Ward, Clare Moody**

**Motion for a resolution**

**Recital A b (new)**

*Motion for a resolution*

*Amendment*

*Ab. whereas in 2014, the employment  
rate for men stood at 70.1 % in the EU-28,  
as compared with 59.6 % for women<sup>1d</sup> ;  
whereas in 2013 men spent weekly 47  
hours on paid work, compared to 34  
hours for women; whereas combining  
working hours of paid and unpaid work at  
home, women on average worked 64  
hours, compared to 53 hours worked by  
men<sup>1e</sup> ;*

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<sup>1d</sup> [http://ec.europa.eu/eurostat/statistics-explained/index.php?title=Employment\\_statistics&oldid=190559](http://ec.europa.eu/eurostat/statistics-explained/index.php?title=Employment_statistics&oldid=190559).

*1<sup>e</sup> Eurofound (2013): Caring for children and dependants: Effect on carers of young workers. Dublin: Eurofound.*

Or. en

**Amendment 44**  
**Kostadinka Kuneva**

**Motion for a resolution**  
**Recital A b (new)**

*Motion for a resolution*

*Amendment*

*Ab. whereas equality between men and women is a fundamental principle of the European Union and Articles 21 and 23 of the Charter of Fundamental Rights of the European Union prohibit any discrimination on grounds of sex and require equality between men and women to be ensured in all areas, including in the achievement of a work-life balance;*

Or. en

**Amendment 45**  
**Tatjana Ždanoka, Monika Vana, Ernest Urtasun**

**Motion for a resolution**  
**Recital A b (new)**

*Motion for a resolution*

*Amendment*

*Ab. Whereas the roadmap presented by the Commission is a starting point but certainly not ambitious enough; whereas this opportunity must open a reorganisation process of the Work Life Balance situation of women and men in Europe and must contribute significantly to achieve higher levels of gender equality;*

Or. en

**Amendment 46**  
**Maria Arena, Vilija Blinkevičiūtė**

**Motion for a resolution**  
**Recital A c (new)**

*Motion for a resolution*

*Amendment*

*Ac. whereas an adequate and proportionate balance between work and private life helps to promote social and professional well-being, economic growth and competitiveness within the EU, a rise in the birth rate within the EU and equity between the genders and generations;*

Or. fr

**Amendment 47**  
**Vilija Blinkevičiūtė, Mary Honeyball, Viorica Dăncilă, Maria Noichl, Iratxe García Pérez, Marc Tarabella, Julie Ward, Clare Moody, Anna Hedh**

**Motion for a resolution**  
**Recital A c (new)**

*Motion for a resolution*

*Amendment*

*Ac. whereas the EWCS shows that atypical working hours often prevent workers from devoting time to their family, i.e. working on Saturdays and Sundays, overtime, shift and night work, and it raises health and safety concerns with increased risk of accidents at work and poorer health in the long term;*

Or. en

**Amendment 48**  
**Tatjana Ždanoka, Monika Vana, Ernest Urtasun**

**Motion for a resolution**  
**Recital B b (new)**

*Motion for a resolution*

*Amendment*

***Bb. whereas the first findings of the Eurofound 6th European Working Conditions Survey show that almost half of the workers have worked in their free time in the past year in order to meet work demands; whereas a significant proportion of workers in the EU has atypical working hours, including working on Saturdays and Sundays, working days of over 10 hours, shift and night work<sup>2a</sup>; whereas doubt has been raised whether long working hours are beneficial to the economy in terms of increased productivity;***

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***<sup>2a</sup> Eurofound European Working Conditions Survey***

Or. en

**Amendment 49**  
**Marijana Petir**

**Motion for a resolution**  
**Recital B a (new)**

*Motion for a resolution*

*Amendment*

***Ba. whereas working hours are more often extended until late in the evening, workers are faced with night work, work on public holidays and Sundays without break and rest periods, which makes it difficult for workers to reconcile work with duties towards children and other dependents; whereas some sectors became more affected, such as retail services, where most of those employed are women;***

Or. en



**Amendment 50**  
**Maria Arena, Vilija Blinkevičiūtė**

**Motion for a resolution**  
**Recital A d (new)**

*Motion for a resolution*

*Amendment*

***Ad. whereas the policies to be implemented to attain these objectives must concentrate on women's access to the job market, men's willingness to develop their private lives, and the establishment of a coherent legislative framework in terms of adaptability of work;***

Or. fr

**Amendment 51**  
**Kostadinka Kuneva**

**Motion for a resolution**  
**Recital B**

*Motion for a resolution*

*Amendment*

B. whereas reconciliation policies are ***to be considered as an*** improvement of the working environment, enabling good working conditions and the wellbeing of workers;

B. whereas ***family and*** reconciliation policies are ***important policy tools that if effectively applied could address the challenges of an ageing society and the falling fertility rates across EU Member States, reduce the risk of poverty for families with children, redistribute income from childless households to those with children and grant recognition to families for the societal benefits that children generate; whereas well-designed and implemented family and reconciliation policies can lead to*** improvement of the working environment, enabling good working conditions and the wellbeing of workers;

Or. en

## Amendment 52

João Pimenta Lopes

on behalf of the GUE/NGL Group

### Motion for a resolution

#### Recital B

##### *Motion for a resolution*

B. whereas reconciliation policies are to be considered as an improvement of the working environment, enabling good working conditions and the wellbeing of workers;

##### *Amendment*

B. whereas reconciliation policies are to be considered as an improvement of the working environment, enabling good working conditions and the wellbeing of workers; ***whereas these policies must be based on labour regulation and the negotiation and conclusion of collective labour agreements;***

Or. pt

## Amendment 53

João Pimenta Lopes

### Motion for a resolution

#### Recital B

##### *Motion for a resolution*

B. whereas reconciliation policies are to be considered as an improvement of the working environment, ***enabling good*** working conditions ***and*** the wellbeing of workers;

##### *Amendment*

B. whereas reconciliation policies are to be considered as an ***essential*** improvement of the working environment ***and*** working conditions, ***contributing to*** the wellbeing of workers;

Or. pt

## Amendment 54

Ildikó Gáll-Pelcz, Barbara Matera, Michaela Šojdrová, Agnieszka Kozłowska-Rajewicz

### Motion for a resolution

#### Recital B

##### *Motion for a resolution*

B. whereas reconciliation policies are

##### *Amendment*

B. whereas reconciliation policies are

to be considered as an improvement of the working environment, enabling good working conditions and the wellbeing of workers;

to be considered as an improvement of the working environment, enabling good working conditions and the wellbeing of workers, *as well as increasing overall labour market participation, and in particular female labour market participation*;

Or. en

#### **Amendment 55**

**Krzysztof Hetman, Ildikó Gáll-Pelcz**

#### **Motion for a resolution**

##### **Recital B**

##### *Motion for a resolution*

B. whereas reconciliation policies are to be considered as an improvement of the working environment, enabling good working conditions *and* the wellbeing of workers;

##### *Amendment*

B. whereas reconciliation policies are to be considered as an improvement of the working environment, enabling good working conditions, the wellbeing of workers *and increasing the overall labour market participation*;

Or. en

#### **Amendment 56**

**Iratxe García Pérez, Javi López, Sergio Gutiérrez Prieto, Inés Ayala Sender**

#### **Motion for a resolution**

##### **Recital B**

##### *Motion for a resolution*

B. whereas reconciliation policies are to be considered as an improvement of the working environment, enabling good working conditions and the wellbeing of workers;

##### *Amendment*

B. whereas reconciliation policies are to be considered as an improvement of the working environment, enabling good working conditions and the wellbeing of workers, *all of which has a positive impact on the company in terms of improved productivity and results*;

Or. es

**Amendment 57**  
**Laura Agea, Tiziana Beghin**

**Motion for a resolution**  
**Recital B a (new)**

*Motion for a resolution*

*Amendment*

*Ba. whereas in all industrialised countries the structure and organisation of work are changing radically, as working hours are being reduced in terms of both hours and days worked, and the place of work is increasingly the worker's home;*

Or. it

**Amendment 58**  
**Jadwiga Wiśniewska**

**Motion for a resolution**  
**Recital B a (new)**

*Motion for a resolution*

*Amendment*

*Ba. whereas only 11 % of mothers in Europe want to be in full-time employment and 63 % of women would like to have the option of more flexible working hours so that they can tailor them to their family responsibilities (Survey of Mothers in Europe 2011 results, Mouvement Mondial des Meres – Europe);*

Or. pl

**Amendment 59**  
**Tatjana Ždanoka, Monika Vana, Ernest Urtasun**

**Motion for a resolution**  
**Recital B a (new)**

*Motion for a resolution*

*Amendment*

**Ba.** *whereas reconciling work and private life depends also on the working time arrangements at the workplace; whereas working time arrangements change regularly for 31% of employees, often at short notice<sup>1a</sup>;*

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<sup>1a</sup> *Eurofound European Working Conditions Survey*

Or. en

**Amendment 60**

**Ildikó Gáll-Pelcz, Barbara Matera, Michaela Šojdrová, Agnieszka Kozłowska-Rajewicz**

**Motion for a resolution**

**Recital B a (new)**

*Motion for a resolution*

*Amendment*

**Ba.** *whereas there is a need to address the low participation of women in the labour market by modernising the current policy framework in view of better balancing caring and professional life;*

Or. en

**Amendment 61**

**Daniela Aiuto, Laura Agea**

**Motion for a resolution**

**Recital E a (new)**

*Motion for a resolution*

*Amendment*

**Ea.** *whereas among the various occupational categories, it is the self-employed and businesswomen who are having the greatest difficulty in achieving a work-life balance;*

**Amendment 62**  
**João Pimenta Lopes**

**Motion for a resolution**  
**Recital B a (new)**

*Motion for a resolution*

*Amendment*

**Ba.** *whereas a century ago, in 1919, the ILO introduced the rule of eight hours for working, eight hours for resting and eight hours for spending time with the family and for leisure;*

Or. pt

**Amendment 63**  
**João Pimenta Lopes**

**Motion for a resolution**  
**Recital B b (new)**

*Motion for a resolution*

*Amendment*

**Bb.** *whereas working time of more than eight hours a day has a negative impact on workers' health and well-being, leading to 61% higher risks (study conducted by the University of Massachusetts Medical School and the US Environmental Health Sciences Institute (published in the online International Journal of Occupational and Environmental Medicine));*

Or. pt

**Amendment 64**  
**Jadwiga Wiśniewska**

**Motion for a resolution**  
**Recital B b (new)**

*Motion for a resolution*

*Amendment*

***Bb.*** *whereas women in Europe are putting off the decision to have their first child for longer and longer, with the current average being roughly 30; whereas one reason is that it is very difficult to reconcile family and working life;*

Or. pl

**Amendment 65**  
**Jadwiga Wiśniewska**

**Motion for a resolution**  
**Recital C**

*Motion for a resolution*

*Amendment*

***C.*** *whereas the Commission, in its communication on the European Social Pillar<sup>18</sup>, notes that ‘women continue to be underrepresented in employment, overrepresented in part-time work and low-paid sectors, and receive lower hourly wages even though they have surpassed men in educational attainment’;*

*deleted*

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<sup>18</sup> COM(2016) 127, 8.3.2016, Annex I.

Or. pl

**Amendment 66**  
**Anna Hedh, Marita Ulvskog**

**Motion for a resolution**  
**Recital C**

*Motion for a resolution*

C. whereas the Commission, in its communication on the European Social Pillar<sup>18</sup>, notes that ‘women continue to be underrepresented in employment, overrepresented in part-time work and low-paid sectors, and receive lower hourly wages even though they have surpassed men in educational attainment’;

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<sup>18</sup> COM(2016) 127, 8.3.2016, Annex I.

*Amendment*

C. whereas the Commission, in its communication on the European Social Pillar<sup>18</sup>, notes that ‘women continue to be underrepresented in employment, overrepresented in part-time work and low-paid sectors, and receive lower hourly wages **also when performing equivalent work** even though they have surpassed men in educational attainment’;

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<sup>18</sup> COM(2016) 127, 8.3.2016, Annex I.

Or. sv

**Amendment 67**

**João Pimenta Lopes**

on behalf of the GUE/NGL Group

**Motion for a resolution**

**Recital C**

*Motion for a resolution*

C. whereas the Commission, **in its communication on the European Social Pillar**<sup>1</sup>, notes that ‘women continue to be underrepresented in employment, overrepresented in part-time work and low-paid sectors, and receive lower hourly wages even though they have surpassed men in educational attainment’;

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<sup>1</sup> COM(2016)0127, 8.3.2016, Annex I.

*Amendment*

C. whereas the Commission **notes**<sup>1</sup> that ‘women continue to be underrepresented in employment, overrepresented in part-time work and low-paid sectors, and receive lower hourly wages even though they have surpassed men in educational attainment’;

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<sup>1</sup> COM(2016)0127, 8.3.2016, Annex I.

Or. pt

**Amendment 68**

**Jadwiga Wiśniewska**

**Motion for a resolution**

**Recital C a (new)**



*Motion for a resolution*

*Amendment*

***Ca. whereas the struggle to reconcile family and working life is particularly difficult for single parents, the majority of whom are women; whereas in the 27 EU Member States no less than 34 % of single mothers are at risk of poverty, and children from those families are at a disproportionately greater risk of intergenerational transmission of poverty;***

Or. pl

**Amendment 69**  
**Marijana Petir**

**Motion for a resolution**  
**Recital C a (new)**

*Motion for a resolution*

*Amendment*

***Ca. whereas women are often faced with pregnancy and maternity-related discrimination in employment such as responding to pregnancy-related questions in job interviews, access to employment, dismissal from their work; denial of promotion, training, benefits, leaves or insurance or any other adjustments of working conditions or denial of workers' rights;***

Or. en

**Amendment 70**  
**João Pimenta Lopes**

**Motion for a resolution**  
**Recital C a (new)**

*Motion for a resolution*

*Amendment*

***Ca. whereas the implementation of***

*work-life balance policies will not in itself produce benefits for workers unless it is accompanied by policies to improve living conditions, alongside policies to foster and promote cultural, recreational and sporting activities, among others;*

Or. pt

**Amendment 71**  
**Arne Gericke**

**Motion for a resolution**  
**Recital C a (new)**

*Motion for a resolution*

*Amendment*

*Ca. whereas even today there is still no uniform definition of parental and maternity leave, only a range of differing national concepts;*

Or. de

**Amendment 72**  
**Ildikó Gáll-Pelcz, Barbara Matera, Michaela Šojdrová, Agnieszka Kozłowska-Rajewicz**

**Motion for a resolution**  
**Recital C b (new)**

*Motion for a resolution*

*Amendment*

*Cb. whereas women entering and re-entering working life are playing a leading role in the return to growth and they make it possible for family income to increase, which leads to an increase in consumption, social security contributions and the volume of taxes collected, as well as revitalising the economy;*

Or. en

**Amendment 73**  
**Jadwiga Wiśniewska**

**Motion for a resolution**  
**Recital C b (new)**

*Motion for a resolution*

*Amendment*

***Cb. whereas the decision by a woman to become a mother deserves greater recognition from society, and devoting oneself to family and motherhood should never be treated as a waste of time for society or for a woman's personal development;***

Or. pl

**Amendment 74**  
**João Pimenta Lopes**

**Motion for a resolution**  
**Recital C b (new)**

*Motion for a resolution*

*Amendment*

***Cb. whereas the gap between the richest and the poorest is widening in Europe, with a severe imbalance in the distribution of wealth, and whereas income distribution has a decisive impact on reducing cycles of social inequality;***

Or. pt

**Amendment 75**  
**João Pimenta Lopes**

**Motion for a resolution**  
**Recital C c (new)**

*Motion for a resolution*

*Amendment*

***Cc. whereas poverty and widening inequalities have worsened with the***

*macroeconomic policies implemented by the EU and the austerity measures imposed in response to the economic crisis;*

Or. pt

**Amendment 76**  
**João Pimenta Lopes**

**Motion for a resolution**  
**Recital C d (new)**

*Motion for a resolution*

*Amendment*

*Cd. whereas social inequalities and inequalities between men and women can be combated only through policies guaranteeing a better distribution of wealth, based on an increase in real wages, action to promote labour regulation and labour protection, in particular through collective bargaining and the regulation of working time, and guaranteed universal free access to high-quality public healthcare and education services;*

Or. pt

**Amendment 77**  
**João Pimenta Lopes**

**Motion for a resolution**  
**Recital C e (new)**

*Motion for a resolution*

*Amendment*

*Ce. whereas labour deregulation policies and the attack on collective bargaining are fostering an extension in working time in a number of Member States, without wage compensation, which is contributing to increased working class poverty; whereas these policies are*

*promoting and encouraging precarious employment and the downgrading of the value of work, which has a particular impact on young people and working women, who are obliged to accept jobs with increasingly precarious conditions, often without any social protection; whereas these policies are compromising work-life reconciliation objectives;*

Or. pt

**Amendment 78**  
**Maria Arena, Vilija Blinkevičiūtė**

**Motion for a resolution**  
**Recital C f (new)**

*Motion for a resolution*

*Amendment*

*Cf. whereas the 75 % employment rate target set for women in the Europe 2020 strategy is far from being on course to be achieved by 2020 (it currently stands at 63.5 %);*

Or. fr

**Amendment 79**  
**Kostadinka Kuneva**

**Motion for a resolution**  
**Recital C a (new)**

*Motion for a resolution*

*Amendment*

*Ca. whereas, the current employment and social policies, along with the austerity measures imposed, impede growth and development in Europe; whereas these policies impede the attainment of the 75 % employment rate target set in the Europe 2020 strategy being achieved for women (it currently stands at 63.5 %); whereas, in the current*

*context of European employment, socio-economical and equality policies, Europe 2020 strategy is an outdated text and the goals previously set are far from being reached; whereas without proactive policies designed and implemented to help women enter the job market, especially policies that promote a better work-life balance, any target set on European level cannot be actually reached;*

Or. en

**Amendment 80**  
**Maria Arena, Vilija Blinkevičiūtė**

**Motion for a resolution**  
**Recital C g (new)**

*Motion for a resolution*

*Amendment*

*Cg. whereas gender equality in the labour market benefits not only women but the economy and society as a whole;*

Or. fr

**Amendment 81**  
**Ildikó Gáll-Pelcz, Barbara Matera, Michaela Šojdrová, Agnieszka Kozłowska-Rajewicz**

**Motion for a resolution**  
**Recital C a (new)**

*Motion for a resolution*

*Amendment*

*Ca. whereas gender equality is a key economic asset to promote fair and inclusive economic growth, and reducing occupational inequality is not just a goal in terms of equal treatment, but also in terms of labour market efficiency and fluidity;*

Or. en

**Amendment 82**

**Maria Arena**

**Motion for a resolution**

**Recital C h (new)**

*Motion for a resolution*

*Amendment*

**Ch.** *whereas the gender pay gap stands at 16.3 % and whereas the atypical and uncertain forms of working contracts (zero hour contracts, fixed-term contracts, temporary work, part-time jobs etc.) also affect women more than men;*

Or. fr

**Amendment 83**

**Kostadinka Kuneva**

**Motion for a resolution**

**Recital F a (new)**

*Motion for a resolution*

*Amendment*

**Fa.** *whereas inequality in the labour-market carries life-long consequences and impacts on women's rights, such as pensions, as the 39% EU gender pension gap testifies, representing more than double the gender pay gap of 16%;*

Or. en

**Amendment 84**

**Maria Arena, Vilija Blinkevičiūtė**

**Motion for a resolution**

**Recital C i (new)**

*Motion for a resolution*

*Amendment*

**Ci.** *whereas, very often, women who wish to set up a business have difficulty in*

*gaining access to credit because traditional financial intermediaries are reluctant to grant loans, as they consider women entrepreneurs to be more exposed to risk and less likely to make their businesses grow;*

Or. fr

**Amendment 85**  
**Maria Arena, Vilija Blinkevičiūtė**

**Motion for a resolution**  
**Recital C j (new)**

*Motion for a resolution*

*Amendment*

*Cj. whereas the stereotypes widely conveyed by society are rooted in patriarchy and leave women in a subordinate role in society; whereas these stereotypes start to develop during childhood and are reflected in educational and training choices and on into the labour market; whereas women are still too often confined to ‘women-friendly’ tasks and are often poorly paid; whereas these stereotypes in combination with the fact that male-dominated sectors are normative in setting wages lead to gender-based discrimination;*

Or. fr

**Amendment 86**  
**Kostadinka Kuneva**

**Motion for a resolution**  
**Recital D b (new)**

*Motion for a resolution*

*Amendment*

*Db. whereas traditional gender roles and labour market divisions dictate and reproduce stereotypes that impose an*



*overwhelming amount of child care to be provided mainly by women, with negative implications for their personal, social, and economic independence and prospects; whereas, at the same time, men are deprived of the opportunity to equally participate in infant and child care;*

Or. en

**Amendment 87**  
**Arne Gericke**

**Motion for a resolution**  
**Recital D**

*Motion for a resolution*

D. whereas family-related types of leave are still often grounds for discrimination and stigmatisation despite existing legislation;

*Amendment*

D. whereas family-related types of leave are still often grounds for discrimination and stigmatisation despite existing legislation, *and whereas the term 'leave' is in itself entirely misleading, in that it in fact denotes a period spent performing family duties which involves work and benefits society;*

Or. de

**Amendment 88**  
**João Pimenta Lopes**  
on behalf of the GUE/NGL Group

**Motion for a resolution**  
**Recital D**

*Motion for a resolution*

D. whereas family-related types of leave are still often grounds for discrimination and stigmatisation despite existing legislation;

*Amendment*

D. whereas family-related types of leave are still often grounds for discrimination and stigmatisation despite existing legislation; *whereas such leave is not granted on the basis of 100% of reference pay, and this heightens the factors leading to discrimination and*

*stigmatisation;*

Or. pt

#### **Amendment 89**

**Krzysztof Hetman, Ildikó Gáll-Pelcz**

#### **Motion for a resolution**

##### **Recital D**

###### *Motion for a resolution*

D. whereas family-related types of leave **are** still **often** grounds for discrimination and stigmatisation despite existing legislation;

###### *Amendment*

D. whereas family-related types of leave still **happen to be** grounds for discrimination and stigmatisation despite existing legislation;

Or. en

#### **Amendment 90**

**Ildikó Gáll-Pelcz, Barbara Matera, Michaela Šojdrová, Agnieszka Kozłowska-Rajewicz**

#### **Motion for a resolution**

##### **Recital D**

###### *Motion for a resolution*

D. whereas family-related types of leave are still often grounds for discrimination and stigmatisation despite existing legislation;

###### *Amendment*

D. whereas family-related types of leave are still often grounds for discrimination and stigmatisation despite existing **policy framework and** legislation, **which particularly affects women as main carers using family-related leaves;**

Or. en

#### **Amendment 91**

**João Pimenta Lopes**

#### **Motion for a resolution**

##### **Recital D**

*Motion for a resolution*

D. whereas family-related types of leave are still often grounds for discrimination and stigmatisation despite existing legislation;

*Amendment*

D. whereas family-related types of leave are still often grounds for discrimination and stigmatisation despite existing legislation, ***which particularly affects women***;

Or. pt

**Amendment 92**

**Vilija Blinkevičiūtė, Mary Honeyball, Viorica Dăncilă, Iratxe García Pérez, Marc Tarabella, Julie Ward, Clare Moody**

**Motion for a resolution**

**Recital D**

*Motion for a resolution*

D. whereas family-related types of leave are still often grounds for discrimination and stigmatisation despite existing legislation;

*Amendment*

D. whereas family-related types of leave are still often grounds for discrimination and stigmatisation ***for both women and men*** despite existing legislation ***both at EU and national level***;

Or. en

**Amendment 93**

**Tatjana Ždanoka, Monika Vana, Ernest Urtasun**

**Motion for a resolution**

**Recital D**

*Motion for a resolution*

D. whereas family-related types of leave are still often grounds for discrimination and stigmatisation despite existing legislation;

*Amendment*

D. whereas family-related types of leave are still often grounds for discrimination and stigmatisation ***for both women and men*** despite existing legislation;

Or. en

**Amendment 94**  
**Kostadinka Kuneva**

**Motion for a resolution**  
**Recital D a (new)**

*Motion for a resolution*

*Amendment*

*Da. whereas, given the public policies currently in force in EU Member States, fathers' participation rate in parental leave remains low, with only 10 % of fathers taking at least one day of leave; in contrast, 97 % of women use the family leave available for both parents; whereas statistical data confirms that unpaid or poorly paid parental leave results in low participation rates; whereas non-transferable, properly paid parental leave is used in a more balanced way by both parents;*

Or. en

**Amendment 95**  
**Daniela Aiuto, Laura Agea**

**Motion for a resolution**  
**Recital D a (new)**

*Motion for a resolution*

*Amendment*

*Da. whereas not all Member States encourage fathers to make the most of paternity leave as a useful tool for making them feel responsible for looking after their own children and families; whereas, meanwhile, this is actually a valid tool for achieving genuine equality between women and men;*

Or. it

**Amendment 96**  
**Maria Arena, Vilija Blinkevičiūtė**

**Motion for a resolution**  
**Recital D f (new)**

*Motion for a resolution*

*Amendment*

*Df. whereas available data confirms that unpaid or poorly paid family leave results in low participation rates, and whereas fathers make very little use of their parental leave rights; whereas entirely or partially non-transferable, properly paid parental leave is used in a more balanced way by both parents, and helps to reduce discrimination against women in the labour market;*

Or. fr

**Amendment 97**  
**Maria Arena, Vilija Blinkevičiūtė**

**Motion for a resolution**  
**Recital D g (new)**

*Motion for a resolution*

*Amendment*

*Dg. whereas parental leave has long-term benefits for children's development; whereas, within the framework of public policies in force on the matter, fathers' participation rate in family leave (including parental leave) in the EU Member States remains low, with only 10 % of fathers taking at least one day of leave; whereas, in contrast, 97 % of women use the parental leave that is available for both parents; whereas, according to Eurostat, the number of people who took parental leave in 2010 was 3 518 600, and of those only 94 800 (2.7%) were men;*

Or. fr

**Amendment 98**  
**Maria Arena, Vilija Blinkevičiūtė**

**Motion for a resolution**  
**Recital D h (new)**

*Motion for a resolution*

*Amendment*

***Dh. whereas the differences in men's and women's uptake of maternity, paternity and parental leave manifest gender discrimination as regards taking responsibility for childcare and female labour market participation; whereas this discrimination also has an impact on women's financial independence and therefore on their autonomy;***

Or. fr

**Amendment 99**  
**Tatjana Ždanoka, Monika Vana, Ernest Urtasun**

**Motion for a resolution**  
**Recital F b (new)**

*Motion for a resolution*

*Amendment*

***Fb. whereas the overwhelming majority of workers taking parental leave are women, who also spend two to ten times more time on unpaid care than men<sup>[6a]</sup>; whereas this has negative consequences for women, such as lower pay, higher concentration in part-time work, career interruptions, a higher risk of poverty and social exclusion as well as a large gender pension gap (40%);***

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<sup>6a</sup> Eurostat data for 2010, Commission report 2015 on Equality between women and men in the European Union, SWD(2016) 54 final

Or. en

**Amendment 100**  
**Maria Arena, Vilija Blinkevičiūtė**

**Motion for a resolution**  
**Recital D i (new)**

*Motion for a resolution*

*Amendment*

*Di. whereas it is vital to introduce measures to promote fathers' access to leave, particularly as fathers who take family leave build a better relationship with their children and are more likely to take an active role in future childcare tasks;*

Or. fr

**Amendment 101**  
**Maria Arena, Vilija Blinkevičiūtė**

**Motion for a resolution**  
**Recital D j (new)**

*Motion for a resolution*

*Amendment*

*Dj. whereas Eurofound studies have illustrated aspects that influence fathers' take-up rate of parental leave, namely: the level of compensation, the flexibility of the leave system, the availability of information, the availability and flexibility of childcare facilities and fear of exclusion from the labour market due to taking leave;*

Or. fr

**Amendment 102**  
**Jadwiga Wiśniewska**

**Motion for a resolution**  
**Recital D a (new)**

***Da. whereas the harmful repercussions of the feminisation of poverty have the greatest impact on children raised by single mothers who are experiencing serious difficulties in reconciling the role of sole provider with their parenting responsibilities;***

Or. pl

**Amendment 103**

**Maria Arena, Vilija Blinkevičiūtė**

**Motion for a resolution**

**Recital E**

*Motion for a resolution*

E. whereas ***access to childcare services for young children is the main factor influencing the participation of women in the labour market; whereas only 11 Member States have met the first Barcelona target (childcare available for at least 90 % of children between the ages of 3 and the mandatory school age) and only 10 Member States have achieved the second target (at least 33 % of children under three years)***<sup>19</sup>;

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<sup>19</sup> Progress report on the Barcelona objectives of 29 May 2013 entitled ‘The development of childcare facilities for young children in Europe with a view to sustainable and inclusive growth’ (COM(2013)0322).

*Amendment*

E. whereas, ***according to the latest Eurostat data, the birth rate in the EU has fallen in recent decades; whereas one of the reasons lies in decisions by couples to defer parenthood for professional reasons; whereas this decision arises primarily from an economic criterion but also from the lack of balance between professional and private life; whereas it follows that the EU is facing unprecedented demographic challenges – an ageing population, low birth rate, changing family structures and migration – to which it is vital that Member States should respond, particularly by means of major public investment;***

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<sup>19</sup> Progress report on the Barcelona objectives of 29 May 2013 entitled ‘The development of childcare facilities for young children in Europe with a view to sustainable and inclusive growth’ (COM(2013)0322).

Or. fr



#### Amendment 104

Ildikó Gáll-Pelcz, Krzysztof Hetman, Barbara Matera, Michaela Šojdrová, Agnieszka Kozłowska-Rajewicz

#### Motion for a resolution

##### Recital E a (new)

*Motion for a resolution*

*Amendment*

*Ea. whereas family-friendly policies are essential in order to better address the demographic challenges faced across the European Union and trigger positive demographic trends;*

Or. en

#### Amendment 105

Vilija Blinkevičiūtė, Mary Honeyball, Viorica Dăncilă, Iratxe García Pérez, Marc Tarabella, Julie Ward, Clare Moody, Pina Picierno

#### Motion for a resolution

##### Recital E

*Motion for a resolution*

*Amendment*

E. whereas access to childcare services for young children is the main factor influencing the participation of women in the labour market; whereas only 11 Member States have met the first Barcelona target (childcare available for at least 90 % of children between the ages of 3 and the mandatory school age) and only 10 Member States have achieved the second target (at least 33 % of children under three years)<sup>19</sup> ;

E. whereas access to childcare services for young children is the main factor influencing the participation of women in the labour market **and whereas achieving quality services means investing in the childcare workforce training<sup>1f</sup>**; whereas only 11 Member States have met the first Barcelona target (childcare available for at least 90 % of children between the ages of 3 and the mandatory school age) and only 10 Member States have achieved the second target (at least 33 % of children under three years)<sup>19</sup>;

<sup>1f</sup> *Eurofound (2015) Early childhood care: working conditions, training and quality of services – A systematic review*

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<sup>19</sup> Progress report on the Barcelona

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<sup>19</sup> Progress report on the Barcelona

objectives of 29 May 2013 entitled ‘The development of childcare facilities for young children in Europe with a view to sustainable and inclusive growth’ (COM(2013)0322).

objectives of 29 May 2013 entitled ‘The development of childcare facilities for young children in Europe with a view to sustainable and inclusive growth’ (COM(2013)0322).

Or. en

## **Amendment 106**

**Tatjana Ždanoka, Monika Vana, Ernest Urtasun**

### **Motion for a resolution**

#### **Recital E**

##### *Motion for a resolution*

E. whereas access to childcare services for young children is the main factor influencing the participation of women in the labour market; whereas only 11 Member States have met the first Barcelona target (childcare available for at least 90 % of children between the ages of 3 and the mandatory school age) and only 10 Member States have achieved the second target (at least 33 % of children under three years)<sup>19</sup> ;

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<sup>19</sup> Progress report on the Barcelona objectives of 29 May 2013 entitled ‘The development of childcare facilities for young children in Europe with a view to sustainable and inclusive growth’ (COM(2013)0322).

##### *Amendment*

E. whereas access to childcare services for young children is the main factor influencing the participation of women in the labour market; whereas ***for 27% of Europeans the poor quality of childcare made it difficult to access these services;***<sup>[3<sup>a</sup>]</sup>

***whereas*** only 11 Member States have met the first Barcelona target (childcare available for at least 90 % of children between the ages of 3 and the mandatory school age) and only 10 Member States have achieved the second target (at least 33 % of children under three years)<sup>19</sup> ;

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<sup>19</sup> Progress report on the Barcelona objectives of 29 May 2013 entitled ‘The development of childcare facilities for young children in Europe with a view to sustainable and inclusive growth’ (COM(2013)0322).

<sup>3<sup>a</sup></sup> ***Eurofound European Quality of Life Survey 2012***

Or. en

## Amendment 107

Arne Gericke

### Motion for a resolution

#### Recital E

##### *Motion for a resolution*

E. whereas access to childcare services for young children is ***the main*** factor influencing the participation of women in the labour market; whereas only 11 Member States have met the first Barcelona target (childcare available for at least 90 % of children between the ages of 3 and the mandatory school age) and only 10 Member States have achieved the second target (at least 33 % of children under three years)<sup>19</sup>;

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<sup>19</sup> Progress report on the Barcelona objectives of 29 May 2013 entitled ‘The development of childcare facilities for young children in Europe with a view to sustainable and inclusive growth’ (COM(2013)0322).

##### *Amendment*

E. whereas access to childcare services for young children is ***one*** factor influencing the participation of women in the labour market, ***although a woman's decision to stay at home and bring up children should be accepted and should not give rise to discrimination***; whereas only 11 Member States have met the first Barcelona target (childcare available for at least 90 % of children between the ages of 3 and the mandatory school age) and only 10 Member States have achieved the second target (at least 33 % of children under three years); ***whereas raising children is still not properly recognised and supported as a form of work***;

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<sup>19</sup> Progress report on the Barcelona objectives of 29 May 2013 entitled ‘The development of childcare facilities for young children in Europe with a view to sustainable and inclusive growth’ (COM(2013)0322).

Or. de

## Amendment 108

Ildikó Gáll-Pelcz, Barbara Matera, Michaela Šojdrová, Agnieszka Kozłowska-Rajewicz

### Motion for a resolution

#### Recital E

##### *Motion for a resolution*

E. whereas access to ***childcare services for young children*** is the main

##### *Amendment*

E. whereas access to ***affordable, adequate and quality childcare*** is one of

**factor** influencing the participation of women in the labour market; whereas only 11 Member States have met the first Barcelona target (childcare available for at least 90 % of children between the ages of 3 and the mandatory school age) and only 10 Member States have achieved the second target (at least 33 % of children under three years)<sup>19</sup> ;

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<sup>19</sup> Progress report on the Barcelona objectives of 29 May 2013 entitled ‘The development of childcare facilities for young children in Europe with a view to sustainable and inclusive growth’ (COM(2013)0322).

the main **factors** influencing the participation of women in the labour market; whereas only 11 Member States have met the first Barcelona target (childcare available for at least 90 % of children between the ages of 3 and the mandatory school age) and only 10 Member States have achieved the second target (at least 33 % of children under three years)<sup>19</sup> ;

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<sup>19</sup> Progress report on the Barcelona objectives of 29 May 2013 entitled ‘The development of childcare facilities for young children in Europe with a view to sustainable and inclusive growth’ (COM(2013)0322).

Or. en

## **Amendment 109**

**Marian Harkin, Renate Weber**

### **Motion for a resolution**

#### **Recital E**

##### *Motion for a resolution*

E. whereas access to childcare services for young children is **the main** factor influencing the participation of women in the labour market; whereas only 11 Member States have met the first Barcelona target (childcare available for at least 90 % of children between the ages of 3 and the mandatory school age) and only 10 Member States have achieved the second target (at least 33 % of children under three years)<sup>19</sup> ;

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<sup>19</sup> Progress report on the Barcelona objectives of 29 May 2013 entitled ‘The development of childcare facilities for young children in Europe with a view to sustainable and inclusive growth’

##### *Amendment*

E. whereas access to childcare services for young children is **an important** factor influencing the participation of women in the labour market; whereas only 11 Member States have met the first Barcelona target (childcare available for at least 90 % of children between the ages of 3 and the mandatory school age) and only 10 Member States have achieved the second target (at least 33 % of children under three years)<sup>19</sup> ;

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<sup>19</sup> Progress report on the Barcelona objectives of 29 May 2013 entitled ‘The development of childcare facilities for young children in Europe with a view to sustainable and inclusive growth’

### **Amendment 110**

**Krzysztof Hetman, Ildikó Gáll-Pelcz**

#### **Motion for a resolution**

##### **Recital E**

###### *Motion for a resolution*

E. whereas access to childcare services for young children is the main **factor** influencing the participation of women in the labour market; whereas only 11 Member States have met the first Barcelona target (childcare available for at least 90 % of children between the ages of 3 and the mandatory school age) and only 10 Member States have achieved the second target (at least 33 % of children under three years)<sup>19</sup> ;

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<sup>19</sup> Progress report on the Barcelona objectives of 29 May 2013 entitled ‘The development of childcare facilities for young children in Europe with a view to sustainable and inclusive growth’ (COM(2013)0322).

###### *Amendment*

E. whereas access to childcare services for young children is **one of** the main **factors** influencing the participation of women in the labour market; whereas only 11 Member States have met the first Barcelona target (childcare available for at least 90 % of children between the ages of 3 and the mandatory school age) and only 10 Member States have achieved the second target (at least 33 % of children under three years)<sup>19</sup>;

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<sup>19</sup> Progress report on the Barcelona objectives of 29 May 2013 entitled ‘The development of childcare facilities for young children in Europe with a view to sustainable and inclusive growth’ (COM(2013)0322).

### **Amendment 111**

**Iratxe García Pérez, Javi López, Sergio Gutiérrez Prieto, Inés Ayala Sender**

#### **Motion for a resolution**

##### **Recital E a (new)**

###### *Motion for a resolution*

###### *Amendment*

***Ea. whereas for more women to enter the labour market there also needs to be an adequate supply at affordable prices of***

*care services for the elderly and other dependent family members, as their care falls primarily upon women;*

Or. es

**Amendment 112**  
**João Pimenta Lopes**

**Motion for a resolution**  
**Recital E a (new)**

*Motion for a resolution*

*Amendment*

*Ea. whereas EU policies have promoted the privatisation and destruction of the network of public services and infrastructure providing care for children, the elderly and the sick, and the supply of these high-quality and free public services is now reduced or non-existent;*

Or. pt

**Amendment 113**  
**Tatjana Ždanoka, Monika Vana, Ernest Urtasun**

**Motion for a resolution**  
**Recital E a (new)**

*Motion for a resolution*

*Amendment*

*Ea. whereas early childhood education and care and children's experiences from the ages of 0-3 have a decisive impact on the cognitive development of children, given that they develop essential capacities in the first five years;*

Or. en

**Amendment 114**  
**Tatjana Ždanoka, Monika Vana, Ernest Urtasun**

**Motion for a resolution**  
**Recital E b (new)**

*Motion for a resolution*

*Amendment*

***Eb.*** *whereas work-life balance policies should also enable parents to fulfil their responsibilities towards their children, ensuring the financial means, time and support necessary for both mothers and fathers;*

Or. en

**Amendment 115**  
**Tatjana Ždanoka, Monika Vana, Ernest Urtasun**

**Motion for a resolution**  
**Recital E c (new)**

*Motion for a resolution*

*Amendment*

***Ec.*** *whereas Europe is the continent with the highest number of older citizens and an ageing process that will continue in the next decades; whereas many member states lack sufficient facilities in long-term care to address the increase in care needs and a stagnation to reduction of the healthy life years indicator; whereas most of the jobs created in formal home care for older relatives have low pay and require low qualifications;<sup>[4a]</sup>*

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<sup>4a</sup> *Eurofound (2013) Caring for children and dependants: Effect on carers of young workers.*

Or. en

**Amendment 116**  
**Tatjana Ždanoka, Monika Vana, Ernest Urtasun**

**Motion for a resolution**  
**Recital E d (new)**

*Motion for a resolution*

*Amendment*

*Ed. whereas 80% of care needs are provided by informal carers in the EU; whereas about 3.3 million Europeans aged between 15 and 34 have had to give up full-time work because they lack care facilities for dependent children or older relatives;*

Or. en

**Amendment 117**  
**Maria Arena, Vilija Blinkevičiūtė**

**Motion for a resolution**  
**Recital E e (new)**

*Motion for a resolution*

*Amendment*

*Ee. whereas women more often than men take responsibility for the care of elderly, ill or dependent family members as well as for children, and put their careers on hold more regularly, resulting in lower participation and longer periods of inactivity in the labour market; whereas access to care services for young children and dependent and older persons is therefore a factor that influences the participation of women in the labour market;*

Or. fr

**Amendment 118**  
**Maria Arena, Vilija Blinkevičiūtė**

**Motion for a resolution**  
**Recital E f (new)**



*Motion for a resolution*

*Amendment*

*Ef. whereas only 11 Member States have met the first Barcelona target (childcare available for at least 90 % of children between the ages of 3 and the mandatory school age) and only 10 Member States have achieved the second target (at least 33 % of children under three years old); whereas the establishment of high-quality social services and facilities at affordable prices for early childhood education and care, or care for other dependent persons such as the elderly, would make it possible to increase women's participation in the labour market;*

Or. fr

**Amendment 119**

**Daniela Aiuto, Laura Agea**

**Motion for a resolution**

**Recital F a (new)**

*Motion for a resolution*

*Amendment*

*Fa. whereas the lack of sufficient infrastructure offering quality and accessible childcare services for all income levels is contributing to the abandonment of work by mothers, who have to look after their own children;*

Or. it

**Amendment 120**

**Maria Arena, Vilija Blinkevičiūtė**

**Motion for a resolution**

**Recital E g (new)**

*Motion for a resolution*

*Amendment*

*Eg. whereas adaptability of working hours may improve the balance between work and life provided that it is subject to conditions which prevent its imposing any additional burdens on workers; whereas the Commission, together with the Member States, should launch specific measures to foster a new kind of organisation of work, based on more flexible and effective job performance models; whereas these measures could help to reduce the discrimination against women and help them to enter, stay in and return to the job market without any economic and social pressure; whereas these measures would also enable both men and women to organise their work in the light of their specific needs so that they can make free time available for their personal development (sport, leisure, culture, family life, etc.);*

Or. fr

**Amendment 121**

**Maria Arena, Vilija Blinkevičiūtė**

**Motion for a resolution**

**Recital E h (new)**

*Motion for a resolution*

*Amendment*

*Eh. whereas Member States should promote, in both the public and private sectors, business welfare models to enable them to achieve a work-life balance;*

Or. fr

**Amendment 122**

**João Pimenta Lopes**

## Motion for a resolution

### Recital F

#### *Motion for a resolution*

F. whereas allowing people time outside of work for personal development in the context of life-long learning benefits their wellbeing as well as their contribution to the economy *with more skills and higher productivity*<sup>3</sup>;

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<sup>3</sup> CEDEFOP Research Paper: Training leave. Policies and practices in Europe, 2010.

#### *Amendment*

F. whereas allowing people time outside of work for personal development in the context of life-long learning benefits their wellbeing as well as their contribution to the economy<sup>3</sup>;

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<sup>3</sup> CEDEFOP Research Paper: Training leave. Policies and practices in Europe, 2010.

Or. pt

## Amendment 123

**Vilija Blinkevičiūtė, Mary Honeyball, Viorica Dăncilă, Iratxe García Pérez, Marc Tarabella, Julie Ward, Clare Moody**

## Motion for a resolution

### Recital F

#### *Motion for a resolution*

F. whereas allowing *people time outside of work* for personal development in the context of life-long learning benefits their wellbeing as well as their contribution to the economy with more skills and higher productivity<sup>20</sup> ;

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<sup>20</sup> CEDEFOP Research Paper: Training leave. Policies and practices in Europe, 2010.

#### *Amendment*

F. whereas allowing *workers time-off* for personal *and training* development in the context of life-long learning benefits their wellbeing as well as their contribution to the economy with more skills and higher productivity<sup>20</sup> ;

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<sup>20</sup> CEDEFOP Research Paper: Training leave. Policies and practices in Europe, 2010.

Or. en

## Amendment 124

**Arne Gericke**

## Motion for a resolution

### Recital F

#### *Motion for a resolution*

F. whereas allowing people time outside of work for personal development in the context of life-long learning benefits their wellbeing as well as their contribution to the economy with more skills and higher productivity<sup>20</sup>;

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<sup>20</sup> CEDEFOP Research Paper: Training leave. Policies and practices in Europe, 2010.

#### *Amendment*

F. whereas allowing people time outside of work ***for family and, in that connection,*** personal development in the context of life-long learning ***without them suffering discrimination as a result*** benefits their wellbeing as well as their contribution to the economy with more skills and higher productivity<sup>20</sup>;

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<sup>20</sup> CEDEFOP Research Paper: Training leave. Policies and practices in Europe, 2010.

Or. de

## Amendment 125

Julie Ward, Vilija Blinkevičiūtė, Mary Honeyball

## Motion for a resolution

### Recital F a (new)

#### *Motion for a resolution*

#### *Amendment*

***Fa. whereas ICT and emerging technologies have changed work and employment environments, organisational cultures and structures across sectors; whereas policy-making must stay up-to-date with technological developments, in order to ensure that social standards and gender equality advance rather than regress in these new circumstances;***

Or. en

## Amendment 126

Tatjana Ždanoka, Monika Vana, Ernest Urtasun

## Motion for a resolution

### Recital F a (new)

*Motion for a resolution*

*Amendment*

***Fa. whereas the combination of care and paid work has an important impact on the sustainability of work and employment rates, in particular for women who might face at some stage in their life both or either care responsibilities for grandchildren and/or elderly parents<sup>[5a]</sup>;***

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***<sup>5a</sup> Eurofound report Sustainable work over the life course: Concept paper (2015)***

Or. en

**Amendment 127**

**Renate Weber, Angelika Mlinar, Filiz Hyusmenova, Martina Dlabajová, Beatriz Becerra Basterrechea, Marian Harkin**

**Motion for a resolution**

**Recital F a (new)**

*Motion for a resolution*

*Amendment*

***Fa. Whereas Member States and social partners together have the responsibility to find solutions and possibilities to improve the work/life balance;***

Or. en

**Amendment 128**

**Laura Agea, Tiziana Beghin**

**Motion for a resolution**

**Recital F a (new)**

*Motion for a resolution*

*Amendment*

***Fa. whereas the reduction of working hours does not necessarily entail reduced productivity;***

**Amendment 129**

**Julie Ward, Vilija Blinkevičiūtė, Mary Honeyball**

**Motion for a resolution**

**Recital F b (new)**

*Motion for a resolution*

*Amendment*

*Fb. whereas women are more likely than men to face poverty and social exclusion; whereas cuts to public services and austerity policies disproportionately impact women; whereas cuts to public services and economic hardship tend to increase women's informal care workload, lead to a work-life imbalance, and increase the likelihood of women's exclusion from the labour market;*

Or. en

**Amendment 130**

**Daniela Aiuto**

**Motion for a resolution**

**Recital F b (new)**

*Motion for a resolution*

*Amendment*

*Fb. whereas job insecurity does not enable people to plan their personal lives and set up a family;*

Or. it

**Amendment 131**

**Tatjana Ždanoka, Monika Vana, Ernest Urtasun**

**Motion for a resolution**

**Recital F c (new)**

*Motion for a resolution*

*Amendment*

***Fc. whereas some legal systems in the EU maintain non-individualisation of tax and social security systems, with women granted only derived rights through their relationship to men, including for access to health and pension services; whereas Member States that impose dependency of the wife/mother are imposing direct discrimination against women, and denying full citizenship rights to women through the selective way state services are delivered;***

Or. en

**Amendment 132**  
**Julie Ward, Mary Honeyball**

**Motion for a resolution**  
**Recital F c (new)**

*Motion for a resolution*

*Amendment*

***Fc. whereas targeted labour-market and work-life balance policies are required in order to take into account intersectional obstacles faced by vulnerable women in terms of work-life balance and job security, such as women with disabilities, young women, migrant and refugee women, women from ethnic minority backgrounds, and LGBTI women;***

Or. en

**Amendment 133**  
**Daniela Aiuto, Laura Agea**

**Motion for a resolution**  
**Recital F c (new)**

*Motion for a resolution*

*Amendment*

***Fc. whereas difficult working conditions may have a negative impact on family life;***

Or. it