



2018/0202(COD)

10.9.2018

POSITION IN FORM OF AMENDMENTS

of the Committee on Women's Rights and Gender Equality

for the Committee on Employment and Social Affairs

on the proposal for a regulation of the European Parliament and of the Council
on the European Globalisation Adjustment Fund (EGF)
(COM(2018)0380 – C8-0231/2018 -2018/0202(COD))

Rapporteur: Vilija Blinkevičiūtė

PA_LegPosition

AMENDMENTS

The Committee on Women's Rights and Gender Equality presents the following amendments to the Committee on Employment and Social Affairs, as the committee responsible:

Amendment 1

Proposal for a regulation

Recital 1

Text proposed by the Commission

(1) Horizontal principles as set out in Article 3 of the Treaty on the European Union ('TEU') and in Article 10 TFEU, including principles of subsidiarity and proportionality as set out in Article 5 TEU should be respected in the implementation of the Funds, taking into account the Charter of Fundamental Rights of the European Union. Member States and the Commission should aim at eliminating inequalities **and at** promoting equality between men and women and integrating the gender perspective, as well as at combating discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation. The objectives of the Funds should be pursued in the framework of sustainable development and the Union's promotion of the aim of preserving, protecting and improving the quality of the environment as set out in Articles 11 and 191(1) TFEU, taking into account the polluter pays principle.

Amendment

(1) Horizontal principles as set out in Article 3 of the Treaty on the European Union ('TEU') and in Article 10 TFEU, including principles of subsidiarity and proportionality as set out in Article 5 TEU should be respected in the implementation of the Funds, taking into account the Charter of Fundamental Rights of the European Union. ***In accordance with Article 8 TFEU***, Member States and the Commission should aim at eliminating inequalities, promoting equality between men and women and integrating the gender perspective ***by ensuring that the implementation of the priorities, financed by the EGF contribute to the promotion of gender equality*** as well as at combating discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation. The objectives of the Funds should be pursued in the framework of sustainable development and the Union's promotion of the aim of preserving, protecting and improving the quality of the environment as set out in Articles 11 and 191(1) TFEU, taking into account the polluter pays principle.

Amendment 2

Proposal for a regulation

Recital 17

Text proposed by the Commission

(17) The European Monitoring Centre on Change, based in the European Foundation for the Improvement of Living and Working Conditions (Eurofound) in Dublin, assists the Commission and the Member States with qualitative and quantitative analyses in order to help in the assessment of trends of globalisation, restructuring and the use of the EGF.

Amendment

(17) The European Monitoring Centre on Change, based in the European Foundation for the Improvement of Living and Working Conditions (Eurofound) in Dublin, assists the Commission and the Member States with qualitative and quantitative analyses in order to help in the assessment of trends of globalisation, restructuring and the use of the EGF. ***Such analyses should, where appropriate, include the assessment of the gender perspective of these trends, in order for the EGF as well as other relevant tools to combat gender inequalities more efficiently.***

Amendment 3

Proposal for a regulation

Recital 19

Text proposed by the Commission

(19) Financial contributions from the EGF should be primarily directed at active labour market measures aimed at reintegrating beneficiaries rapidly into sustainable employment, either within or outside their initial sector of activity. Measures should reflect the prospected needs of the local or regional labour market. However, whenever relevant, the mobility of displaced workers should also be supported in order to help find new employment elsewhere. A particular focus shall be laid on the dissemination of skills required in the digital age. The inclusion of pecuniary allowances in a coordinated package of personalised services should be

Amendment

(19) Financial contributions from the EGF should be primarily directed at active labour market measures aimed at reintegrating beneficiaries rapidly into sustainable employment, ***where new forms of work-life balance are promoted in order to support working parents and carers as well as gender equality in employment,*** either within or outside their initial sector of activity. Measures should reflect the prospected needs of the local or regional labour market. However, whenever relevant, the mobility of displaced workers should also be supported in order to help find new employment elsewhere. A particular focus shall be laid

restricted. Companies could be encouraged to participate in the national co-funding for the EGF-supported measures.

on the dissemination of skills required in the digital age. The inclusion of pecuniary allowances in a coordinated package of personalised services should be restricted. Companies could be encouraged to participate in the national co-funding for the EGF-supported measures.

Justification

It is important to specify that the sustainable employment forms where the beneficiaries will be reintegrated should also provide for the full array of work-life balance options according to the national laws and the forthcoming EU directive, thus contributing to gender equality in employment as well as private life.

Amendment 4

Proposal for a regulation

Recital 19

Text proposed by the Commission

(19) Financial contributions from the EGF should be primarily directed at active labour market measures aimed at reintegrating beneficiaries rapidly into sustainable employment, either within or outside their initial sector of activity. Measures should reflect the prospected needs of the local or regional labour market. However, whenever relevant, the mobility of displaced workers should also be supported in order to help find new employment elsewhere. A particular focus shall be laid on the dissemination of skills required in the digital age. The inclusion of pecuniary allowances in a coordinated package of personalised services should be restricted. Companies could be encouraged to participate in the national co-funding for the EGF-supported measures.

Amendment

(19) Financial contributions from the EGF should be primarily directed at active labour market measures aimed at reintegrating beneficiaries rapidly into sustainable employment, either within or outside their initial sector of activity. Measures should reflect the prospected needs of the local or regional labour market. However, whenever relevant, the mobility of displaced workers should also be supported in order to help find new employment elsewhere. A particular focus shall be laid on the dissemination of skills required in the digital age, ***and on overcoming gender stereotypes in employment, where appropriate.*** The inclusion of pecuniary allowances in a coordinated package of personalised services should be restricted. Companies could be encouraged to participate in the national co-funding for the EGF-supported measures.

Amendment 5

Proposal for a regulation Recital 19 a (new)

Text proposed by the Commission

Amendment

(19a) When implementing and designing coordinated package of personalised services, aimed at facilitating the re-integration of the targeted beneficiaries, Member States should exploit and better target the aims of the Digital Agenda and the Digital Single Market Strategy with a view to addressing the serious gender gap within the ICT and science, technology, engineering and mathematics (STEM) sectors by promoting re-training and re-qualification of women into ICT and STEM sectors. When implementing and designing coordinated package of personalised services, Member States should additionally avoid perpetuating the domination of one gender in those industries and sectors where this has traditionally been the case. Increasing the representation of the less represented gender in different sectors, such as finance, ICT and STEM, would contribute towards the reduction of gender pay and pension gap.

Justification

The previous experiences of EGF implementation have shown that women are generally being requalified in the traditionally female-dominated sectors which are less paid, thereby perpetuating the gender gap in pay and pension.

Amendment 6

Proposal for a regulation Recital 21

Text proposed by the Commission

Amendment

(21) Member States should pay

(21) Member States should pay

particular attention to disadvantaged beneficiaries, including young and older unemployed persons and those at risk of poverty, when designing the coordinated package of active labour market policy measures, given that those groups experience particular problems in re-entering the labour market. Notwithstanding, the principles of gender equality and of non-discrimination, which are among the Union's core values and are enshrined in the European Pillar of Social Rights, should be respected and promoted when implementing the EGF.

particular attention to disadvantaged beneficiaries, including young and older unemployed persons and those at risk of poverty, **as well as to take into account the need to combat women's discrimination in employment**, when designing the coordinated package of active labour market policy measures, given that those groups experience particular problems in re-entering the labour market. Notwithstanding, the principles of gender equality and of non-discrimination, which are among the Union's core values and are enshrined in the European Pillar of Social Rights, should be respected and promoted when implementing the EGF. **The implementation of the EGF should aim to contribute to the promotion of sustainable employment that guarantees equal opportunities, respects the principle of equal pay for work of equal value and supports work life balance measures that foster gender equality.**

Amendment 7

Proposal for a regulation Recital 21

Text proposed by the Commission

(21) Member States should pay particular attention to disadvantaged beneficiaries, including young and older unemployed persons and those at risk of poverty, when designing the coordinated package of active labour market policy measures, given that those groups experience particular problems in re-entering the labour market. Notwithstanding, the principles of gender equality and of non-discrimination, which are among the Union's core values and are enshrined in the European Pillar of Social Rights, should be respected and promoted when implementing the EGF.

Amendment

(21) Member States should pay particular attention to disadvantaged beneficiaries, including young and older unemployed persons, **persons with disabilities, persons with dependent relatives** and those at risk of poverty, when designing the coordinated package of active labour market policy measures, given that those groups experience particular problems in re-entering the labour market. Notwithstanding, the principles of gender equality and of non-discrimination, which are among the Union's core values and are enshrined in the European Pillar of Social Rights, should be respected and promoted when

implementing the EGF.

Amendment 8

Proposal for a regulation Recital 25 a (new)

Text proposed by the Commission

Amendment

(25a) In light of the principle of equality, Member States should ensure effective access to information about the EGF throughout their territory, including rural areas.

Amendment 9

Proposal for a regulation Recital 31

Text proposed by the Commission

Amendment

(31) In order to enable political scrutiny by the European Parliament and continuous monitoring by the Commission of results obtained with EGF assistance, Member States should submit a final report on the implementation of the EGF.

(31) In order to enable political scrutiny by the European Parliament and continuous monitoring by the Commission of results obtained with EGF assistance, Member States should submit a final report on the implementation of the EGF ***which should respond to clear monitoring requirements and contain a follow up of the beneficiaries and a gender equality impact assessment.***

Amendment 10

Proposal for a regulation Recital 39

Text proposed by the Commission

Amendment

(39) Considering the fact that the digital transformation of the economy requires a certain level of digital competence of the workforce, the dissemination of skills required in the digital age should be a mandatory horizontal element of any

(39) Considering the fact that the digital transformation of the economy requires a certain level of digital competence of the workforce, the dissemination of skills required in the digital age should be a mandatory horizontal element of any

coordinated package of personalised services offered.

coordinated package of personalised services offered ***and should incorporate the aim of increasing the participation of women in STEM professions.***

Amendment 11

Proposal for a regulation Article 3 – paragraph 2

Text proposed by the Commission

2. The specific objective of the EGF is to offer assistance in case of unexpected major restructuring events, particularly those caused by globalisation-related challenges, such as changes in world trade patterns, trade disputes, financial or economic crises, the transition to low-carbon economy or as a consequence of digitisation or automation. Particular emphasis shall lie on measures that help the most disadvantaged groups.

Amendment

2. The specific objective of the EGF is to offer assistance in case of unexpected major restructuring events, particularly those caused by globalisation-related challenges, such as changes in world trade patterns, trade disputes, financial or economic crises, the transition to low-carbon economy or as a consequence of digitisation or automation. Particular emphasis shall lie on measures that help the most disadvantaged groups ***and the promotion of gender equality.***

Amendment 12

Proposal for a regulation Article 4 – paragraph 1 – point c a (new)

Text proposed by the Commission

Amendment

(ca) ‘the principle of equal treatment between women and men’ means that there shall be no direct nor indirect discrimination on the grounds of sex in various stages of the implementation of the financial contribution, in particular when selecting target groups, establishing criteria, indicators and beneficiaries;

Justification

The definition of the principle of equal treatment between women and men should be added in view of strengthening the gender dimension of the regulation. Furthermore, indirect discrimination should be explicitly mentioned since it is usually this type (unintentional) of discrimination that occurs within the implementation of various programmes.

Amendment 13

Proposal for a regulation

Article 8 – paragraph 1 – subparagraph 1

Text proposed by the Commission

A financial contribution from the EGF may be made for active labour market measures that form part of a coordinated package of personalised services, designed to facilitate the re-integration of the targeted beneficiaries and, in particular, the most disadvantaged among the displaced workers, into employment or self-employment.

Amendment

A financial contribution from the EGF may be made for active labour market measures that form part of a coordinated package of personalised services, designed to facilitate the re-integration of the targeted beneficiaries and, in particular *female and* the most disadvantaged among the displaced workers, into employment or self-employment.

Amendment 14

Proposal for a regulation

Article 8 – paragraph 1 – subparagraph 3 – point a

Text proposed by the Commission

(a) tailor-made training and retraining, including in information and communication technology and other skills required in the digital age, certification of acquired experience, job-search assistance, occupational guidance, advisory services, mentoring, outplacement assistance, entrepreneurship promotion, aid for self-employment, business start-ups and employee take-overs, and cooperation activities;

Amendment

(a) tailor-made training and retraining, including in information and communication technology and other skills required in the digital age, *information about life-long learning*, certification of acquired experience, job-search assistance, occupational guidance, advisory services, mentoring, outplacement assistance, entrepreneurship promotion, aid for self-employment, business start-ups and employee take-overs, and cooperation activities; *Those activities shall be implemented on the basis of the principle of equal treatment between women and men, with a particular focus on keeping women active in the labour market;*

Amendment 15

Proposal for a regulation

Article 8 – paragraph 1 – subparagraph 3 – point a

Text proposed by the Commission

(a) tailor-made training and retraining, including in information and communication technology and other skills required in the digital age, certification of acquired experience, job-search assistance, occupational guidance, advisory services, mentoring, outplacement assistance, entrepreneurship promotion, aid for self-employment, business start-ups and employee take-overs, and cooperation activities;

Amendment

(a) tailor-made training and retraining, including in information and communication technology and other skills required in the digital age, certification of acquired experience, job-search assistance, occupational guidance, advisory services, mentoring, **women's empowerment, self-confidence and motivation modules**, outplacement assistance, entrepreneurship promotion, aid for self-employment, business start-ups and employee take-overs, and cooperation activities;

Amendment 16

Proposal for a regulation

Article 8 – paragraph 1 – subparagraph 3 – point b

Text proposed by the Commission

(b) special time-limited measures, such as job-search allowances, employers' recruitment incentives, mobility allowances, training or subsistence allowances, including allowances for carers.

Amendment

(b) special time-limited measures, such as job-search allowances, employers' recruitment incentives, mobility allowances, training or subsistence allowances, **including work-life balance** allowances for **working parents and** carers.

Justification

The scope of beneficiaries should be clarified since it corresponds to the forthcoming legislative act. Furthermore, since the definition of carer does not exist in the EU law there is a risk that working parents would not be covered in case the provision would refer to carers only.

Amendment 17

Proposal for a regulation

Article 8 – paragraph 1 – subparagraph 3 – point b a (new)

Text proposed by the Commission

Amendment

(ba) measures to stimulate in particular the disadvantaged workers, those at the higher risk of poverty or older workers to remain in or return to the labor market.

Amendment 18

Proposal for a regulation

Article 8 – paragraph 1 – subparagraph 4

Text proposed by the Commission

Amendment

The costs of the measures referred to in point (b) may not exceed **35%** of the total costs for the coordinated package of personalised services listed in this paragraph.

The costs of the measures referred to in point (b) may not exceed **50%** of the total costs for the coordinated package of personalised services listed in this paragraph.

Amendment 19

Proposal for a regulation

Article 8 – paragraph 1 – subparagraph 6

Text proposed by the Commission

Amendment

The design of the coordinated package of personalised services shall anticipate future labour market perspectives and required skills. The coordinated package shall be compatible with the shift towards a resource-efficient and sustainable economy, and shall also focus on the dissemination of skills required in the digital industrial **age and take** into account the demand on the local labour market.

The design of the coordinated package of personalised services shall anticipate future **and sustainable** labour market perspectives and required skills. The coordinated package shall be compatible with the shift towards a resource-efficient and sustainable economy, and shall also focus on the dissemination of skills required in the digital industrial **and in sustainable green sectors and jobs, and taking** into account the demand on the local labour market **and the need to eliminate gender gaps in employment.**

Amendment 20

Proposal for a regulation

Article 8 – paragraph 1 – subparagraph 6 a (new)

Text proposed by the Commission

Amendment

When designing coordinated package of personalised services, aimed to facilitate the re-integration of the targeted beneficiaries into the labor market, Member States shall aim to address the gender gap in information, communication, science, mathematics and technology sectors by promoting retraining and requalification of women in traditionally male-dominated sectors, such as finances, ICT and STEM.

Amendment 21

Proposal for a regulation

Article 11 – paragraph 1

Text proposed by the Commission

Amendment

The Commission and the Member States shall ensure that equality between men and women and the integration of the gender perspective are an integral part of, and are promoted during, the various stages of the implementation of the financial contribution from the EGF.

The Commission and the Member States shall ensure that equality between men and women and the integration of the gender perspective are an integral part of, and are promoted during, the various stages of the implementation of the financial contribution from the EGF ***in particular when selecting target groups, establishing criteria and indicators as well as designing coordinated package of personalised services for beneficiaries.***

Amendment 22

Proposal for a regulation

Article 11 – paragraph 1

Text proposed by the Commission

Amendment

The Commission and the Member States shall ensure that equality between men and

The Commission and the Member States shall ensure that equality between men and

women and the integration of the gender perspective are an integral part of, and are promoted during, *the various* stages of the implementation of the financial contribution from the EGF.

women and the integration of the gender perspective are an integral part of, and are promoted during *all appropriate* stages of the implementation of the financial contribution from the EGF.

Amendment 23

Proposal for a regulation

Article 13 – paragraph 3 – subparagraph 1

Text proposed by the Commission

The Commission shall implement information and communication activities on EGF cases and outcomes based on its experience with the aim of improving the effectiveness of the EGF and ensuring that Union citizens and workers know about the EGF.

Amendment

The Commission shall implement information and communication activities on EGF cases and outcomes based on its experience with the aim of improving the effectiveness of the EGF and ensuring that Union citizens and workers know about the EGF, *including citizens and workers in rural areas with difficult access to information.*

Amendment 24

Proposal for a regulation

Article 20 – paragraph 1 – introductory part

Text proposed by the Commission

1. Not later than at the end of the seventh month after the expiry of the period specified in Article 15(3), the Member State concerned shall present a final report to the Commission on the implementation of the financial contribution, including information on:

Amendment

1. Not later than at the end of the seventh month after the expiry of the period specified in Article 15(3), the Member State concerned shall present a final report *with publicly available and gender-disaggregated data* to the Commission on the implementation of the financial contribution, including information on:

Amendment 25

Proposal for a regulation Article 20 – paragraph 1 – point d a (new)

Text proposed by the Commission

Amendment

(da) a separate gender equality impact assessment on the reporting cases;

Amendment 26

Proposal for a regulation Article 22 – paragraph 1

Text proposed by the Commission

Amendment

1. Every four years the Commission shall carry out on its own initiative and in close cooperation with the Member States, an evaluation of the EGF financial contributions;

1. Every four years the Commission shall carry out on its own initiative and in close cooperation with the Member States, an evaluation of the EGF financial contributions, ***which shall be gender-responsive;***

INFORMATION ON ADOPTION IN COMMITTEE ASKED FOR OPINION

Date adopted	3.9.2018
---------------------	----------