



EUROPEAN PARLIAMENT

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*Committee on Employment and Social Affairs*

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**2010/2018(INI)**

14.7.2010

## **OPINION**

of the Committee on Employment and Social Affairs

for the Committee on Women's Rights and Gender Equality

on Precarious women workers  
(2010/2018(INI))

Rapporteur: Thomas Händel

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## SUGGESTIONS

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

- A. whereas it is primarily women who work in precarious employment, and whereas despite the existing legislative framework, there continue to be major differences in the EU for women with regard to employment opportunities, quality of work, living income and equal pay for equal work and work of equal value;
  - B. whereas the over-representation of women in precarious work is a key contributing factor to the gender pay gap, which remains at a persistent high level; whereas therefore improving the job quality for women will reduce the gender pay gap,
  - C. whereas the EU remains committed to gender equality mainstreaming; whereas, within employment policies, equal opportunities for women and men need to be actively promoted,
  - D. whereas in some contexts women are at risk of being subjected to working conditions which are not decent, and whereas they therefore deserve special attention in this regard, in particular to pregnant women and women that are breastfeeding,
  - E. whereas globalisation and the current economic background, as well as technological progress, are changing employment relationships and the content of workers' tasks,
  - F. whereas women in precarious employment are less likely to know their rights and are exposed to a greater risk of exclusion from legal protection and/or of wrongful dismissal,
  - G. whereas the importance should be emphasised of the right of all workers, including women in precarious employment, to vocational education and training,
  - H. whereas the growing number of women in precarious employment increases the risk of poverty among women,
1. Calls on the Member States to enforce more effectively provisions of Directive 2006/54/EC;
  2. Calls upon the European Council for clear guidance and concrete measures towards safeguarding employment and creating job opportunities in the framework of the EU 2020 Strategy;
  3. Calls on the Commission and Member States to plan and implement measures to facilitate satisfactory education, training and studies for girls and young women, providing particular support for girls and young women with a migration background; stresses, in

addition, the need for women, after stopping work because of the birth of a child, to actively pursue a return to work;

4. Calls on the Commission to use the new employment strategy to strive for the inclusion of women in precarious employment in social security systems and employment protection systems, irrespective of the status of their work;  
Considers it highly important for women in precarious employment and their families to be guaranteed unemployment and maternity benefits; Calls on the governments of the Member States to extend the range and duration of benefits with a view to providing an adequate social security net;
5. Calls on the European Commission to support the Member States in developing a campaign for a step-by-step transformation of precarious workers in regular workers; calls on the European Commission to endorse a program aiming to educate workers on the effects and impacts of precarious work, including on occupational safety and health;
6. Calls on the European Commission and the Member States to take action in order to reduce the double burden of work on women, one of the reasons for women's over-representation in precarious employment; asks for the improvement of the work-life balance in regular employment to reduce precarious employment;
7. Calls on the Member States to facilitate childcare and care networks and to deliver on the Barcelona childcare targets, to provide an alternative where a lack of childcare and carers networks hampers desired full-time employment, to facilitate full time work for women who choose it and to improve labour market participation and economic independence of women; calls on Member States to overcome the obstacles which keep women from working the number of hours they want - be it part-time work or full-time work; encourages the need for a living income and access to full social security benefits whether working full-time or part-time; stresses the danger of recent developments showing that unsecured work has in some sectors driven especially women with young children into poverty;
8. Calls on Member States to ensure that part-time workers can likewise be covered by pension schemes;
9. Calls on the Member States to gear pensions, tax, social security and social and family law to independent living for women and men inside and outside marriage;
10. Considers that the sustainability of the pension schemes, loan facilities for self-help projects as well as job creation and alternative income creation schemes can improve conditions for precarious women workers;
11. Calls again on the European Commission and the Member States to strengthen the instruments and to improve the legislative framework to overcome the gender pay gap;
12. Advocates standard jobs being arranged in future in accordance with 'good work' principles, and not being converted into precarious jobs; considers that job markets should be better regulated through stringent labour inspections, with the aim of reducing precarious employment;

13. Asks the European Commission and the Member States to develop strategies on precarious work in order to emphasize decent and green jobs and incorporate gender balance;
14. Insists that the Member States to introduce clear measures to reduce the gender pay gap by 10% by 2020 in each Member States in order to decrease the average EU gender pay gap – including the pension gap, considering this vital to improve living standards, fight poverty and increase economic growth;
15. Calls on the Commission, the Member States and the two sides of industry to facilitate opportunities for trade union participation, works council participation and codetermination rights for workers of all categories, irrespective of the nature of their contract, to facilitate access to information on the workers' rights and to eliminate obstacles to trade union participation; encourages the Social Partners to improve women participation in their bodies at all levels; encourages the Member States, moreover, to provide low-threshold advisory services for women who cannot receive support from a works council, for example employees in private households;
16. In accordance with results achieved on the ground, calls on the Commission to provide Member States with guidelines on best practises in combating direct and indirect discrimination, mainstreaming gender equality and reducing precarious employment among women;
17. Calls on the Commission and the Member States to adopt legislation regulating the social and legal status of seasonal workers and to provide them with social security cover. Understands seasonal workers to be workers who have concluded open-ended or fixed term employment contracts whose duration and continuation is affected by seasonal factors, such as the climatic cycle, public holidays and/or agricultural harvests.

## RESULT OF FINAL VOTE IN COMMITTEE

<b>Date adopted</b>	14.7.2010
<b>Result of final vote</b>	+: 41 -: 6 0: 0
<b>Members present for the final vote</b>	Regina Bastos, Jean-Luc Bennahmias, Pervenche Berès, Mara Bizzotto, Milan Cabrnoch, Ole Christensen, Derek Roland Clark, Sergio Gaetano Cofferati, Marije Cornelissen, Tadeusz Cymański, Frédéric Daerden, Karima Delli, Proinsias De Rossa, Sari Essayah, Ilda Figueiredo, Pascale Gruny, Thomas Händel, Marian Harkin, Roger Helmer, Vincenzo Iovine, Liisa Jaakonsaari, Danuta Jazłowiecka, Martin Kastler, Ádám Kósa, Patrick Le Hyaric, Veronica Lope Fontagné, Olle Ludvigsson, Elizabeth Lynne, Thomas Mann, Elisabeth Morin-Chartier, Csaba Óry, Siiri Oviir, Rovana Plumb, Sylvana Rapti, Licia Ronzulli, Elisabeth Schroedter, Joanna Katarzyna Skrzydlewska, Jutta Steinruck, Traian Ungureanu
<b>Substitute(s) present for the final vote</b>	Georges Bach, Raffaele Baldassarre, Françoise Castex, Jelko Kacin, Ria Oomen-Ruijten, Antigoni Papadopoulou, Csaba Sógor, Emilie Turunen