



EUROPEAN PARLIAMENT

2009 - 2014

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*Committee on Employment and Social Affairs*

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**2013/2009(INI)**

21.3.2013

## **OPINION**

of the Committee on Employment and Social Affairs

for the Committee on Women's Rights and Gender Equality

on Educational and occupational mobility of women in the EU  
(2013/2009(INI))

Rapporteur (\*): Csaba Sógor

(\*): Procedure with associated committees – Rule 50 of the Rules of Procedure.

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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:

1. Emphasises the need for EU policies to include greater awareness of the situation of women belonging to different age groups, especially in the case of education, integration, migration, employment, poverty, health care and social protection policies, and to concentrate more on the situation of women in the decision-making process;
2. Stresses the damage to the economy and the individual stemming from the gender pay gap; stresses that the gender pay gap partially arises from the fact that sectors where women are over-represented often have lower salaries; urges stakeholders to make pay trends more transparent so as to avoid maintaining or widening pay gaps; calls on the Commission to revise the existing gender pay gap legislation (Directive 2006/54) as demanded by Parliament in its resolution of 13 March 2012; strongly urges the Commission and Member States to develop policies in cooperation with social partners to eradicate the gender pay gap that focus on the integration of women in the labour market and promote equal opportunities for mobility;
3. Encourages Member States to combat poverty and the social exclusion of women of all age groups; calls on the Commission and Member States to take measures to prevent the feminisation of poverty by promoting employment and the spirit of enterprise among women, combating wage disparities and facilitating the reconciliation of professional and family duties by developing child care facilities;
4. Calls on the Member States and the Commission to pay special attention to the problem of poverty among older women caused by the fact that they receive smaller pensions, also as a consequence of periods of unemployment periods which they undergo in order to take care of their children and other dependant family members;
5. Calls on Member States to protect the rights of women, promote equality and equal opportunities for women and men, guarantee secure working conditions and combat all forms of exploitation and discrimination in the labour market, such as occupation segregation or wage discrimination, in particular by promoting lifelong learning, combating precarious employment, and promoting work with rights, working hours that are compatible with work-life balance, a public healthcare network and social security system, and differentiated practices for the organisation of working time, at the woman's request;
6. Stresses the need to attract women to education and training in the MINT professions (mathematics, informatics, new technologies) in order to overcome occupation segregation and wage discrimination; urges the Member States to promote vocations and professions requiring scientific, technical, engineering and mathematical skills among women from an early age, for better employability and to assist the transition between education, professional training and employment; thus, calls on the Member States to provide or further develop quality vocational orientation and career guidance services to assist women in this regard;

7. Calls on the Commission and the Member States to take action to address gender segregation by sectors by both motivating individuals from early on to go into relevant sectors and by addressing the conditions that make such sectors less attractive for women or men, such as on the one hand working conditions incompatible with care responsibilities and on the other hand pay;
8. Considers that fostering the educational and occupational mobility of women can contribute to the achievement of the Europe 2020 headline target of raising to 75 % the employment rate for women and men aged 20-64, including through the greater participation of young people, older workers and low-skilled workers and the better integration of migrants;
9. Draws particular attention to women with disabilities and stresses the need for measures and actions to combat double discrimination and promote completely equal rights and opportunities;
10. Stresses the importance of gender-sensitive educational systems, as they give children a diversity of choice in discovering their talents; stresses that research indicates that strong gender stereotyping in education adds to gender segregation in the labour market, both in relation to sectors and occupations; calls on the Commission and Member States to combat these stereotypes;
11. Underlines that early career mobility patterns play a crucial role in shaping subsequent employment changes; recalls its two resolutions of 24 May 2012 on the Youth Opportunities Initiative and of 16 January 2013 on a Youth Guarantee; calls therefore on the European Commission and the Member States to implement swiftly the youth employment package, particularly with regard to ‘Your first EURES job’ and the Youth Guarantee, with a view to fostering early educational and occupational mobility of young women;
12. Calls on the social partners, Member States and the Commission to support the improvement of gender equality elements in collective agreements amongst others by promoting the right to flexible working hours, childcare facilities, mentoring of women workers, measures to increase women’s representation in collective bargaining negotiations and by assessing the impact of collective agreements on women;
13. Urges Member States to provide better protection against human trafficking for women moving abroad for work purposes, with special emphasis on access to information and advice;
14. Considers that special attention should be given to respect for the cultural background and/or traditions of women from minority communities;
15. Calls on the Member States to report on gender data in relation to occupational mobility and to include provisions to advance gender equality in terms of occupational mobility when designing their national policies and their National Reform Programmes (NRPs), with specific attention to the programming and implementation of national or regional level operational programmes funded by the European Social Fund (ESF) for the 2014-2020 programming period and beyond; recalls its resolution of 25 October 2012 endorsing the Commission’s proposal to earmark 25 % of the total cohesion policy allocation to the

ESF<sup>1</sup>;

16. Stresses that, if this issue is a specific objective within these programmes, or appears as a special horizontal priority, good practices will start to show up and measures will yield results at regional and/or local level;
17. Calls on Member States to encourage national, regional and local projects to improve the labour participation rate of women; calls on Member States to encourage higher participation of men and women in volunteering and charity activities for the community;
18. Stresses the importance of language learning and calls for the organisation of courses in the local language and culture targeted in particular at women;
19. Encourages the Member States to facilitate procedures for local and regional authorities:
  - to design and put into practice specific programmes to integrate women and men into local communities and to foster intercultural exchange,
  - to offer women who follow their spouses or partners to another Member State appropriate services such as courses to facilitate their integration into their new social and cultural environment, for example language courses and vocational courses, with special regard to vulnerable women,
  - to devote greater attention to integrating women into the labour market, particularly to their acquisition of qualifications and the updating thereof, the acquisition of skills and the implementation of the lifelong education and training programme,
  - to address highly mobile women at risk such as domestic workers, care workers, cleaners and women working in the hotel, restaurant and catering (HORECA) sector,
  - to support social awareness campaigns by non-profit organisations focusing on women in international communities, such as expatriate spouses and partners,
  - to develop integration coaching programmes, psychological counselling and integration projects; stresses that concrete measures are of practical help in understanding and solving problems;
20. Calls on the Commission to monitor and report regularly on how EU funds focusing on education and training, occupational and educational mobility and on labour market participation are being taken up by women and men; calls on the Member States and the Commission to react rapidly in cases of unbalanced take-up;
21. Recommends the establishment of a European Counselling Service Network to help local communities deal with this problem by providing information, know-how and guidance regarding the integration of women; recommends the promotion and use of instruments and networks and continued funding for existing European networks, as well as instruments facilitating mobility such as EURES, Your Europe and Europe Direct, which also make it easier for women to find information about their rights and opportunities in

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<sup>1</sup> European Parliament resolution of 23 October 2012 in the interests of achieving a positive outcome of the Multiannual Financial Framework 2014-2020 approval procedure.

the various Member States;

22. Reaffirms the need for the Member States to guarantee the right to family reunification;
23. Calls on Member States to set up infrastructural measures to support mobile workers with families, addressing access to education and childcare, social security and community services; calls on both sending and receiving Member States to develop mechanisms for integration and reintegration of highly mobile workers with families; underlines that the value of intercultural skills acquired by women moving abroad should be better recognised by employers;
24. Calls on Member States to ensure reciprocal recognition of diplomas and professional qualifications and to facilitate the simplification of recognition procedures;
25. Points out that in cases where it is not recognition itself that is the main problem but rather the protracted nature of the procedure necessary for recognition, this may give rise to a faulty start in the new host environment in the EU;
26. Stresses the positive impact of attracting women from an early stage into professions in key industries with a high job potential, in particular the green economy, the health and social care sector and the digital economy;
27. Expresses its concern at the high female level of ‘brain-waste’, i.e. under-use of the qualifications possessed by women moving abroad, which is particularly apparent in the highly feminised sector of nursing and domestic work;
28. Considers that enabling women moving abroad to enjoy portable social security rights is essential to ensuring that they effectively benefit from the prerogatives they have acquired.

## RESULT OF FINAL VOTE IN COMMITTEE

<b>Date adopted</b>	21.3.2013
<b>Result of final vote</b>	+:                40 -:                3 0:                0
<b>Members present for the final vote</b>	Regina Bastos, Edit Bauer, Heinz K. Becker, Jean-Luc Bennahmias, Phil Bennion, Pervenche Berès, Vilija Blinkevičiūtė, Philippe Boulland, Alejandro Cercas, Ole Christensen, Derek Roland Clark, Minodora Cliveti, Marije Cornelissen, Emer Costello, Andrea Cozzolino, Frédéric Daerden, Karima Delli, Richard Falbr, Thomas Händel, Marian Harkin, Danuta Jazłowiecka, Martin Kastler, Ádám Kósa, Jean Lambert, Patrick Le Hyaric, Olle Ludvigsson, Thomas Mann, Elisabeth Morin-Chartier, Csaba Óry, Siiri Oviir, Konstantinos Poupakis, Licia Ronzulli, Elisabeth Schroedter, Nicole Sinclaire, Jutta Steinruck
<b>Substitute(s) present for the final vote</b>	Georges Bach, Jürgen Creutzmann, Edite Estrela, Sergio Gutiérrez Prieto, Anthea McIntyre, Csaba Sógor
<b>Substitute(s) under Rule 187(2) present for the final vote</b>	Fiona Hall, Angelika Werthmann