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OPINION

of the Committee on Employment and Social Affairs

for the Committee on Women's Rights and Gender Equality

on the EU Strategy for Gender Equality
(2019/2169(INI))

Rapporteur for opinion: Eugenia Rodríguez Palop

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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 into its motion for a resolution:

- having regard to the European Pillar of Social Rights, in particular principles 2, 3, 6, 9 and 15 thereof,
- having regard to the UN 2030 Agenda for Sustainable Development and to the Sustainable Development Goals (SDGs), in particular goals 1, 5, 8 and 10 and their respective targets and indicators,
- having regard to the International Labour Organisation (ILO) Equal Remuneration Convention of 1951, and to the ILO Violence and Harassment Convention of 2019,
- having regard to the Commission recommendation of 7 March 2014 on strengthening the principle of equal pay between men and women through transparency¹,
- having regard to the Commission's Strategic Engagement for Gender Equality 2016-2019,
- having regard to the Commission's EU Action Plan on tackling the gender pay gap for 2017-2019 (COM(2017)0678),
- having regard to the Commission's 2019 report on equality between women and men in the EU,
- having regard to Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation² and to Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU³,
- having regard to the Gender Equality Index of the European Institute for Gender Equality (EIGE), and in particular the 2019 report,
- having regard to the Council conclusions of 13 June 2019 on 'Closing the Gender Pay Gap: Key Policies and Measures',
- having regard to the Council conclusions of 10 December 2019 on 'Gender-Equal Economies in the EU: The Way Forward',
- having regard to its resolution of 26 May 2016 on poverty: a gender perspective⁴,

¹ OJ L 69, 8.3.2014, p. 112.

² OJ L 204, 26.7.2006, p. 23.

³ OJ L 188, 12.7.2019, p. 79.

⁴ OJ C 76, 28.2.2018, p. 93.

- having regard to its resolution of 19 January 2017 on a European Pillar of Social Rights⁵,
 - having regard to its resolution of 14 June 2017 on the need for an EU strategy to end and prevent the gender pension gap⁶,
 - having regard to its resolution of 3 October 2017 on women’s economic empowerment in the private and public sectors in the EU⁷,
 - having regard to its resolution of 16 November 2017 on combating inequalities as a lever to boost job creation and growth⁸,
 - having regard to its resolution of 30 January 2020 on the gender pay gap⁹,
 - having regard to the Commission communication of 5 March 2020 on ‘A Union of Equality: Gender Equality Strategy 2020-2025’ (COM(2020)0152),
 - having regard to its resolution of 17 April 2020 on EU coordinated action to combat the COVID-19 pandemic and its consequences¹⁰,
- A. whereas gender equality is a core value of the European Union and one of its common and fundamental principles, enshrined in Articles 2 and 3(3) TEU, Articles 8 and 19 TFEU and Article 23 of the Charter of Fundamental Rights, reflecting the EU’s commitment to gender mainstreaming in all of its policies and activities; whereas Article 157 TFEU expressly states that the Member States must ensure that the principle of equal pay for male and female workers for equal work or work of equal value is applied;
- B. whereas across the EU, women receive disproportionately lower earnings than men; whereas according to the latest figures from the Commission, the EU gender gap in hourly pay is 15.7 %¹¹, although this varies significantly across Member States; whereas the gender pay gap rises to 40 %¹² when employment rates and overall labour market participation are considered; whereas only 8 %¹³ of men in the EU work part-time, while almost a third of women across the EU (31 %)¹⁴ do so, because of various reasons, including stereotypes, structural factors and societal expectations; whereas pay transparency can play a crucial role in ensuring substantial progress in addressing the

⁵ OJ C 242, 10.7.2018, p. 24.

⁶ OJ C 331, 18.9.2018, p. 60.

⁷ OJ C 346, 27.9.2018, p. 6.

⁸ OJ C 356, 4.10.2018, p. 89.

⁹ Texts adopted, P9_TA(2020)0025.

¹⁰ Texts adopted, P9_TA(2020)0054.

¹¹ Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions. A Union of Equality: Gender Equality Strategy 2020-2025.

¹² European Parliament resolution of 30 January 2020 on the gender pay gap.

¹³ Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions. A Union of Equality: Gender Equality Strategy 2020-2025.

¹⁴ Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions. A Union of Equality: Gender Equality Strategy 2020-2025.

gender pay gap and fighting inequalities, and could help disclosing the systematic undervaluation and insufficient appreciation and remuneration of women's work in the centre of the persistent gender pay inequalities; whereas collective bargaining can reduce unfair pay differentials and promote pay transparency, as well as tackling low pay in general;

- C. whereas an intersectional approach is crucial to understanding the multiple discriminations which compound the gender pay gap for women with a combination of identities and the intersection of gender with other social factors such as disability; whereas more than half of women of working age with disabilities are economically inactive; whereas in all Member States the severe material deprivation rate of women with disabilities is higher than that of women without disabilities;
- D. whereas, although the participation of women in the labour market has grown, there are persistent gender gaps which can put women in vulnerable or precarious situations; whereas the gender employment gap in the EU stands at 11.6 %¹⁵; whereas women are under-represented in well-paid sectors and decision-making positions, and work more frequently in jobs that they are overqualified for, with 1 out of 5 women workers in the EU belonging to the lowest wage group, compared to 1 out of 10 men; whereas the ramifications of the gender pay gap include a 37 %¹⁶ gender gap in pension income, a situation that will persist for decades to come, and an unequal level of economic independence between women and men; whereas ambitious efforts are needed to close all these gender gaps;
- E. whereas there is a visible backlash in some Member States, including within the areas of economic empowerment of women, and there is a risk that gender equality could further slip down the agenda of Member States;
- F. whereas the COVID-19 crisis disproportionately affects women in the socio-economic sphere and will result in even more profound inequalities and discrimination between men and women in the labour market, considering that women receive lower wages and have less savings and lower pensions, suffer higher rates of atypical and precarious forms of work and of poverty, lack equal access to social protection, are more at risk of being laid off or having to work shorter hours as a result of the crisis, and face increased and specific burdens in situations of lockdown such as working remotely under stressful conditions, cases of overwork and unequal sharing of unpaid domestic and care work; whereas the majority of the frontline workers are women, who in certain sectors are often unfairly underpaid and undervalued;
- G. whereas women are leading the provision of care and support to protect society in the current COVID-19 crisis, and are at the same time more exposed to the risk of contamination due to their over-representation in essential and more exposed occupations¹⁷, as in the cases of nurses and other health professionals, pharmacy workers, supermarket cashiers, those caring for the elderly and cleaners, this being the

¹⁵ Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions. A Union of Equality: Gender Equality Strategy 2020-2025.

¹⁶ European Parliament resolution of 30 January 2020 on the gender pay gap.

¹⁷ According to Eurostat, 78 % of all healthcare workers, including 4.1 million low-paid and highly exposed personal carers, are women: <https://ec.europa.eu/eurostat/web/products-eurostat-news/-/DDN-20200409-2>

result of gender segregation in the labour market;

- H. whereas women's economic empowerment and equal access to financial resources is key to achieving gender equality, combating poverty and social exclusion; whereas failure to pay women equally limits their ability to attain economic and, consequently, personal independence; whereas the poverty rate among working women could decrease from 8.0 % to 3.8 % if women were paid the same as men¹⁸; whereas 2.5 million of the 5.6 million children living in poverty could be lifted out of poverty by closing the gender pay gap; whereas the gender gap in gross monthly earnings among employees aged 15-24 years (7 %) was more than five times lower than among employees aged 65 years or above (gender gap of 38 %), today also showing the existence of a clear earnings penalty when it comes to motherhood, with a pay gap between women with and without dependent children, as well as between mothers and fathers; whereas the risk of poverty rises sharply along the life-course, pointing to the accumulated impact of pay inequalities and poverty among those aged 75 or above, and is consistently concentrated among women, due mainly to the impact of gendered unpaid care duties, women's reduced time in work and/or lower earnings throughout their careers and resulting lower pensions received; whereas poverty is mostly concentrated in families where women are the sole earners, with 35 % of lone mothers in the EU at risk of poverty compared to 28 % of lone fathers in 2017¹⁹;
- I. whereas the Gender Equality Strategy 2020-2025 and the strengthening of gender-sensitive policies at EU level are essential to ensure that the impact of the COVID-19 crisis does not widen gender inequality and that the responses contribute to reduce discrimination against women;
- J. whereas psychological or sexual harassment at the workplace or harassment with important consequences on personal and professional aspirations is, according to the UN, experienced by almost 35 % of women worldwide and harms women's self-esteem, as well as their negotiating position for fairer remuneration; whereas fair remuneration and economic independence are an essential requisite for women's ability to leave an abusive and violent relationship;
- K. whereas one in three women in the EU has experienced physical and/or sexual violence since the age of 15;
1. Takes note of the basis for EU intervention as described in the EC roadmap on the Gender Equality Strategy; underlines the importance of a Gender Equality Strategy that supports, coordinates and complements equality actions by the Member States;
 2. Recalls that the world of work remains unequal as regards income, career perspectives, feminised sectors, access to social protection, and education and training; recalls that all these dimensions have to be addressed to achieve gender equality;
 3. Welcomes the Commission's evaluation of the existing framework on equal pay for equal work or work of equal value, the launching of a consultation process on how to improve gender equality in the world of work, the forthcoming Pension Adequacy Report, and the consideration of the provision of pension credits for care-related career

¹⁸ According to the Institute for Women's Policy Research.

¹⁹ EIGE's calculation, EU-SILC (European Union Statistics on Income and Living Conditions).

breaks in occupational pension schemes;

4. Is concerned about the limited social mobility that hinders labour mobility amongst women; stresses the need to improve opportunities for labour mobility within the EU;
5. Calls on the Commission to present within the next year a revision of Directive 2006/54/EC in line with the recent evaluation of the functioning and implementation of the EU's equal pay laws and in accordance with the ECJ case law; considers that such a revision should include a definition of 'work of equal value' across all occupational sectors, which incorporates the gender perspective, as well as reference to multiple forms of discrimination and additional measures to ensure the enforceability of the directive;
6. Recalls that Article 21 of the Charter of Fundamental Rights of the European Union enshrines the principle of non-discrimination, including on the grounds of sex;
7. Recalls its resolution of 30 January 2020 on the gender pay gap; calls for an immediate revision of the Action Plan and for an ambitious new Gender Pay Gap Action Plan by the end of 2020, which should set clear targets for the Member States to reduce the gender pay gap over the next five years and ensure that such targets are taken account of in the country-specific recommendations; highlights, in particular, the need to include an intersectional perspective in the new Action Plan; calls on the Commission and the Member States to involve the social partners and civil society organisations (CSOs) in developing the new policies to close the gender pay gap and to improve and further develop statistics, research and analysis in order to better measure and monitor progress in closing the gender pay gap, paying particular attention to groups experiencing multiple and intersectional forms of discrimination; calls on the Commission to pay attention to the factors leading to the pension gap and to support Member States in their measures to reduce it by establishing a gender pension gap indicator to assess accumulated inequalities experienced by women throughout their lives;
8. Calls on the Commission and the Member States to address horizontal and vertical segregation in employment and discriminatory practices in decisions concerning recruitment and promotion, including policies that promote the integration of women from marginalised groups into the labour market; emphasises the need for investment in education and training and gender-sensitive recruitment and selection processes across private and public sectors, and particularly in future-oriented sectors such as STEM and the digital sector where women are underrepresented; highlights in that regard that discrimination on grounds of gender damages not only the individual but also society as a whole;
9. Reiterates its call on the Commission to present legislation on gender pay transparency as soon as possible²⁰ and by the end of 2020 at the latest; furthermore reiterates its urgency in the current crisis, which will exacerbate existing gender inequalities and discrimination in the labour market; calls on the Commission to consider introducing concrete measures applying to both public and private sectors with due account taken of the specificities of small and medium-sized enterprises, building on its 2014 recommendation, such as: (a) the clear definition of criteria for assessing the value of work, (b) gender-neutral job evaluation and classification systems, (c) gender pay audits

²⁰ European Parliament resolution of 30 January 2020 on the gender pay gap.

and reports to guarantee equal pay, (d) workers' entitlement to request full pay information and right of redress, and (e) clear targets for companies' equality performance; calls furthermore for improved access to justice and the introduction of stronger procedural rights to combat pay discrimination; calls on the Commission to promote the role of the social partners and of collective bargaining at all levels (national, sectoral, local and company) in the upcoming pay transparency legislation; calls on the Commission to include strong enforcement measures for those failing to comply;

10. Points out that professional women continue to be under-represented in management positions; recalls that according to data published by Eurostat in 2019, only 28 % of the board members of listed companies in the EU and 18 % of senior managers were women, and that in the largest companies in the EU only 8 % of CEOs were women; calls on the Member States to unblock the Women on Boards directive and to swiftly adopt an ambitious Council position in order to address the considerable imbalance between women and men in decision-making at the highest level; also calls on the Commission to ensure that EU institutions lead by example and ensure a minimum of 50 % of women in senior management positions; calls further on the Member States to establish transparency reporting by companies concerning the percentage of women in their senior management positions, and also providing information on pay levels; regrets that the horizontal Anti-Discrimination directive remains blocked in the Council, and calls on the Commission to propose new anti-discrimination legislation;
11. Recalls that the under-representation of women in public and political life undermines the proper functioning of democratic institutions and processes; calls therefore on the Member States to encourage and support measures to facilitate the balanced participation of men and women in decision-making at national, regional and local levels;
12. Calls on the Commission and the Member States to adopt measures to combat the phenomenon of the glass ceiling, such as extensive parental leave, access to high-quality, affordable childcare, and the elimination of all forms of direct and indirect discrimination linked to promotions in the labour market;
13. Calls on the Commission and the Member States to ensure equal participation and opportunities in the labour market for men and women and to address the feminisation of poverty in all its forms, including poverty in old age, particularly by factoring gender into availability of and access to adequate pension entitlements in order to eliminate the gender pension gap, and by improving working conditions in feminised sectors and professions such as hospitality, tourism, cleaning services and the care sector; points out the importance of addressing the cultural undervaluation of jobs dominated by women, the need to combat such stereotypes and the over-representation of women in atypical forms of work; calls on the Member States to ensure equal treatment for migrant women (also through a revision of the system of recognition of professional qualifications), as well as for other particularly vulnerable groups of women; calls on the Commission and the Member States to strengthen collective bargaining coverage at sectorial level and the involvement of the social partners in policymaking, in order to foster stable and quality employment; stresses the need for strategies to encourage and support women's entrepreneurial initiatives;

14. Notes that the growing gig economy has implications for workers who are less unionised and risk job precariousness due to factors such as unstable working hours and income, lack of coverage of employment rights, uncertainty around social security and pensions, or lack of access to career development and retraining; is concerned that the associated insecurity and precariousness, aggravated by the confinement imposed by the current crisis, has a particularly negative impact on women, who still carry the burden of care in a highly gendered labour market, especially those who experience intersecting forms of discrimination; calls on the Member States to implement targeted social protection measures for women freelancers and women employed in the gig economy, calls on the Commission to closely monitor the implementation of Directive 2010/41/EU of the European Parliament and of the Council of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity²¹;
15. Stresses the need for Member States to present evidence-based, well-designed labour market policies and reforms that de facto improve women's working conditions and increase quality employment;
16. Underlines that equal opportunities and higher labour market participation among women can increase employment, economic prosperity and competitiveness in Europe; calls on the Commission and the Member States to set goals to reduce precarious employment and involuntary part-time work in order to improve the situation of women in the labour market; stresses that full-time work should be the norm;
17. Calls on the Member States to reduce the regulatory burden for companies and to cut high levels of taxes on labour in order to stimulate job creation and the participation of women in the labour market;
18. Calls on the Commission to put forward a Care Deal for Europe, taking a comprehensive approach towards all care needs and services and setting minimum standards and quality guidelines for care throughout the life cycle, including for children, elderly persons and persons with long-term needs; invites the Commission and the Member States to collect disaggregated data on the provision of care services; calls on the Member States to ratify ILO Convention No 189 on domestic workers and to fully implement and go beyond the Barcelona care targets, ensuring the coverage of those needs through investment in high-quality, accessible and affordable universal public care services, and to modernise them so that women do not have to choose between family and participation in the labour market; urges the Member States to swiftly and fully transpose and implement the Work-Life Balance Directive²² and invites them to go beyond the directive's minimum standards by introducing measures such as fully-paid leave, the promotion of men's equal role as carers, thus tackling gender stereotypes in take-up of paternity/maternity leave, recognition of the role of informal carers by ensuring their access to social security and their right to pension entitlements, support for services adapted to the specific challenges and needs of parents and/or family members taking care of persons with disabilities or long-term illnesses or of the elderly, and flexible working arrangements that are not to the detriment or at the expense of the worker's wages, access to social and labour rights and allowances, and that respect workers' right to disconnect; urges the Commission to monitor annually,

²¹ OJ L 180, 15.7.2010, p. 1.

²² OJ L 188, 12.7.2019, p. 79.

closely and systemically the implementation by the Member States of the Work-Life Balance Directive;

19. Reiterates its call on the Commission and the Member States regarding its resolution of 28 April 2016 on women domestic workers and carers in the EU²³; urges the Commission to introduce a framework for the professionalisation of domestic work and care, leading to the recognition and standardisation of the relevant professions and skills and career building, and to encourage the Member States to establish systems for professionalisation, training, continuous skills development and recognition of women domestic and care workers' qualifications, as well as to create public employment agencies to strengthen professionalisation;
20. Notes that, in times of such events as the ongoing coronavirus pandemic, the role of and opportunities for teleworking and distance working are increasing; calls on the Commission to include in the strategy the role of teleworking and distance working as an important factor in achieving work-life balance;
21. Calls on the Commission and the Member States, in consultation with the social partners, to develop gender-sensitive workplace health and safety guidelines specifically targeted to frontline professions, in order to protect workers in those professions in the event of future outbreaks; underlines that changes in labour conditions such as teleworking, while offering opportunities for improving flexible working arrangements and work-life balance, can also impact on the ability to disconnect and intensify the workload, with women being affected far more than men due to their predominant or traditional role of home and family caretakers; calls, therefore, on the Commission to come forward with a gender-sensitive legislative proposal on the right to disconnect, as well as a directive on mental wellbeing in the workplace aimed at recognising anxiety, depression and burnout as occupational diseases, and to establish mechanisms for prevention and for the reintegration of affected employees into the workforce;
22. Draws attention to the lack of a gender perspective in the field of health and safety at work; stresses that gender mainstreaming should be an integral part of the development of occupational safety and health (OSH) policies and prevention strategies across all sectors, including in the upcoming Commission review of the strategic framework for health and safety at work post-2020; urges the Commission, the Member States and the social partners to consider as occupational diseases and work-related illnesses those that are not yet recognised as such which are particularly prevalent in feminised jobs, as well as diseases affecting specifically women, to mainstream gender equality in health and safety in professions dominated by men, where there are still many gaps, including in relation to sanitary installations, work equipment or personal protective equipment, to ensure maternity protection and safety at the workplace and return-to-work measures after maternity leave, and to evaluate labour risks in feminised sectors, including the home when dealing with domestic work and care;
23. Calls on the Commission to revise Directive 92/85/EEC of 19 October 1992 on the introduction of measures in order to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding, with a view to ensuring that women throughout Europe can benefit on an

²³ OJ C 66, 21.2.2018, p. 30.

equal footing with men from the free movement of workers²⁴;

24. Is deeply worried about the nature, extent and gravity of violence and harassment in the world of work and the impact of all forms of violence against women and girls in work situations; welcomes in this regard the recently adopted ILO Convention 190 on violence and harassment at work and calls on the Member States to ratify and implement it without delay; calls also on the Commission and the Member States to introduce effective and binding measures to define and prohibit violence and harassment in the world of work, including effective access to gender-responsive, safe and effective complaint and dispute resolution mechanisms, training and awareness-raising campaigns, support services and remedies; calls on the Council to conclude urgently the ratification by the EU of the Istanbul Convention, which also refers to the adoption of measures to assist victims in finding employment and urges the remaining Member States which have not yet done so to ratify and implement it; calls on the Commission to propose a directive with a holistic approach on preventing and combating all forms of violence against all women and to enhance current EU legislation to prevent sexual harassment, in light of the provisions of ILO Convention No 190 and the Istanbul Convention; reiterates that training on sexual and gender equality matters is a key tool to combat gender-based violence;
25. Points out that the social isolation and confinement arising from COVID-19 have led to a significant rise in gender-based violence in Europe; consequently, considers that all Member States must reinforce measures to protect women both during the crisis and afterwards; recalls that one of the keys when dealing with gender-based violence is economic independence, and proposes, in this sense, the development of a specific social and labour integration programme for victims of gender-based violence in Europe aimed at actively promoting their employability;
26. Believes that women workers suffering gender-based violence should be entitled to reduction or reorganisation of their working hours and change of workplace; considers that gender-based violence should be included in workplace risk assessments;
27. Regrets the lack of reference to the gender dimension of trafficking for purposes of labour exploitation, especially in the case of domestic workers, due to the limitations inherent to the family home as a workplace with respect to the possibilities of inspection and monitoring of work activity; recalls its resolution of 28 April 2016 on women domestic workers and carers in the EU, and asks the Commission and the Member States to promote investigation in this area, in order to improve the mechanisms for identification and protection of the victims, and to involve NGOs, trade unions, public authorities and all citizens in the detection process;
28. Calls on the Commission to present a European Strategy on Social Protection to address the free movement of workers and in particular the feminisation of poverty, with a special focus on lone-parent households headed by women;
29. Regrets the lack of reference in the Gender Equality Strategy 2020-2025 to the protection of women and girls at risk of social exclusion, poverty and homelessness, calling on the Commission to address those issues in the forthcoming Action Plan on

²⁴ Directive 2014/54/EU of the European Parliament and of the Council of 16 April 2014 on measures facilitating the exercise of rights conferred on workers in the context of freedom of movement for workers.

Integration and Inclusion, in order to prevent these women from being excluded from social and economic policies, thus further deepening the poverty cycle;

30. Welcomes the Commission's commitment to adopting an action plan to implement the European Pillar of Social Rights; underlines the need to mainstream the gender perspective using an intersectional approach in line with Principles 2 and 3 of the Pillar; calls on the Commission to monitor the gender effects of macroeconomic policies as well as of the green and digital transitions; calls for the introduction of a gender pillar and an overarching gender equality objective in the successor to the Europe 2020 strategy;
31. Recalls that funding and taxation policies have a strong gender component; welcomes the Commission's commitment to gender mainstreaming throughout the Multiannual Financial Framework, in particular with regard to the European Social Fund Plus (ESF+), in order to promote women's participation in the labour market, work-life balance and female entrepreneurship, but regrets the lack of gender budgeting in the new MFF and Structural Funds; calls on the Commission to further promote and improve the use of gender budgeting, and on the Member States to integrate the gender perspective in taxation policies, including gender audits of fiscal policies in order to eliminate tax-related gender biases;
32. Reiterates its calls on the Commission and the Member States to further develop and improve the collection of gender-disaggregated data²⁵, statistics, research and analysis, as well as support for and measures to improve institutional and CSO capacity-building as regards data collection and analysis, in particular regarding the participation of women in the labour market and in areas such as informal employment, entrepreneurship, access to financing and to healthcare services, unpaid work, poverty and impact of social protection systems; also urges the EIGE and all other relevant EU institutions and agencies to work on and incorporate new indicators, such as in-work poverty, time-poverty, gaps in time use, the value of care work (paid/unpaid), and the take-up rates of women and men, including in relation to the work-life balance directive; calls on the Commission to use these data to effectively implement gender impact assessments of its policies and programmes and of other EU agencies and institutions;
33. Stresses the importance of addressing gender equality aspects related to the future world of work, including greening and digitalising the economy; calls for a stronger link between the new EU Strategy for Gender Equality and the European Green Deal; calls on the Commission to strengthen the connection between climate change policies and gender equality in its upcoming proposals; urges the Commission to implement systematic gender impact assessment and gender budgeting by mainstreaming gender equality in the Just Transition Fund and in relevant climate actions and policies of the Green New Deal;
34. Recalls the need to combat multi-layered discrimination, especially against vulnerable groups, including women with disabilities, black women, migrant, ethnic minority and Roma women, older women, single mothers, LGBTIQ+ people and homeless women, and stresses the importance of ensuring that they benefit from the objectives and actions of the EU Strategy for Gender Equality 2020-2025; calls on the Commission to lay

²⁵ See European Parliament resolution of 30 January 2020 on the gender pay gap.

down explicit guidelines on the implementation of the intersectional framework, which should prioritise the participation of the groups affected by the intersecting forms of discrimination in order to assess the differential impact of policies and actions so as to tailor responses in each area that are grounded in the principle of non-discrimination;

35. Recalls its resolution of 29 November 2018 on the situation of women with disabilities²⁶; urges the Commission to put forward a consolidated proposal in the framework of the post-2020 European Disability Strategy that includes the development of positive actions targeting women with disabilities to ensure their full and effective participation in the labour market and to eliminate the discrimination and prejudices they face, including measures to promote employment, training, job placements, equal career paths, equal pay, accessibility of and reasonable accommodation in the workplace and further learning, paying attention to their digital inclusion and the need to safeguard work-life balance; also requests that measures regarding the gender pay gap, pension gap and care gap explicitly address the needs of parents and carers of children with disabilities, especially women and single-parent households; takes note of the need for a Disability Rights Guarantee with specific measures that address the needs of women with disabilities, as well as for a reinforcement of the Youth Guarantee;
36. Calls on the Commission and the Member States to safeguard inclusive equality for women and girls with disabilities in all areas of life, to ensure their sexual and reproductive rights, to provide them with protection from domestic violence and violence by care and support service providers, and to launch sensitisation and capacity-building programmes to this end for professionals in the fields of healthcare, social and care services, education, training and employment services, law enforcement and the judiciary;
37. Emphasises the active and crucial role of women in the economy of rural areas, and regrets that significant gender differences persist within agricultural employment and regarding access to social security, training, maternity leave and retirement pensions; calls on the Commission, the Member States and regional and local authorities to support projects especially addressed to women, on creating innovative agricultural activities in rural and depopulated areas in order to strengthen their position in the agricultural market, which can be a source of new jobs; calls furthermore on the Commission to identify funding opportunities under the second pillar of the CAP in order to increase women's access to land and to address their working conditions in rural areas, especially those of seasonal workers;
38. Recalls its resolution of 12 February 2019 on the need for a strengthened post-2020 Strategic EU Framework for National Roma Inclusion Strategies²⁷, which states that in most Member States no improvement was observed in access to employment, that there are serious concerns relating to housing and little progress regarding poverty, and that there is a need for a strong gender dimension in the EU framework; is concerned about hate speech against Roma in the context of the COVID-19 pandemic, and the additional restrictions introduced by some Member States to put Roma communities in quarantine, and fears the negative consequences for the most vulnerable groups among Roma, such as girls, young women, older women, people with disabilities or LGBTIQ+; urges the Commission to adopt as soon as possible the EU strategic framework on Roma equality

²⁶ Texts adopted, P8_TA(2018)0484.

²⁷ Texts adopted, P8_TA(2019)0075.

and inclusion, to analyse the impact that the coronavirus is having on Roma and to adopt measures to avoid backlashes;

39. Is concerned about the lack of an explicit prohibition of discrimination on the grounds of a person's gender identity and gender expression in EU law; notes the persistence of discrimination, harassment and exclusion from the labour market of LGBTIQ+ people; recalls its resolutions of 14 February 2019²⁸ on the future of the LGBTI List of Actions and of 18 December 2019 on public discrimination and hate speech against LGBTI people²⁹; calls on the Commission to adopt as soon as possible the strategic framework on LGBTIQ+ equality, to follow up on its LGBTI List of Actions 2016-2019, and to include specific measures to tackle discrimination at work on grounds of sexual orientation, gender identity, gender expression and sex characteristics;
40. Welcomes the Commission's proposal to use the Asylum and Migration Fund to encourage Member States' actions to support the integration of women, but regrets that no other concrete measures are considered to tackle the lower rates of employment in the EU for third-country national women and the specific vulnerability of women and girls who are refugees, asylum seekers or undocumented; calls on the Commission to address the situation of all migrant women and girls, prioritising the integration objective of the Fund in the next Multiannual Financial Framework through gender budgeting, the allocation of increased resources for upskilling, retraining for transition to good quality employment and working conditions, and increasing their participation in the labour market, and adopting more concrete measures to overcome the obstacles faced by migrant women;
41. Calls on the Commission and the Member States to adopt a gender-sensitive response to the social and economic impact of the COVID-19 crisis in order to mitigate the disproportionate and possibly long-lasting impacts on women's rights, incomes and social protection during and after the crisis, and to avoid a further surge in gender inequalities; considers that a gender-sensitive recovery should include specific measures to address equal access to the labour market for women as well as to prevent inequalities and discrimination in balancing family and work obligations, including possible challenges arising when telework becomes an obligation; calls for specific measures that address the needs of young women, since the levels of unemployment and job insecurity among the young population are exponentially higher than in any other age group; believes that the Gender Equality Strategy can contribute to a fair and more efficient implementation of the EU's recovery plan;
42. Welcomes the instrument for temporary support to mitigate unemployment risks in an emergency (SURE); calls on the Commission and the Member States to ensure that SURE addresses loss in income for women;
43. Welcomes the Council decision to activate the 'general escape clause', and calls on the Member States to invest in public services, including free childcare and healthcare, in order to create new quality jobs and to mitigate the socio-economic impact of the crisis; considers that austerity measures have long-term detrimental consequences, particularly on women, and must not be enforced in the post COVID-19 crisis;

²⁸ Texts adopted, P8_TA(2019)0129.

²⁹ Texts adopted, P8_TA(2019)0101.

44. Highlights the tireless and admirable work of frontline workers fighting the COVID-19 pandemic, as well as that of essential workers working to maintain public life and services and access to essential goods; stresses that 70 % of the global health and social workforce are women, and that certain professions in these sectors are often only paid the minimum wage and employed under precarious working conditions; calls on the Commission, in this context, to prepare an exhaustive assessment before the end of 2020 on the introduction of a European legal instrument to ensure decent working conditions for all workers and to strengthen collective bargaining coverage;
45. Emphasises that more than 70 % of workers in the health and social work sectors worldwide are women, and that shop and retail employees and cleaning workers are also mostly women, often earning only the minimum wage; remembers that, as in previous crises, women will be severely affected economically, also in the post-crisis period; for that reason, insists on the need for a progressive and gender-sensitive approach, both for immediate and long-term action, at national and EU level, based on quality data segregated by gender; in this regard, suggests that the Recovery Plan should take into account the occupational segregation of markets to avoid repeating what happened in previous crises, in which employment promotion has focused on male sectors, leaving feminised sectors in second place, as well as the need to break the dynamics of occupational segregation;
46. Recalls that it was mentioned at the World Economic Forum in 2018 that 58 million jobs related to artificial intelligence (AI) would be created worldwide 2022, but only 24.9 % of women who pursue higher education obtain a diploma in fields related to new technologies; stresses that it is essential to ensure that women are fairly represented in science and technology; recalls that an increase in the number of women working in the field of new technologies could generate up to EUR 16 billion in Europe;
47. Calls on the Member States to promote and facilitate the participation of women in the ICT sector, as well as empower women to become investors and entrepreneurs;
48. Notes that studies show that the pay gap between men and women is to a large extent driven by the fact that women and men work in different occupations with different level of pay; stresses that a gender-divided labour market begins with the choices made in education, and that changes in educational choices are therefore necessary in order to combat gender differences on the labour market; urges the Member States to provide better study and vocational guidance in order to ensure that all students are aware of the opportunities the labour market provides and the consequences of different educational choices;
49. Notes that female labour market participation is lower than that of men; underlines the importance of lowering income tax to encourage labour market participation;
50. Calls on the Commission to step up its efforts to increase the employment rate of women in Europe and facilitate their access to the labour market, for example by providing more incentives to promote female entrepreneurship;
51. Regrets the fact that women do not start and run businesses to the same extent as men do; urges the Member States to introduce business-friendly reforms to promote equality and increase female entrepreneurship;

52. Calls on the Commission and the Member States to implement the social aspects of the Country Specific Recommendations, having in mind respect for both subsidiarity and national competences;
53. Welcomes the Commission's commitment to promote the participation of women as voters and candidates in the 2024 European Parliament elections; in this regard, stresses the need for a revision of the Electoral Act in order to provide for the possibility of temporary replacement of Members of the European Parliament who are availing themselves of their right to maternity, paternity or parental leave; calls on the Commission to revise the Electoral Act accordingly and on the Council to endorse this revision;
54. Recognises the key role of NGOs and women's rights organisations fighting against gender inequality, discrimination and violence against women; calls on the Commission to ensure and strengthen the protection, participation and active involvement of civil society organisations by pushing for instruments to provide funding for human rights defenders and CSOs working to counter backlash and regression on gender equality and to advance women's sexual and reproductive health and rights, both within the EU and across the world;
55. Calls on the Member States to create a formal Council configuration on gender equality, in order to provide the Ministers and Secretaries of State in charge of gender equality with a dedicated forum for discussion, and to better facilitate gender mainstreaming across all EU policies, including employment and social policy;
56. Calls on the Commission to further strengthen the role of the EU as a catalyst for gender equality worldwide.

INFORMATION ON ADOPTION IN COMMITTEE ASKED FOR OPINION

Date adopted	16.7.2020
Result of final vote	+: 41 -: 11 0: 1
Members present for the final vote	Atidzhe Alieva-Veli, Abir Al-Sahlan, Marc Angel, Dominique Bilde, Gabriele Bischoff, Vilija Blinkevičiūtė, Milan Brglez, Sylvie Brunet, David Casa, Leila Chaibi, Margarita de la Pisa Carrión, Özlem Demirel, Klára Dobrev, Jarosław Duda, Estrella Durá Ferrandis, Rosa Estaràs Ferragut, Nicolaus Fest, Loucas Fourlas, Cindy Franssen, Helène Fritzon, Helmut Geuking, Elisabetta Gualmini, Alicia Homs Ginel, France Jamet, Agnes Jongerius, Ádám Kósa, Stelios Kypouropoulos, Katrin Langensiepen, Miriam Lexmann, Elena Lizzi, Radka Maxová, Kira Marie Peter-Hansen, Manuel Pizarro, Dennis Radtke, Elżbieta Rafalska, Guido Reil, Daniela Rondinelli, Mounir Satouri, Monica Semedo, Beata Szydło, Eugen Tomac, Romana Tomc, Yana Toom, Nikolaj Villumsen, Marianne Vind, Maria Walsh, Stefania Zambelli, Tatjana Ždanoka
Substitutes present for the final vote	Marc Botenga, Jordi Cañas, Lukas Mandl, Samira Rafaela, Anna Zalewska

FINAL VOTE BY ROLL CALL IN COMMITTEE ASKED FOR OPINION

41	+
EPP	David Casa, Jarosław Duda, Rosa Estaràs Ferragut, Loucas Furlas, Cindy Franssen, Stelios Kypouropoulos, Ádám Kósa, Lukas Mandl, Dennis Radtke, Eugen Tomac, Romana Tomc, Maria Walsh
S&D	Marc Angel, Gabriele Bischoff, Vilija Blinkevičiūtė, Milan Brglez, Klára Dobrev, Estrella Durá Ferrandis, Helène Fritzon, Elisabetta Gualmini, Alicia Homs Ginell, Agnes Jongerius, Manuel Pizarro, Marianne Vind
RENEW	Abir Al-Sahlani, Atidzhe Alieva-Veli, Sylvie Brunet, Jordi Cañas, Radka Maxová, Samira Rafaela, Monica Semedo, Yana Toom
VERTS/ALE	Katrin Langensiepen, Kira Marie Peter-Hansen, Mounir Satouri, Tatjana Ždanoka
GUE/NGL	Marc Botenga, Leila Chaïbi, Özlem Demirel, Nikolaj Villumsen
NI	Daniela Rondinelli

11	-
EPP	Miriam Lexmann
ID	Dominique Bilde, Nicolaus Fest, France Jamet, Elena Lizzi, Guido Reil, Stefania Zambelli
ECR	Elzbieta Rafalska, Beata Szydło, Anna Zalewska, Margarita de la Pisa Carrión

1	0
ECR	Helmut Geuking

Key to symbols:

+ : in favour

- : against

0 : abstention