



EUROPEAN PARLIAMENT

2014 - 2019

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*Committee on Women's Rights and Gender Equality*

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**2014/2160(INI)**

15.4.2015

# **AMENDMENTS**

## **1 - 169**

**Draft report**

**Anna Záborská**

(PE549.388v01-00)

on the application of 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 occupation  
(2014/2160(INI))

AM\_Com\_NonLegReport

**Amendment 1**

**Angelika Mlinar, Catherine Bearder**

**Motion for a resolution**

**Citation 8 a (new)**

*Motion for a resolution*

*Amendment*

**- having regard to the Gender Equality Index Report of the European Institute for Gender Equality;**

Or. en

**Amendment 2**

**Sophia in 't Veld, Ulrike Lunacek, Sirpa Pietikäinen, Karima Delli**

**Motion for a resolution**

**Citation 11 a (new)**

*Motion for a resolution*

*Amendment*

**- having regard to the report 'Being Trans in the European Union' by the Fundamental Rights Agency (2014);**

Or. en

**Amendment 3**

**Jadwiga Wiśniewska**

**Motion for a resolution**

**Recital B**

*Motion for a resolution*

*Amendment*

B. whereas discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation **is prohibited by EU law;**

B. whereas ***the Treaties oblige the European Union to combat*** discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation ***in defining and implementing***

*its policies;*

Or. pl

**Amendment 4**

**Karima Delli**

**Ernest Urtasun, Linnéa Engström**

**Motion for a resolution**

**Recital B**

*Motion for a resolution*

B. whereas discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual *orientation* is prohibited by EU law;

*Amendment*

B. whereas discrimination based on sex, racial or ethnic origin, religion or belief, disability, age, *sexual orientation* or sexual *identity* is prohibited by EU law;

Or. en

**Amendment 5**

**Angelika Mlinar, Catherine Bearder**

**Motion for a resolution**

**Recital B a (new)**

*Motion for a resolution*

*Amendment*

*Ba. whereas economic independence is a prerequisite for European citizens, both women and men, to exercise control and make genuine choices in their lives;*

Or. en

**Amendment 6**

**Karima Delli**

**Linnéa Engström, Ernest Urtasun**

**Motion for a resolution**

**Recital B a (new)**

*Motion for a resolution*

*Amendment*

***Ba. whereas the pay gap is even more pronounced among women with multiple disadvantages, such as women with disabilities, women belonging to minorities, unqualified women, etc.;***

Or. en

**Amendment 7**  
**Iratxe García Pérez**

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

*Motion for a resolution*

*Amendment*

***Ba. whereas Directive 2006/54/EC refers expressly to CJEU case law, which lays down that the principle of equal treatment for men and women cannot be confined to the prohibition of discrimination based on the fact that a person is of one or other sex, but that it also applies to discrimination arising from a person's gender reassignment;***

Or. es

**Amendment 8**  
**Inês Cristina Zuber**

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

*Motion for a resolution*

*Amendment*

***Ca. whereas greater equality between men and women benefits the economy and society in general, and whereas narrowing the gender pay gap helps to reduce poverty levels and increase***

*women's lifetime earnings, thus lowering the risk that women might fall into poverty while in work and also reducing the danger of poverty in retirement;*

Or. pt

**Amendment 9**  
**Csaba Molnár**

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

*Motion for a resolution*

D. whereas the 'recast Directive' was meant to make EU legislation in this area more coherent and bring it into line with CJEU case law and to bring about the simplification and modernisation of the relevant equality laws at national level, thus contributing to the improvement of the situation of women in the labour market;

*Amendment*

D. whereas the 'recast Directive' was meant to make EU legislation in this area more coherent and bring it into line with CJEU case law and to bring about the simplification and modernisation of the relevant equality laws at national level, thus contributing to the improvement of the situation of women in the labour market; *whereas the proportion of women in senior management posts in companies operating in the EU was still below 18% in 2014;*

Or. hu

**Amendment 10**  
**Vilija Blinkevičiūtė**

**Motion for a resolution**  
**Recital E**

*Motion for a resolution*

E. whereas the 'recast Directive' introduced some novelties, such as the implementation of the equal opportunities principle and the definition of the concept of indirect discrimination, and made

*Amendment*

E. whereas the 'recast Directive' introduced some novelties, such as the implementation of the equal opportunities principle and the definition of the concept of indirect discrimination, and made

explicit reference to the reconciliation of work, private and family life; whereas the impact of these novelties in Member States remains limited;

explicit reference to the reconciliation of work, private and family life; ***whereas the main challenge for all EU countries is the correct application and enforcement of the rules on equal pay, as established by Directive 2006/54/EC, and*** whereas the impact of these novelties in Member States remains limited;

Or. en

### **Amendment 11**

**Sophia in 't Veld, Ulrike Lunacek, Sirpa Pietikäinen, Karima Delli**

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

##### **Recital E**

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

E. whereas the ‘recast Directive’ introduced some novelties, such as the implementation of the equal opportunities principle and the definition of the concept of indirect discrimination, and made explicit reference to the reconciliation of work, private and family life; whereas the impact of these novelties in Member States remains limited;

###### *Amendment*

E. whereas the ‘recast Directive’ introduced some novelties, such as the implementation of the equal opportunities principle and the definition of the concept of indirect discrimination, ***protection from discrimination arising from the gender reassignment of a person***, and made explicit reference to the reconciliation of work, private and family life; whereas the impact of these novelties in Member States remains limited;

Or. en

### **Amendment 12**

**Karima Delli**

**Ernest Urtasun, Linnéa Engström**

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

##### **Recital F**

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

F. whereas the practical application of provisions on equal pay in the Member

###### *Amendment*

F. whereas the practical application of provisions on equal pay in the Member

States was acknowledged as one of the most problematic areas; whereas, **according to the latest figures, the gender pay gap still exists, standing at 16.4 %, and despite existing EU legislation and soft-law recommendations**, progress in this area is extremely *low*;

States was acknowledged as one of the most problematic areas; whereas, **despite the significant body of legislation in force for almost 40 years, the actions taken and the resources spent**, progress in this area is extremely *slow and the gender pay gap still exists, standing at 16.2 %*;

Or. en

### **Amendment 13**

**Catherine Bearder, Angelika Mlinar, Izaskun Bilbao Barandica, Beatriz Becerra Basterrechea, Sophia in 't Veld**

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

##### **Recital F**

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

F. whereas the practical application of provisions on equal pay in the Member States was acknowledged as one of the most problematic areas; whereas, according to the latest figures, the gender pay gap **still exists**, standing at **16.4 %**, **and** despite existing EU legislation and soft-law recommendations, progress in this area is extremely low;

###### *Amendment*

F. whereas the practical application of provisions on equal pay in the Member States was acknowledged as one of the most problematic areas; whereas, according to the latest figures, the gender pay gap **persists**, standing at **an average of 16.4 % across the EU, but with significant differences between member states**; **whereas** despite existing EU legislation and soft-law recommendations, progress in this area is extremely low;

Or. en

### **Amendment 14**

**Inês Cristina Zuber**

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

##### **Recital F a (new)**

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

###### *Amendment*

**Fa. whereas, as a result of labour market policies seeking to do away with the principle and practice of collective**



*bargaining, many of which stem from EU guidelines, salaries are more frequently negotiated individually, resulting in a lack of information and transparency on the individualised pay system and hence in greater wage inequalities among employees who do the same work or work of equal value and in a wider gender pay gap;*

Or. pt

**Amendment 15**  
**Vilija Blinkevičiūtė**

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

*Motion for a resolution*

*Amendment*

*Fa. whereas lack of transparency in employee wage structure creates an environment for gender bias and discriminatory pay structures to remain unrevealed by employees and/or their representatives and extremely difficult to prove thus hampering the effective implementation of the equal pay for equal work principle;*

Or. en

**Amendment 16**  
**Csaba Molnár**

**Motion for a resolution**  
**Recital G**

*Motion for a resolution*

*Amendment*

G. whereas relative progress has been made as regards women's employment rates, but despite the existing framework at

G. whereas relative progress has been made as regards women's employment rates, but despite the existing framework at

EU and national level, the level of occupational and sectoral segregation of women and men into different types of jobs remains relatively high, a situation which also has an impact on the gender pay gap over the course of a lifetime; whereas vertical segregation, whereby women feature predominantly in lower-paid occupations or are in lower-level positions in the hierarchy, also contributes to the pay gap;

EU and national level, the level of occupational and sectoral segregation of women and men into different types of jobs remains relatively high, a situation which also has an impact on the gender pay gap over the course of a lifetime; ***whereas the average difference between men's and women's pay in the European Union is 16%***; whereas vertical segregation, whereby women feature predominantly in lower-paid occupations or are in lower-level positions in the hierarchy, also contributes to the pay gap;

Or. hu

### **Amendment 17** **Inês Cristina Zuber**

#### **Motion for a resolution** **Recital G**

##### *Motion for a resolution*

G. whereas relative progress has been made as regards women's employment rates, but despite the existing framework at EU and national level, the level of occupational and sectoral segregation of women and men into different types of jobs remains relatively high, a situation which also has an impact on the gender pay gap over the course of a lifetime; whereas vertical segregation, whereby women feature predominantly in lower-paid occupations or are in lower-level positions in the hierarchy, also contributes to the pay gap;

##### *Amendment*

G. whereas relative progress has been made as regards women's employment rates, but despite the existing framework at EU and national level, the level of occupational and sectoral segregation of women and men into different types of jobs remains relatively high, a situation which also has an impact on the gender pay gap over the course of a lifetime; whereas vertical segregation, whereby women feature predominantly in lower-paid occupations or are in lower-level positions in the hierarchy, also contributes to the pay gap; ***and whereas, furthermore, unemployment and job insecurity affect women to a greater extent than men;***

Or. pt

**Amendment 18**  
**Karima Delli**  
**Ernest Urtasun, Linnéa Engström**

**Motion for a resolution**  
**Recital G**

*Motion for a resolution*

G. whereas relative progress has been made as regards women's employment rates, but despite the existing framework at EU and national level, the level of occupational and sectoral segregation of women and men into different types of jobs remains relatively high, a situation which also has an impact on the gender pay gap over the course of a lifetime; whereas vertical segregation, whereby women feature predominantly in lower-paid occupations or are in lower-level positions in the hierarchy, also contributes to the pay gap;

*Amendment*

G. whereas relative progress has been made as regards women's employment rates, but despite the existing framework at EU and national level, the level of occupational and sectoral segregation of women and men into different types of jobs remains relatively high, a situation which also has an impact on the gender pay gap over the course of a lifetime; whereas vertical segregation, whereby women feature predominantly in *part-time work*, lower-paid occupations or are in lower-level positions in the hierarchy, also contributes to the pay gap;

Or. en

**Amendment 19**  
**Catherine Bearder, Angelika Mlinar, Izaskun Bilbao Barandica, Beatriz Becerra Basterrechea, Sophia in 't Veld**

**Motion for a resolution**  
**Recital G**

*Motion for a resolution*

G. whereas *relative* progress has been made as regards women's employment rates, but despite the existing framework at EU and national level, the level of occupational and sectoral segregation of women and men into different types of jobs remains relatively high, a situation which also has an impact on the gender pay gap over the course of a lifetime; whereas vertical segregation, whereby women feature predominantly in lower-paid

*Amendment*

G. whereas *limited* progress has been made as regards women's employment rates, but despite the existing framework at EU and national level, the level of occupational and sectoral segregation of women and men into different types of jobs remains relatively high, a situation which also has an impact on the gender pay gap over the course of a lifetime; whereas vertical segregation, whereby women feature predominantly in lower-paid occupations

occupations or are in lower-level positions in the hierarchy, also contributes to the pay gap;

or are in lower-level positions in the hierarchy, also contributes to the *gender* pay gap;

Or. en

**Amendment 20**  
**Viorica Dăncilă**

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

*Motion for a resolution*

*Amendment*

*Ga. whereas employment levels are lower in rural areas and, moreover, many women are not included on the official employment market and are therefore not registered as unemployed or included in unemployment statistics, causing specific financial and legal problems in terms of maternity and sick leave, the acquisition of pension rights and access to social security, as well as problems in the event of divorce; whereas rural areas are disadvantaged by the lack of high-quality employment opportunities;*

Or. ro

**Amendment 21**  
**Evelyn Regner, Maria Noichl**

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

*Motion for a resolution*

*Amendment*

*Ga. whereas single parent families, primarily single mothers, can be found much more frequently among the working poor and single parents should pay special attention to all the measures implemented;*

**Amendment 22**  
**Karima Delli**  
**Ernest Urtasun, Linnéa Engström**

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

*Motion for a resolution*

*Amendment*

*Ga. whereas broadening women's career prospects and changing educational patterns could have a positive influence on addressing the gender pay gap, for example by increasing the numbers of female scientists and engineers; whereas education can and must contribute to eradicating gender stereotypes from society; whereas women's skills and competences are often undervalued, as are the professions and jobs in which women predominate, without this necessarily being justified by any objective criteria;*

Or. en

**Amendment 23**  
**Julie Ward, Mary Honeyball, Clare Moody**

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

*Motion for a resolution*

*Amendment*

*Ga. whereas the sectoral and occupational segregation of women in labour markets, as well as vertical segregation of women in organisational hierarchies, lead to lower levels of visibility and representation of women in the social and public spheres, and as such contribute more broadly to greater gender*

*inequalities; Whereas overcoming these various types of segregation, and having more women enter into higher positions in organisational hierarchies, would provide positive role-models for young women and girls;*

Or. en

**Amendment 24**  
**Daniela Aiuto, Marco Zullo**

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

*Motion for a resolution*

*Amendment*

*Ga. whereas many women work in companies free of charge, or as figureheads, or in undeclared employment, which seriously harms their career opportunities and has an adverse effect on their pension entitlements;*

Or. it

**Amendment 25**  
**Iratxe García Pérez**

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

*Motion for a resolution*

*Amendment*

*Ga. whereas Directive 2006/54/EC stipulates that Member States may, with a view to ensuring full equality in practice between men and women in working life, maintain or adopt measures providing for specific advantages in order to make it easier for the underrepresented sex to pursue a vocational activity or to prevent or compensate for disadvantages in professional careers (Article 3 of Directive*

**Amendment 26**  
**Karima Delli**  
**Ernest Urtasun, Linnéa Engström**

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

*Motion for a resolution*

*Amendment*

*Gb. whereas a large majority of mothers participating on the labour market bear the main responsibility for supporting their families as primary breadwinners; whereas the rate of single parents is higher for women than for men; whereas the gender pay gap has thus serious impact on living conditions, nutrition, and life opportunities of many European families;*

Or. en

**Amendment 27**  
**Julie Ward, Mary Honeyball, Clare Moody**

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

*Motion for a resolution*

*Amendment*

*Gb. whereas empowering women and girls through education, especially in the fields of science, technology, engineering, and maths, as well as encouraging women to participate in vocational training and life-long learning programmes across sectors, are important elements in promoting equal treatment and equal opportunities in employment;*

**Amendment 28**  
**Daniela Aiuto, Marco Zullo**

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

*Motion for a resolution*

*Amendment*

***Gb. whereas women are often forced to work in administrative positions in which they have no career development prospects and there is frequently a glass ceiling;***

Or. it

**Amendment 29**  
**Ivan Jakovčić**

**Motion for a resolution**  
**Recital H**

*Motion for a resolution*

*Amendment*

H. whereas motherhood and care for the elderly represent additional work that is for the most part carried out by women; whereas this work is neither paid nor valued by society, even though it contributes to social welfare and can be measured by economic indicators such as GDP; whereas this results in the widening of the income gaps that exist between women and men through the ‘costs’ of the years spent out of the labour market or of reduced hours due to part-time arrangements; whereas the impact of these elements on lifetime earnings varies across the Member States depending on the level of support given to parents, by either legislative measures or collective agreements;

H. whereas motherhood and care for the elderly represent additional work that is for the most part carried out by women; whereas this work is neither paid nor ***properly*** valued by society, even though it contributes to social welfare and can be measured by economic indicators such as GDP; whereas this results in the widening of the income gaps that exist between women and men through the ‘costs’ of the years spent out of the labour market or of reduced hours due to part-time arrangements; whereas the impact of these elements on lifetime earnings varies across the Member States depending on the level of support given to parents, by either legislative measures or collective agreements;



**Amendment 30**  
**Iratxe García Pérez**

**Motion for a resolution**  
**Recital H**

*Motion for a resolution*

H. whereas motherhood and care for the elderly represent additional work that is for the most part carried out by women; whereas this work is neither paid nor valued by society, even though it contributes to social welfare and can be measured by economic indicators such as GDP; whereas this results in the widening of the income gaps that exist between women and men through the ‘costs’ of the years spent out of the labour market or of reduced hours due to part-time arrangements; whereas the impact of these elements on lifetime earnings varies across the Member States depending on the level of support given to parents, by either legislative measures or collective agreements;

*Amendment*

H. whereas motherhood and care for **children**, the elderly **and other dependants** represent additional work that is for the most part carried out by women; whereas this work is neither paid nor valued by society, even though it contributes to social welfare and can be measured by economic indicators such as GDP; whereas this results in the widening of the income gaps that exist between women and men through the ‘costs’ of the years spent out of the labour market or of reduced hours due to part-time arrangements; whereas the impact of these elements on lifetime earnings varies across the Member States depending on the level of support given to parents, by either legislative measures or collective agreements;

Or. es

**Amendment 31**  
**Jadwiga Wiśniewska**

**Motion for a resolution**  
**Recital H**

*Motion for a resolution*

H. whereas motherhood and care for the elderly represent additional work that is for the most part carried out by women; whereas this work is neither paid nor valued by society, even though it

*Amendment*

H. whereas motherhood and care for the elderly represent additional **or full-time** work that is for the most part carried out by women; whereas this work is neither paid nor valued by society, even though it **is of**

contributes to social welfare and can be measured by economic indicators such as GDP; whereas this results in the widening of the income gaps that exist between women and men through the ‘costs’ of the years spent out of the labour market or of reduced hours due to part-time arrangements; whereas the impact of these elements on lifetime earnings varies across the Member States depending on the level of support given to parents, by either legislative measures or collective agreements;

*enormous social importance*, contributes to social welfare and can be measured by economic indicators such as GDP; whereas this results in the widening of the income gaps that exist between women and men through the ‘costs’ of the years spent out of the labour market or of reduced hours due to part-time arrangements, *and consequently also increases the pensions gap*; whereas the impact of these elements on lifetime earnings varies across the Member States depending on the level of support given to parents, by either legislative measures or collective agreements;

Or. pl

## **Amendment 32**

**Karima Delli**

**Ernest Urtasun, Linnéa Engström**

### **Motion for a resolution**

#### **Recital H**

##### *Motion for a resolution*

H. whereas motherhood and care for the elderly represent additional work that is *for the most part* carried out by women; whereas this work is neither paid nor valued by society, even though it contributes to social welfare and *can* be measured by economic indicators such as GDP; whereas this results in the widening of the income gaps that exist between women and men through the ‘costs’ of the years spent out of the labour market or of reduced hours due to part-time arrangements; whereas the impact of these elements on lifetime earnings varies across the Member States depending on the level of support given to parents, by either legislative measures or collective agreements;

##### *Amendment*

H. whereas motherhood and care for the elderly represent additional work that is *almost exclusively* carried out by women; whereas this work is neither paid nor valued by society, even though it contributes to social welfare and *could* be measured by economic indicators such as GDP; whereas this results in the widening of the income gaps that exist between women and men through the ‘costs’ of the years spent out of the labour market or of reduced hours due to part-time arrangements; whereas the impact of these elements on lifetime earnings varies across the Member States depending on the level of support given to parents, by either legislative measures or collective agreements;

**Amendment 33**  
**Inés Ayala Sender**

**Motion for a resolution**  
**Recital H**

*Motion for a resolution*

H. whereas motherhood and care for the elderly represent additional work that is for the most part carried out by women; whereas this work is neither paid nor valued by society, even though it contributes to social welfare and can be measured by economic indicators such as GDP; whereas this results in the widening of the income gaps that exist between women and men through the ‘costs’ of the years spent out of the labour market or of reduced hours due to part-time arrangements; whereas the impact of these elements on lifetime earnings varies across the Member States depending on the level of support given to parents, by either legislative measures or collective agreements;

*Amendment*

H. whereas motherhood and care for the elderly ***and for sick and disabled family members*** represent additional work that is for the most part carried out by women; whereas this work is neither paid nor valued by society, even though it contributes to social welfare and can be measured by economic indicators such as GDP; whereas this results in the widening of the income gaps that exist between women and men through the ‘costs’ of the years spent out of the labour market or of reduced hours due to part-time arrangements ***and the attendant effect of this on their pensions***; whereas the impact of these elements on lifetime earnings varies across the Member States depending on the level of support given to parents, by either legislative measures or collective agreements;

Or. es

**Amendment 34**  
**Catherine Bearder, Angelika Mlinar, Izaskun Bilbao Barandica, Beatriz Becerra Basterrechea, Sophia in 't Veld**

**Motion for a resolution**  
**Recital H**

*Motion for a resolution*

H. whereas motherhood and care for the elderly represent additional work that is for

*Amendment*

H. whereas motherhood and care for the elderly, ***disabled persons and other***

the most part carried out by women; whereas this work is *neither* paid nor valued by society, even though it contributes to social welfare and can be measured by economic indicators such as GDP; whereas this results in the widening of the income gaps that exist between women and men through the ‘costs’ of the years spent out of the labour market or of reduced hours due to part-time arrangements; whereas the impact of these elements on lifetime earnings varies across the Member States depending on the level of support given *to parents*, by either legislative measures or collective agreements;

*dependents* represent additional work that is for the most part carried out by women; whereas this work is *rarely* paid nor *adequately* valued by society, even though it contributes to social welfare and can be measured by economic indicators such as GDP; whereas this results in the widening of the income gaps that exist between women and men *and detrimentally impacts women's career paths* through the ‘costs’ of the years spent out of the labour market or of reduced hours due to part-time arrangements; whereas the impact of these elements on lifetime earnings varies across the Member States depending on the level of support given, *including childcare provision*, by either legislative measures or collective agreements;

Or. en

**Amendment 35**  
**Inés Ayala Sender**

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

*Motion for a resolution*

*Amendment*

*Ha. whereas some certain paid jobs are carried out almost exclusively by women, which leads to some vocational categories being feminised and to wage conditions which likewise cause the gender pay gap to widen;*

Or. es

**Amendment 36**  
**Biljana Borzan**

**Motion for a resolution**  
**Recital I**

*Motion for a resolution*

I. whereas women receive on average 39% less than men in pensions; whereas this situation could be the result different factors, such as the level of participation of women in paid labour, the employment structure of various sectors, the time spent in work, and the gender pay gap; whereas this increases the risk of poverty for women in retirement;

*Amendment*

I. whereas women receive on average 39% less than men in pensions; whereas this situation could be the result *of* different factors, such as the level of participation of women in paid labour, the employment structure of various sectors, the time spent in work, and the gender pay gap; whereas this increases the risk of poverty for women in retirement; ***whereas more than a third of older women in the EU have no pension whatsoever;***

Or. hr

**Amendment 37**

**Karima Delli**

**Ernest Urtasun, Linnéa Engström**

**Motion for a resolution**

**Recital I**

*Motion for a resolution*

I. whereas women receive on average 39 % less than men in pensions; whereas this situation ***could be the result different*** factors, such as ***the level of participation of women in paid labour, the employment structure of various sectors, the time spent in work, and the gender pay gap***; whereas this increases the risk of poverty for women in retirement;

*Amendment*

***I. whereas pay gap between women and men widens after retirement, pension gaps being thus considerably higher than pay gaps***; whereas women receive on average 39 % less than men in pensions; whereas this situation ***is caused by social and economic*** factors such as ***occupational and highly segregated labour markets, undervaluing of women's work, the higher proportion of women working part-time, lower hourly wages, and less years in employment***; whereas this increases the risk of poverty for women in retirement;

Or. en

**Amendment 38**  
**Inés Ayala Sender**

**Motion for a resolution**  
**Recital I**

*Motion for a resolution*

I. whereas women receive on average 39 % less than men in pensions; whereas this situation could be the result of different factors, such as the level of participation of women in paid labour, the employment structure of various sectors, the time spent in work, and the gender pay gap; whereas this increases the risk of poverty for women in retirement;

*Amendment*

I. whereas women receive on average 39 % less than men in pensions; whereas this ***unacceptable*** situation could be the result of different factors, such as the level of participation of women in paid labour, the employment structure of various sectors, the time spent in work, and the gender pay gap; whereas this increases the risk of poverty ***and inequality*** for women in retirement;

Or. es

**Amendment 39**  
**Ulrike Lunacek, Sophia in 't Veld, Karima Delli**

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

*Motion for a resolution*

I. whereas certain women are at risk of multiple discrimination in employment and occupation, such as women of ethnic minorities, lesbian women, bisexual women, transgender women, single women, women with disabilities and older women;

*Amendment*

***Ia. whereas certain women are at risk of multiple discrimination in employment and occupation, such as women of ethnic minorities, lesbian women, bisexual women, transgender women, single women, women with disabilities and older women;***

Or. en

**Amendment 40**  
**Daniela Aiuto, Marco Zullo**

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

*Motion for a resolution*

*Amendment*

***Ia. whereas women are paid less than their male counterparts even when they do the same work or work at the same level or grade;***

Or. it

**Amendment 41**  
**Vilija Blinkevičiūtė**

**Motion for a resolution**  
**Recital K**

*Motion for a resolution*

*Amendment*

K. whereas social partners and civil society organisations play a very important role in fostering equal treatment and promoting the concept of work based on equal pay;

K. whereas social partners (***trade unions and employers***) and civil society organisations play a very important role in fostering equal treatment and promoting the concept of work based on equal pay;

Or. en

**Amendment 42**  
**Catherine Bearder, Angelika Mlinar, Izaskun Bilbao Barandica, Beatriz Becerra Basterrechea, Sophia in 't Veld**

**Motion for a resolution**  
**Recital L**

*Motion for a resolution*

*Amendment*

L. whereas equality bodies should be adequately supported in the performance of their tasks ***as*** regards the promotion, monitoring and support of equal treatment in an independent and effective manner;

L. ***whereas equality bodies are present in all member states but their work and impact varies greatly depending on their level of independence and their competences and resources;*** whereas equality bodies should be adequately supported ***and strengthened*** in the performance of their tasks ***with*** regards ***to*** the promotion, monitoring and support of

equal treatment in an independent and effective manner;

Or. en

**Amendment 43**  
**Viorica Dăncilă**

**Motion for a resolution**  
**Recital M**

*Motion for a resolution*

M. whereas Parliament has repeatedly called on the Commission to review existing legislation in order to tackle the gender pay gap; whereas closing the gender pay gap would represent a means of increasing employment rates among women and decreasing the risk of poverty for women at pension age;

*Amendment*

M. whereas Parliament has repeatedly called on the Commission to review existing legislation in order to tackle the gender pay gap; ***whereas there are still very wide disparities (in some cases of over 25 %) between women's salaries and men's salaries, and whereas despite the efforts and progress made, that gap has not diminished but remained the same;*** whereas closing the gender pay gap would represent a means of increasing employment rates among women and decreasing the risk of poverty for women at pension age;

Or. ro

**Amendment 44**  
**Karima Delli**  
**Ernest Urtasun, Linnéa Engström**

**Motion for a resolution**  
**Recital M**

*Motion for a resolution*

M. whereas Parliament has repeatedly called on the Commission to review existing legislation in order to tackle the gender pay gap; whereas closing the gender pay gap would represent a means of

*Amendment*

M. whereas Parliament has repeatedly called on the Commission to review existing legislation in order to tackle the gender pay gap; whereas closing the gender pay gap would represent a means of



increasing employment rates among women and decreasing the risk of poverty for women at pension age;

increasing employment rates among women, *improving the situation of many European families*, and decreasing the risk of poverty for women, *especially* at pension age;

Or. en

**Amendment 45**  
**Karima Delli**  
**Ernest Urtasun, Linnéa Engström**

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

*Motion for a resolution*

*Amendment*

*Ma. whereas closing the gender gap would represent a means of reaching the objectives of the Europe 2020 Strategy in terms of employment and reduction of poverty, and ensuring the free movement of workers as a basic European freedom; whereas, according to the European Added Value Assessment conclusions, a one-percentage-point decrease in the gender pay gap will increase economic growth by 0,1%;*

Or. en

**Amendment 46**  
**Iratxe García Pérez**

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

*Motion for a resolution*

*Amendment*

*Ma. whereas both horizontal and vertical segregation exist on the labour market: the former because women are concentrated in a far more limited number of sectors and professions than*

*men, and these sectors and professions tend in general to be less well paid and less valued, and the latter because women carry out less well paid jobs and they come up against more obstacles to their professional development (only one third of management posts in EU firms are held by women);*

Or. es

**Amendment 47**  
**Daniela Aiuto, Marco Zullo**

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

*Motion for a resolution*

*Amendment*

*Ma. whereas equality between men and women and the need to bridge the pay gap are vital issues for employment growth, competitiveness and economic revival;*

Or. it

**Amendment 48**  
**Karima Delli**  
**Linnéa Engström, Ernest Urtasun**

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

*Motion for a resolution*

*Amendment*

*Mb. whereas implementation of the equal principle is hindered by a lack of transparency in pay systems, a lack of legal certainty on the concept of work of equal value, and by procedural obstacles;*

Or. en

**Amendment 49**  
**Iratxe García Pérez**

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

*Motion for a resolution*

*Amendment*

***Mb. whereas traditional gender roles and stereotypes still exert a great deal of influence over the division of labour in the home, in education, in careers, in the workplace and in society in general;***

Or. es

**Amendment 50**  
**Csaba Molnár**

**Motion for a resolution**  
**Paragraph 1**

*Motion for a resolution*

*Amendment*

1. Takes note that, in general, Members States have brought their national laws into line with EU law<sup>4</sup>; points out that simply transposing correctly the provisions of the ‘recast Directive’ into national law has proved insufficient in order to achieve the full application and effective enforcement thereof;

1. Takes note that, in general, Members States have brought their national laws into line with EU law<sup>4</sup>; points out that simply transposing correctly the provisions of the ‘recast Directive’ into national law has proved insufficient in order to achieve the full application and effective enforcement thereof; ***regrets that some EU Member States have still not ratified the Istanbul Convention prohibiting violence against women;***

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<sup>4</sup> According to Commission report on the application of the recast Directive (COM(2013)0861),

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<sup>4</sup> According to Commission report on the application of the recast Directive (COM(2013)0861),

Or. hu

**Amendment 51**  
**Inés Ayala Sender**

**Motion for a resolution**  
**Paragraph 1**

*Motion for a resolution*

1. Takes note that, in general, Members States have brought their national laws into line with EU law<sup>4</sup>; points out that simply transposing correctly the provisions of the ‘recast Directive’ into national law has proved insufficient in order to achieve the full application and effective enforcement thereof;

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<sup>4</sup> According to Commission report on the application of the recast Directive (COM(2013)0861),

*Amendment*

1. Takes note that, in general, Members States have brought their national laws into line with EU law<sup>4</sup>; points out than simply transposing correctly the provisions of the ‘recast Directive’ into national law has proved insufficient in order to achieve the full application and effective enforcement thereof ***and that differences in pay for men and women still persist and are even growing as a result of the crisis;***

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<sup>4</sup> According to Commission report on the application of the recast Directive (COM(2013)0861),

Or. es

**Amendment 52**  
**Karima Delli**  
**Ernest Urtasun, Linnéa Engström**

**Motion for a resolution**  
**Paragraph 1 a (new)**

*Motion for a resolution*

*Amendment*

***1a. Reiterates the importance for the Member States to clearly include in their national legislation the prohibition of any discrimination based on sexual identity or gender reassignment;***

Or. en

**Amendment 53**  
**Iratxe García Pérez**

**Motion for a resolution**  
**Paragraph 2**

*Motion for a resolution*

2. ***Underlines the fact*** that the Member States were obliged to transpose only those ‘substantive changes’ brought about by the ‘recast Directive’ ***which*** had not been clearly identified; ***underlines the fact*** that the Commission’s efforts to monitor implementation were limited in their impact as regards ensuring a coherent approach and securing the necessary guidance in order to allow for effective implementation at national level;

*Amendment*

2. ***Regrets*** that ***although*** the Member States were obliged to transpose only those ‘substantive changes’ brought about by the ‘recast Directive’, ***transposition of the Directive has only been sufficiently clear and correct in two Member States, with matters still outstanding in the remaining 26 Member States; points out, however, that these changes*** had not been clearly identified; ***underlines the fact*** that the Commission’s efforts to monitor implementation were limited in their impact as regards ensuring a coherent approach and securing the necessary guidance in order to allow for effective implementation at national level;

Or. es

**Amendment 54**  
**Karima Delli**  
**Linnéa Engström, Ernest Urtasun**

**Motion for a resolution**  
**Paragraph 2 a (new)**

*Motion for a resolution*

***2a. Highlights the fact that Member States did not seize the opportunity to simplify and modernise their legislation on equal opportunity and equal treatment between women and men in matters of employment and occupation; points out that Member States are not only expected to transpose the directive but also to ensure the monitoring of the implementation of the principle of equal***

*Amendment*

*pay and the enforcement of all available remedies for pay discrimination;*

Or. en

**Amendment 55**  
**Inês Cristina Zuber**

**Motion for a resolution**  
**Paragraph 3**

*Motion for a resolution*

3. Calls, therefore, on the Commission to identify the weak points of the ‘recast Directive’ and prepare the legislative proposal that would replace it;

*Amendment*

3. Calls, therefore, on the Commission to identify the weak points of the ‘recast Directive’ and prepare the legislative proposal that would replace it, ***providing in that proposal for more effective means of supervising the implementation and enforcement of the directive in Member States;***

Or. pt

**Amendment 56**  
**Michaela Šojdrová**

**Motion for a resolution**  
**Paragraph 3**

*Motion for a resolution*

3. Calls, therefore, on the Commission to identify the weak points of the ‘recast Directive’ and ***prepare*** the legislative proposal that would replace it;

*Amendment*

3. Calls, therefore, on the Commission to identify the weak points of the ‘recast Directive’ and ***assess whether full application of the directive and fulfilling its objectives can be achieved through better implementation by the Member States or through preparing*** the legislative proposal that would replace it;

Or. en

**Amendment 57**  
**Inés Ayala Sender**

**Motion for a resolution**  
**Paragraph 3**

*Motion for a resolution*

3. ***Calls***, therefore, on the Commission to identify the weak points of the ‘recast Directive’ and prepare the legislative proposal that would replace it;

*Amendment*

3. ***Regrets that the Commission has still not adopted the legislative initiative which it had undertaken to present last year in order to promote and facilitate effective implementation of the principle of equal pay in practice; calls***, therefore, on the Commission to identify the weak points of the ‘recast Directive’ and prepare ***urgently*** the legislative proposal that would replace it;

Or. es

**Amendment 58**  
**Inés Ayala Sender**

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

*Motion for a resolution*

3a. ***Points out that the situation of women on the labour market has worsened as a result of the economic crisis: the number of women out of work has risen more than that of men, as has the number of women in insecure jobs and underemployment, and the number and percentage of women in management posts has also fallen considerably; points out too that fear of losing their job has caused many women to abandon the option of reconciling work and family life by means of a shorter working day or similar formulas, making a balanced family life difficult which has exacerbated the falling birth rates in some Member States; asks the Commission to assess this***

*Amendment*

3a. ***Points out that the situation of women on the labour market has worsened as a result of the economic crisis: the number of women out of work has risen more than that of men, as has the number of women in insecure jobs and underemployment, and the number and percentage of women in management posts has also fallen considerably; points out too that fear of losing their job has caused many women to abandon the option of reconciling work and family life by means of a shorter working day or similar formulas, making a balanced family life difficult which has exacerbated the falling birth rates in some Member States; asks the Commission to assess this***

*trend, and the measures different governments have taken to counter this phenomenon, and to put forward measures to lessen the effects of the crisis on equal treatment at work and the work-life balance;*

Or. es

**Amendment 59**  
**Inês Cristina Zuber**

**Motion for a resolution**  
**Paragraph 4**

*Motion for a resolution*

*Amendment*

*4. Takes note that direct discrimination as regards pay appears to have lowered in Member States and that the evaluation of work, in particular that which is done through collective agreements, continues to be the main problem;*

*deleted*

Or. pt

**Amendment 60**  
**Karima Delli**  
**Linnéa Engström, Ernest Urtasun**

**Motion for a resolution**  
**Paragraph 4**

*Motion for a resolution*

*Amendment*

4. Takes note that direct discrimination as regards pay appears to have lowered in Member States and that the evaluation of work, in particular that which is done through collective agreements, *continues* to be the main *problem*;

4. Takes note that direct discrimination as regards pay *for the exact same work* appears to have lowered in Member States and that the evaluation of work, in particular that which is done through collective agreements, *and the evaluation of work of equal value continue* to be the main *problems*;



**Amendment 61**  
**Inês Cristina Zuber**

**Motion for a resolution**  
**Paragraph 4 a (new)**

*Motion for a resolution*

*Amendment*

***4a. Points out that in recent years the pay gap has narrowed only marginally and that the slight downward trend over the last few years has been due largely to the so-called austerity policies, which have caused men's pay to decline without any increase in women's pay;***

Or. pt

**Amendment 62**  
**Catherine Bearder, Angelika Mlinar, Izaskun Bilbao Barandica, Beatriz Becerra Basterrechea**

**Motion for a resolution**  
**Paragraph 6**

*Motion for a resolution*

*Amendment*

6. Reiterates the need for clear definitions ***of different concepts*** at EU level, such as gender pay gap, remuneration, direct and indirect pay discrimination, work treated as 'equal' and work of the same value; points out that due to the various types of work contracts that exist, the current calculation of the gender pay gap can lead to a distorted understanding of the problem of equal pay; calls on the Commission to analyse possible distortions and propose ***a solution***;

6. Reiterates the need for clear definitions at EU level, ***of terms*** such as gender pay gap, ***gender pension gap***, remuneration, direct and indirect pay discrimination, work treated as 'equal' and work of the same value; points out that due to the various types of work contracts that exist, ***both statutory and contractual***, the current calculation of the gender pay gap can lead to a distorted understanding of the problem of equal pay; calls on the Commission to analyse ***these*** possible distortions and propose ***adequate solutions, including the introduction of mandatory pay audits for***

*companies listed on stock exchanges in the EU Member States, except for small and medium-sized companies (SMEs), and the possibility of sanctions in cases of non-compliance;*

Or. en

**Amendment 63**  
**Karima Delli**  
**Linnéa Engström, Ernest Urtasun**

**Motion for a resolution**  
**Paragraph 6**

*Motion for a resolution*

6. Reiterates the need for clear definitions of different concepts at EU level, such as gender pay gap, remuneration, direct and indirect pay discrimination, work treated as ‘equal’ and work of the same value; points out that due to the various types of work contracts that exist, the current calculation of the gender pay gap can lead to a distorted understanding of the problem of equal pay; calls on the Commission to analyse possible distortions and propose a solution;

*Amendment*

6. Reiterates the need for clear definitions of different concepts at EU level, such as gender pay gap, remuneration, direct and indirect pay discrimination, **and especially** work treated as ‘equal’ and work of the same value; points out that due to the various types of work contracts that exist, the current calculation of the gender pay gap can lead to a distorted understanding of the problem of equal pay; calls on the Commission to analyse possible distortions and propose a solution;

Or. en

**Amendment 64**  
**Inés Ayala Sender**

**Motion for a resolution**  
**Paragraph 6**

*Motion for a resolution*

6. Reiterates the need for clear definitions of different concepts at EU level, such as gender pay gap, remuneration, direct and indirect pay discrimination, work treated as

*Amendment*

6. Reiterates the need for clear, **harmonised** definitions **for comparison** of different concepts at EU level, such as gender pay gap, remuneration, direct and

‘equal’ and work of the same value; points out that due to the various types of work contracts that exist, the current calculation of the gender pay gap can lead to a distorted understanding of the problem of equal pay; calls on the Commission to analyse possible distortions and propose a solution;

indirect pay discrimination, work treated as ‘equal’ and work of the same value; points out that due to the various types of work contracts that exist, the current calculation of the gender pay gap can lead to a distorted understanding of the problem of equal pay; calls on the Commission to analyse possible distortions and propose a solution;

Or. es

### **Amendment 65**

**Catherine Bearder, Angelika Mlinar, Izaskun Bilbao Barandica, Beatriz Becerra Basterrechea, Sophia in 't Veld**

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

##### **Paragraph 7**

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

7. Calls on the Commission and the Member States to map the application of the existing job evaluation and classification systems which vary considerably; calls on the Commission to introduce guidelines for neutral job evaluation and classification systems, including specific measures, such as the proportional representation of women and men on evaluation committees, the development of neutral job descriptions and of weighting grids, and the definition of clear criteria for assessing the value of work;

###### *Amendment*

7. Calls on the Commission and the Member States to map the application of the existing job evaluation and classification systems which vary considerably; calls on the Commission to introduce guidelines for **gender** neutral job evaluation and classification systems, including specific measures, such as the proportional representation of women and men on evaluation committees, the development of **gender** neutral job descriptions and of weighting grids, and the definition of clear criteria for assessing the value of work;

Or. en

### **Amendment 66**

**Inês Cristina Zuber**

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

##### **Paragraph 7 a (new)**

*Motion for a resolution*

*Amendment*

***7a. Maintains that job evaluation and classification systems should preferably be based on collective bargaining;***

Or. pt

**Amendment 67**  
**Karima Delli**  
**Linnéa Engström, Ernest Urtasun**

**Motion for a resolution**  
**Paragraph 7 a (new)**

*Motion for a resolution*

*Amendment*

***7a. Calls on the Member States to introduce and use clear and gender-neutral job evaluation and classification systems based on the Guidelines written by the Commission, so that they detect indirect pay discrimination related to the undervaluation of jobs typically done by women;***

Or. en

**Amendment 68**  
**Jadwiga Wiśniewska**

**Motion for a resolution**  
**Paragraph 8**

*Motion for a resolution*

*Amendment*

8. Points out that a clear ***and harmonised*** job classification system and wage transparency will improve access to justice; notes that several Member States have already taken specific wage transparency measures; underlines the disparity that

8. Points out that a clear job classification system and wage transparency will improve access to justice; notes that several Member States have already taken specific wage transparency measures; underlines the disparity that exists between

exists between these measures and takes note of the 2014 Commission recommendations on wage transparency; calls on the Commission to evaluate the real impact of these recommendations;

these measures and takes note of the 2014 Commission recommendations on wage transparency; calls on the Commission to evaluate the real impact of these recommendations;

Or. pl

#### **Amendment 69**

**Karima Delli**

**Linnéa Engström, Ernest Urtasun**

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

##### **Paragraph 8**

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

8. Points out that a clear and harmonised job classification system and wage transparency will improve access to justice; notes that several Member States have already taken specific wage transparency measures; underlines the disparity that exists between these measures and takes note of the 2014 Commission recommendations on wage transparency; calls on the Commission to evaluate the real impact of these recommendations;

###### *Amendment*

8. Points out that a clear and harmonised **gender-neutral** job classification system and wage transparency will **contribute to close the gender pay gap and** improve access to justice; notes that several Member States have already taken specific wage transparency measures; underlines the disparity that exists between these measures and takes note of the 2014 Commission recommendations on wage transparency; calls on the Commission to evaluate the real impact of these recommendations;

Or. en

#### **Amendment 70**

**Catherine Bearder, Angelika Mlinar, Izaskun Bilbao Barandica, Beatriz Becerra Basterrechea, Sophia in 't Veld**

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

##### **Paragraph 8**

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

8. Points out that a clear and harmonised job classification system and wage

###### *Amendment*

8. Points out that a clear and harmonised job classification system and **greater** wage

transparency will improve access to justice; notes that several Member States have already taken specific wage transparency measures; underlines the disparity that exists between these measures and takes note of the 2014 Commission recommendations on wage transparency; calls on the Commission to evaluate the real impact of these recommendations;

transparency will improve access to justice; notes that several Member States have already taken specific wage transparency measures; underlines the disparity that exists between these measures and takes note of the 2014 Commission recommendations on wage transparency, ***although regrets its non-binding nature and lack of formal sanctions***; calls on the Commission to evaluate the real impact of these recommendations;

Or. en

**Amendment 71**  
**Mary Honeyball, Clare Moody, Julie Ward**

**Motion for a resolution**  
**Paragraph 8**

*Motion for a resolution*

8. Points out that a clear and harmonised job classification system and wage transparency will improve access to justice; notes that several Member States have already taken specific wage transparency measures; underlines the disparity that exists between these measures and takes note of the 2014 Commission recommendations on wage transparency; calls on the Commission to evaluate the real impact of these recommendations;

*Amendment*

8. Points out that a clear and harmonised job classification system and wage transparency will improve access to justice; notes that several Member States have already taken specific wage transparency measures; underlines the disparity that exists between these measures and takes note of the 2014 Commission recommendations on wage transparency; calls on the Commission to evaluate the real impact of these recommendations ***including the requirement for large and medium companies to report regularly on average remuneration by category of employee or position, broken down by gender***;

Or. en

**Amendment 72**  
**Karima Delli**  
**Linnéa Engström, Ernest Urtasun**

**Motion for a resolution**  
**Paragraph 8 a (new)**

*Motion for a resolution*

*Amendment*

***8a. Calls on the Commission to include in the new legislative proposal the measures mentioned in 2014 Commission recommendations on wage transparency (entitlement to request pay information, company reporting, pay audits, equal pay collective bargaining); points out that the introduction of financial penalties for employers that do not respect wage equality is likely to be a relevant means to close the gender pay gap; highlights the fact that the equality bodies should be entitled to monitor and assess the pay practices of the employers ;***

Or. en

**Amendment 73**  
**Iratxe García Pérez**

**Motion for a resolution**  
**Paragraph 8 a (new)**

*Motion for a resolution*

*Amendment*

***8a. Stresses that a range of sanctions would need to be established at EU level to be meted out to companies and employers in general that fail to comply with rules on equal opportunities and equal treatment of men and women in matters concerning employment and occupation, and on equal pay in particular, said sanctions to include fines, ineligibility for public subsidies, a ban on taking part in public procurement and publication of offenders' names;***

Or. es

#### **Amendment 74**

**Catherine Bearder, Izaskun Bilbao Barandica, Beatriz Becerra Basterrechea, Sophia in 't Veld**

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

##### **Paragraph 9**

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

9. Underlines *the fact* that occupational pensions schemes are to be considered as pay and that the principle of equal treatment applies to these schemes; calls on the Commission to monitor closely and report on the implementation of this principle as the transposition has proved to be unclear in some Member States and the distinction between statutory and occupational schemes still poses problems in certain cases;

###### *Amendment*

9. Underlines that occupational pensions schemes are to be considered as pay and that the principle of equal treatment applies to these schemes *and recognises that women's access to occupational pension schemes is more restricted, due to shorter working hours, shorter length of service and horizontal and vertical gender segregation in the labour market, the gender pay gap and contribution based schemes rarely take care related breaks and involuntary part-time work into account; calls on the Commission to examine the impact of the shift from statutory state pensions towards occupational and private schemes on the gender pension gap*; calls on the Commission to monitor closely and report on the implementation of this principle as the transposition has proved to be unclear in some Member States and the distinction between statutory and occupational schemes still poses problems in certain cases;

Or. en

#### **Amendment 75**

**Catherine Bearder, Izaskun Bilbao Barandica, Izaskun Bilbao Barandica, Beatriz Becerra Basterrechea, Sophia in 't Veld**

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

##### **Paragraph 9 a (new)**



*Motion for a resolution*

*Amendment*

***9a. Calls on the Member States to safeguard their maternity entitlements, to take measures to prevent the unfair dismissal of employees during pregnancy and when returning to work after maternity leave; calls on the Council to finally adopt a common position on the revision of the directive on the implementation of measures to promote improvements in the health and safety at work of pregnant workers, workers who have recently given birth and women who are breastfeeding; the so-called Maternity Leave Directive, and the Women on Boards directive***

Or. en

**Amendment 76**  
**Inés Ayala Sender**

**Motion for a resolution**  
**Paragraph 10**

*Motion for a resolution*

10. Takes note that in the implementation of the provisions on the protection against discrimination in relation to maternity leave and paternity and/or adoption leave, there are significant differences between Member States; underlines the need to address in a coherent way at national level the specific challenges that exist, including the sectoral (public-private) and organisational (between companies) differences, the situation as regards atypical and part-time contracts, and the practices of terminating fixed-term contracts in the protection period and inducing voluntary job resignations;

*Amendment*

10. Takes note that in the implementation of the provisions on the protection against discrimination in relation to maternity leave and paternity and/or adoption leave, there are significant differences between Member States; underlines the need to address in a coherent way at national level the specific challenges that exist, including the sectoral (public-private) and organisational (between companies ***and between large, small and medium-sized companies***) differences, the situation as regards atypical and part-time contracts, and the practices of terminating fixed-term contracts in the protection period and inducing voluntary job resignations;

**Amendment 77**  
**Daniela Aiuto, Marco Zullo**

**Motion for a resolution**  
**Paragraph 10 a (new)**

*Motion for a resolution*

*Amendment*

***10a. Takes the view that the Commission and the Member States should adopt shared measures on maternity and paternity leave which enable women to have children without any negative repercussions on their professional status whilst at the same time ensuring that employers do not suffer damage to their businesses;***

Or. it

**Amendment 78**  
**Iratxe García Pérez**

**Motion for a resolution**  
**Paragraph 10 a (new)**

*Motion for a resolution*

*Amendment*

***10a. Emphasises the need to combat the specific obstacles faced by women and girls with disabilities, and by the parents of children with disabilities as regards equal access to education and to the labour market; emphasises too the need to adapt the measures so that the gender dimension is incorporated into all policies and the particular characteristics of people with special needs, such as the disabled, people from ethnic minorities, immigrants, the long-term unemployed, etc. are taken into account;***

**Amendment 79**  
**Enrico Gasbarra**

**Motion for a resolution**  
**Paragraph 11**

*Motion for a resolution*

11. Calls on the Commission and the Member States, by creating effective monitoring systems, to take actions to improve the collection of data on harassment and discrimination cases on the grounds of sex, including as regards discrimination related to pregnancy and maternity and other forms of leave;

*Amendment*

11. Calls on the Commission and the Member States, by creating effective monitoring systems, to take ***supervisory and control measures*** to improve the collection of data on harassment and discrimination cases on the grounds of sex, including as regards discrimination related to pregnancy and maternity and other forms of leave; ***in these cases provision should also be made for a penalty system, but efforts should be made above all in terms of prevention, to make services accessible to pregnant women or new mothers which can help them to balance their pregnancy or maternity with their occupation, without being forced to choose between job and family, as still all too often happens;***

Or. it

**Amendment 80**  
**Catherine Bearder, Angelika Mlinar, Izaskun Bilbao Barandica, Beatriz Becerra Basterrechea, Sophia in 't Veld**

**Motion for a resolution**  
**Paragraph 11**

*Motion for a resolution*

11. Calls on the Commission and the Member States, by creating effective monitoring systems, to take actions to improve the collection of data on

*Amendment*

11. Calls on the Commission and the Member States, by creating effective monitoring systems, to take actions to improve the collection of data on

harassment and discrimination cases on the grounds of sex, including as regards discrimination related to pregnancy and maternity and other forms of leave;

harassment and discrimination cases on the grounds of sex, including as regards discrimination related to pregnancy and maternity and other forms of leave; ***calls on the Commission to include an assessment of the implementation of Article 26 (regarding sexual harassment) in its evaluation report on the implementation of Directive 2006/54/EC;***

Or. en

**Amendment 81**  
**Karima Delli**  
**Linnéa Engström, Ernest Urtasun**

**Motion for a resolution**  
**Paragraph 11 a (new)**

*Motion for a resolution*

*Amendment*

***11a. Calls on the Commission and the Member States to include measures to protect women against moral and sexual harassment in the workplace ;***

Or. en

**Amendment 82**  
**Ulrike Lunacek, Sophia in 't Veld, Sirpa Pietikäinen**

**Motion for a resolution**  
**Paragraph 11 a (new)**

*Motion for a resolution*

*Amendment*

***11a. Regrets that many Member States have failed to introduce explicit protection from discrimination related to gender reassignment, when transposing the Directive and calls upon the European Commission to hold Member States accountable; believes that the current legal protection accorded by the Directive***

*to those who intend to undergo, are undergoing or have undergone gender reassignment should be extended to all transgender persons; calls, in this regard, to include explicitly a ban on discrimination on grounds of gender identity in any future recast;*

Or. en

**Amendment 83**  
**Daniela Aiuto, Marco Zullo**

**Motion for a resolution**  
**Paragraph 11 a (new)**

*Motion for a resolution*

*Amendment*

*11a. Calls on the Commission and the Member States to adopt all possible measures to prevent and penalise acts of abuse or coercion, situations conducive to blackmail and/or subjugation, or violence against women at the workplace, pointing out that, in addition to acts of physical violence, segregation and discrimination are also forms of mental cruelty or psychological aggression;*

Or. it

**Amendment 84**  
**Iratxe García Pérez**

**Motion for a resolution**  
**Paragraph 11 a (new)**

*Motion for a resolution*

*Amendment*

*11a. Points out that there are significant differences between the Member States as regards implementation of the clauses on equal treatment for transsexual people, and in particular those who have*

*undergone a change in sex; calls on the Member States to state clearly and expressly in their national laws that people in the process of changing their sex, or who have already done so, have the right not to suffer discrimination; calls on the Commission to compile data on compliance with these clauses and to encourage exchange of best practice;*

Or. es

**Amendment 85**  
**Inês Cristina Zuber**

**Motion for a resolution**  
**Paragraph 12**

*Motion for a resolution*

12. Points out that access to justice in this field is limited due to several causes, such as the length or costs of the procedures, the absence of free legal aid or the fear of victim stigmatisation in the workplace; underlines the fact that the application of the burden of proof rule also poses problems in several Member States; calls on the Member States to support equality bodies, trade unions and NGOs in taking an active role in providing assistance to victims of discrimination;

*Amendment*

12. Points out that access to justice in this field is limited due to several causes, such as the length or costs of the procedures, the absence of free legal aid, the fear of victim stigmatisation in the workplace, *or the fact that women workers might be afraid of suffering reprisals if they were to speak out about their work situation*; underlines the fact that the application of the burden of proof rule also poses problems in several Member States; calls on the Member States to support equality bodies, trade unions and NGOs in taking an active role in providing assistance to victims of discrimination;

Or. pt

**Amendment 86**  
**Ivan Jakovčić**

**Motion for a resolution**  
**Paragraph 12**

*Motion for a resolution*

12. Points out that access to justice in this field is limited due to several causes, such as the length or costs of the procedures, the absence of free legal aid or the fear of victim stigmatisation in the workplace; underlines the fact that the application of the burden of proof rule also poses problems in several Member States; calls on the Member States to support equality bodies, trade unions and NGOs in taking an active role in providing assistance to victims of discrimination;

*Amendment*

12. Points out that access to justice in this field is limited due to several causes, such as the length or costs of the procedures, the absence of free legal aid or the fear of victim stigmatisation in the workplace; underlines the fact that the application of the burden of proof rule also poses problems in several Member States; calls on the Member States **and regional and local authorities** to support equality bodies, trade unions and NGOs in taking an active role in providing assistance to victims of discrimination;

Or. hr

**Amendment 87**  
**Vilija Blinkevičiūtė**

**Motion for a resolution**  
**Paragraph 12**

*Motion for a resolution*

12. Points out that access to justice in this field is limited due to several causes, such as the length or costs of the procedures, the absence of free legal aid or the fear of victim stigmatisation in the workplace; underlines the fact that the application of the burden of proof rule also poses problems in several Member States; calls on the Member States to support equality bodies, trade unions and NGOs in taking an active role in providing assistance to victims of discrimination;

*Amendment*

12. Points out that access to justice in this field is limited due to several causes, such as the length or costs of the procedures, the absence of free legal aid or the fear of victim stigmatisation in the workplace; underlines the fact that the application of the burden of proof rule also poses problems in several Member States; calls on the Member States to support equality bodies, **social partners** (trade unions **and employers**) and NGOs in taking an active role in providing assistance to victims of discrimination;

Or. en

**Amendment 88**  
**Aldo Patriciello**

**Motion for a resolution**  
**Paragraph 12**

*Motion for a resolution*

12. Points out that access to justice in this field is limited due to several causes, such as the length or costs of the procedures, the absence of free legal aid or the fear of victim stigmatisation in the workplace; underlines the fact that the application of the burden of proof rule also poses problems in several Member States; calls on the Member States to support equality bodies, trade unions and NGOs in taking an active role in providing assistance to victims of discrimination;

*Amendment*

12. Points out that access to justice in this field is limited due to several causes, such as the *excessive* length or *high* costs of the procedures, the absence of free legal aid or the fear of victim stigmatisation in the workplace; underlines the fact that the application of the burden of proof rule also poses problems in several Member States; calls on the Member States to support equality bodies, trade unions and NGOs in taking an active role in providing assistance to victims of discrimination;

Or. it

**Amendment 89**  
**Karima Delli**  
**Ernest Urtasun, Linnéa Engström**

**Motion for a resolution**  
**Paragraph 12**

*Motion for a resolution*

12. Points out that access to justice in this field is limited due to several causes, such as the length *or* costs of the procedures, the absence of free legal aid or the fear of victim stigmatisation in the workplace; underlines the fact that the application of the burden of proof rule also poses problems in several Member States; calls on the Member States to support equality bodies, trade unions and NGOs in taking an active role in providing assistance to victims of discrimination;

*Amendment*

12. Points out that access to justice in this field is limited due to several causes, such as the length *and* costs of the procedures, the absence of free legal aid, *the absence of dissuasive penalties for employers who do not respect wage equality*, or the fear of victim stigmatisation in the workplace; underlines the fact that the application of the burden of proof rule also poses problems in several Member States; calls on the Member States to support equality bodies, trade unions and NGOs in taking an active role in providing assistance to victims of discrimination;



### Amendment 90

Catherine Bearder, Angelika Mlinar, Izaskun Bilbao Barandica, Beatriz Becerra Basterrechea, Sophia in 't Veld

#### Motion for a resolution

##### Paragraph 12

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

12. Points out that access to justice in this field is limited due to several causes, such as the length or costs of the procedures, the absence of free legal aid *or* the fear of *victim* stigmatisation in the workplace; underlines the fact that the application of the burden of proof rule also poses problems in several Member States; calls on the Member States to support equality bodies, trade unions and NGOs in taking an active role in providing assistance to victims of discrimination;

###### *Amendment*

12. Points out that access to justice in this field is limited due to several causes, such as the length or costs of the procedures, the *challenges faced by equality bodies in some member states, the lack of wage transparency, the* absence of free legal aid *and* the fear of stigmatisation in the workplace; underlines the fact that the application of the burden of proof rule also poses problems in several Member States; calls on the Member States to support equality bodies, trade unions, *community organisations* and NGOs in taking an active role in providing assistance to victims of discrimination;

### Amendment 91

Inés Ayala Sender

#### Motion for a resolution

##### Paragraph 12

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

12. Points out that access to justice in this field is limited due to several causes, such as the length or costs of the procedures, the absence of free legal aid *or* the fear of *victim* stigmatisation in the workplace; underlines the fact that the application of the burden of proof rule also poses

###### *Amendment*

12. Points out that access to justice in this field is limited due to several causes, such as the length or costs of the procedures, the absence of free legal aid *or* the fear of *victim* stigmatisation in the workplace; underlines the fact that the application of the burden of proof rule also poses

problems in several Member States; calls on the Member States to support equality bodies, trade unions and NGOs *in taking an active role in providing assistance to victims of discrimination*;

problems in several Member States *by making defence of female workers difficult since often they do not have access to this information or only restricted access and it may mean the loss of their job*; calls on the Member States to *take an active role in providing assistance to victims of discrimination, either directly or through* support for equality bodies, trade unions and NGOs *working in this field*;

Or. es

**Amendment 92**  
**Ulrike Lunacek, Karima Delli**

**Motion for a resolution**  
**Paragraph 12**

*Motion for a resolution*

12. Points out that access to justice in this field is limited due to several causes, such as the length or costs of the procedures, the absence of free legal aid or the fear of victim stigmatisation in the workplace; underlines the fact that the application of the burden of proof rule also poses problems in several Member States; calls on the Member States to support equality bodies, trade unions and NGOs in taking an active role in providing assistance to victims of discrimination;

*Amendment*

12. Points out that access to justice in this field is limited due to several causes, such as the length or costs of the procedures, the absence of free legal aid or the fear of victim stigmatisation in the workplace; underlines the fact that the application of the burden of proof rule also poses problems in several Member States; calls on the Member States to support equality bodies, trade unions and NGOs in taking an active role in providing assistance to victims of discrimination *and pay particular attention to women victim of multiple discrimination, including women of ethnic minorities, lesbian women, bisexual women, transgender women, women with disabilities and older women*;

Or. en

**Amendment 93**  
**Karima Delli**

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**Linnéa Engström, Ernest Urtasun**

**Motion for a resolution**

**Paragraph 12 a (new)**

*Motion for a resolution*

*Amendment*

*12a. Points out that a relevant solution to improve access to justice in this field would be to give the power to independent equality bodies to provide help to victims of discrimination; this help should include free legal aid (information needed to make a successful equal pay claim and information about the pay levels for categories of employees who perform the same work or work of equal value), a financial aid to cover the judiciary procedures, and the right to represent individuals in cases of pay discrimination;*

Or. en

**Amendment 94**

**Inés Ayala Sender**

**Motion for a resolution**

**Paragraph 12 a (new)**

*Motion for a resolution*

*Amendment*

*12a. Suggests in this regard that confidential reporting systems be introduced in the Member States to enable women to report possible instances of inequality of treatment in the workplace, and in SMEs in particular where it is more difficult for a female employee to report discrimination of this kind;*

Or. es

**Amendment 95**

**Karima Delli**

**Linnéa Engström, Ernest Urtasun**

**Motion for a resolution**

**Paragraph 12 b (new)**

*Motion for a resolution*

*Amendment*

***12b. Reiterates the need to reduce the length of the procedures and to determinate sanctions and penalties which have a detrimental effect on employers, and compensations that grant victims with appropriate remedies;***

Or. en

**Amendment 96**

**Ivan Jakovčić**

**Motion for a resolution**

**Paragraph 13**

*Motion for a resolution*

*Amendment*

13. Calls on the Commission to assess the existing best practices and to disseminate the results of this assessment as regards the effective measures that Member States could take to encourage employers and organisations involved in vocational training to prevent all forms of discrimination on the grounds of sex, in particular as regards harassment and sexual harassment in the workplace, through enhancing access to employment, offering further vocational training and promoting best practices;

13. Calls on the Commission to assess the existing best practices and to disseminate the results of this assessment as regards the effective measures that Member States ***and regional and local authorities*** could take to encourage employers and organisations involved in vocational training to prevent all forms of discrimination on the grounds of sex, in particular as regards harassment and sexual harassment in the workplace, through enhancing access to employment, offering further vocational training and promoting best practices;

Or. hr

**Amendment 97**

**Enrico Gasbarra**

**Motion for a resolution**  
**Paragraph 13**

*Motion for a resolution*

13. Calls on the Commission to assess the existing best practices and to disseminate the results of this assessment as regards the effective measures that Member States could take to encourage employers and organisations involved in vocational training to prevent all forms of discrimination on the grounds of sex, in particular as regards harassment and sexual harassment in the workplace, through enhancing access to employment, offering further vocational training and promoting best practices;

*Amendment*

13. Calls on the Commission to assess, ***exchange and compare*** the existing best practices and to disseminate the results of this assessment as regards the effective measures that Member States could take to encourage employers and organisations involved in vocational training to prevent all forms of discrimination on the grounds of sex, in particular as regards harassment and sexual harassment in the workplace, through enhancing access to employment, offering further vocational training and promoting best practices;

Or. it

**Amendment 98**  
**Inés Ayala Sender**

**Motion for a resolution**  
**Paragraph 13**

*Motion for a resolution*

13. Calls on the Commission to assess the existing best practices and to disseminate the results of this assessment as regards the effective measures that Member States could take to encourage employers and organisations involved in vocational training to prevent all forms of discrimination on the grounds of sex, in particular as regards harassment and sexual harassment in the workplace, through enhancing access to employment, offering further vocational training and promoting best practices;

*Amendment*

13. Calls on the Commission to assess the existing best practices and to disseminate the results of this assessment as regards the effective measures that Member States could take to encourage employers, ***trade unions*** and organisations involved in vocational training to ***be active in promoting gender equality and*** prevent all forms of discrimination on the grounds of sex, in particular as regards harassment and sexual harassment in the workplace, through enhancing access to employment, offering further vocational training and promoting best practices ***and positive 'anti-harassment' peacemaking strategies***;

**Amendment 99**

**Sophia in 't Veld, Ulrike Lunacek, Sirpa Pietikäinen, Karima Delli**

**Motion for a resolution**

**Paragraph 13**

*Motion for a resolution*

13. Calls on the Commission to assess the existing best practices and to disseminate the results of this assessment as regards the effective measures that Member States could take to encourage employers and organisations involved in vocational training to prevent all forms of discrimination *on the grounds of sex*, in particular as regards harassment and sexual harassment in the workplace, through enhancing access to employment, offering further vocational training and promoting best practices;

*Amendment*

13. Calls on the Commission to assess the existing best practices and to disseminate the results of this assessment as regards the effective measures that Member States could take to encourage employers and organisations involved in vocational training to prevent all forms of *gender-based* discrimination, in particular as regards harassment and sexual harassment in the workplace, through enhancing access to employment, offering further vocational training and promoting best practices;

Or. en

**Amendment 100**

**Julie Ward, Mary Honeyball, Clare Moody**

**Motion for a resolution**

**Paragraph 13 a (new)**

*Motion for a resolution*

*13a. Calls on the Commission and Member States to take measures to facilitate and improve the access of women to life-long learning, vocational training, and mentoring networks across Europe, especially in male-dominated sectors, and to disseminate best practice;*

Or. en

**Amendment 101**  
**Inés Ayala Sender**

**Motion for a resolution**  
**Subheading 4**

*Motion for a resolution*

Promotion of equal treatment and dialogue

*Amendment*

Promotion of equal treatment and *social*  
dialogue

Or. es

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

**Motion for a resolution**  
**Paragraph 14**

*Motion for a resolution*

*Amendment*

14. Reiterates that equality bodies should have the power to monitor and report effectively and independently on the legislation which promotes equality between women and men;

14. Reiterates that equality bodies should have the power to monitor and report effectively and independently on the legislation which promotes equality between women and men; *stipulates, however, that the precise institutional form and legitimacy of these bodies will depend on the decisions of the Member States;*

Or. pl

### **Amendment 103**

**Catherine Bearder, Angelika Mlinar, Izaskun Bilbao Barandica, Beatriz Becerra Basterrechea, Sophia in 't Veld**

#### **Motion for a resolution Paragraph 14**

##### *Motion for a resolution*

14. Reiterates that equality bodies should have the *power* to monitor and report effectively *and independently* on the legislation which promotes equality between women and men;

##### *Amendment*

14. Reiterates that equality bodies should have the *competences and adequate resources and personnel* to monitor and report effectively on the legislation which promotes equality between women and men; *stresses that the independence of equality bodies needs to be protected in all member states;*

Or. en

### **Amendment 104**

**Jadwiga Wiśniewska**

#### **Motion for a resolution Paragraph 15**

##### *Motion for a resolution*

15. Calls on the Commission and the Member States to encourage social partners to promote the monitoring of equality

##### *Amendment*

15. Calls on the Commission and the Member States to encourage social partners to promote the monitoring of equality



practices in the workplace, the further scrutiny of collective agreements, applicable pay scales and job classification schemes in order to avoid any direct or indirect discrimination of women; calls on the Member States to strengthen the obligations for large *and medium-sized* enterprises to ensure the systematic promotion of equal treatment and to provide the appropriate information on a regular basis to their employees, including on issues of equal pay;

practices in the workplace, the further scrutiny of collective agreements, applicable pay scales and job classification schemes in order to avoid any direct or indirect discrimination of women; calls on the Member States to strengthen the obligations for large enterprises to ensure the systematic promotion of equal treatment and to provide the appropriate information on a regular basis to their employees, including on issues of equal pay;

Or. pl

### **Amendment 105** **Inês Cristina Zuber**

#### **Motion for a resolution** **Paragraph 15**

##### *Motion for a resolution*

15. Calls on the Commission and the Member States to encourage social partners to promote the monitoring of equality practices in the workplace, the further scrutiny of collective agreements, applicable pay scales and job classification schemes in order to avoid any direct or indirect discrimination of women; calls on the Member States to *strengthen the obligations for large and medium-sized enterprises to ensure the systematic promotion of equal treatment* and to *provide* the appropriate information on a regular basis to *their* employees, including on issues of equal pay;

##### *Amendment*

15. Calls on the Commission and the Member States to encourage social partners to promote the monitoring of equality practices in the workplace, the further scrutiny of collective agreements, applicable pay scales and job classification schemes in order to avoid any direct or indirect discrimination of women; calls on the Member States to *insist that the private sector do its duty as regards the implementation of equal pay for men and women* and *in providing* the appropriate *publicly accessible* information on a regular basis to *its* employees, including on issues of equal pay;

Or. pt

### **Amendment 106** **Ivan Jakovčić**

**Motion for a resolution**  
**Paragraph 15**

*Motion for a resolution*

15. Calls on the Commission **and** the Member States to encourage social partners to promote the monitoring of equality practices in the workplace, the further scrutiny of collective agreements, applicable pay scales and job classification schemes in order to avoid any direct or indirect discrimination of women; calls on the Member States to strengthen the obligations for large and medium-sized enterprises to ensure the systematic promotion of equal treatment and to provide the appropriate information on a regular basis to their employees, including on issues of equal pay;

*Amendment*

15. Calls on the Commission, the Member States, **and regional and local authorities** to encourage social partners to promote the monitoring of equality practices in the workplace, the further scrutiny of collective agreements, applicable pay scales and job classification schemes in order to avoid any direct or indirect discrimination of women; calls on the Member States to strengthen the obligations for large and medium-sized enterprises to ensure the systematic promotion of equal treatment and to provide the appropriate information on a regular basis to their employees, including on issues of equal pay;

Or. hr

**Amendment 107**  
**Vilija Blinkevičiūtė**

**Motion for a resolution**  
**Paragraph 15**

*Motion for a resolution*

15. Calls on the Commission and the Member States to encourage social partners to promote the monitoring of equality practices in the workplace, the further scrutiny of collective agreements, applicable pay scales and job classification schemes in order to avoid any direct or indirect discrimination of women; calls on the Member States to strengthen the obligations for large and medium-sized enterprises to ensure the systematic promotion of equal treatment and to provide the appropriate information on a regular basis to their employees, including

*Amendment*

15. Calls on the Commission and the Member States to encourage social partners (**trade unions and employers**) to promote the monitoring of equality practices in the workplace, the further scrutiny of collective agreements, applicable pay scales and job classification schemes in order to avoid any direct or indirect discrimination of women; calls on the Member States to strengthen the obligations for large and medium-sized enterprises to ensure the systematic promotion of equal treatment and to provide the appropriate information on a

on issues of equal pay;

regular basis to their employees, including  
on issues of equal pay;

Or. en

**Amendment 108**  
**Aldo Patriciello**

**Motion for a resolution**  
**Paragraph 15**

*Motion for a resolution*

15. Calls on the Commission and the Member States to encourage social partners to promote the monitoring of equality practices in the workplace, the further scrutiny of collective agreements, applicable pay scales and job classification schemes in order to avoid any direct or indirect discrimination of women; calls on the Member States to strengthen the obligations for large and medium-sized enterprises to ensure the systematic promotion of equal treatment and to provide the appropriate information on a regular basis to their employees, including on issues of equal pay;

*Amendment*

15. *(does not affect English version)*

Or. it

**Amendment 109**  
**Karima Delli**  
**Linnéa Engström, Ernest Urtasun**

**Motion for a resolution**  
**Paragraph 15**

*Motion for a resolution*

15. Calls on the Commission and the Member States to encourage social partners to promote the monitoring of equality practices in the workplace, the further

*Amendment*

15. Calls on the Commission and the Member States to encourage social partners to promote the monitoring of equality practices in the workplace, the further

scrutiny of collective agreements, applicable pay scales and job classification schemes in order to avoid any direct or indirect discrimination of women; ***calls on the Member States to strengthen the obligations for large and medium-sized enterprises to ensure the systematic promotion of equal treatment and to provide the appropriate information on a regular basis to their employees, including on issues of equal pay;***

scrutiny of collective agreements, applicable pay scales and job classification schemes in order to avoid any direct or indirect discrimination of women; ***points out that social partners and equality bodies should work together to ensure a better protection against discrimination by exchanging information;***

Or. en

**Amendment 110**  
**Inês Cristina Zuber**

**Motion for a resolution**  
**Paragraph 15 a (new)**

*Motion for a resolution*

*Amendment*

***15a. Takes the view that data protection must not be put forward as an excuse for not publishing annual wage reports at workplace level;***

Or. pt

**Amendment 111**  
**Karima Delli**  
**Ernest Urtasun, Linnéa Engström**

**Motion for a resolution**  
**Paragraph 15 a (new)**

*Motion for a resolution*

*Amendment*

***15a. calls on the Member States to strengthen the obligations for large and medium-sized enterprises to ensure the systematic promotion of equal treatment and to provide the appropriate information on a regular basis to their***

*employees, including on issues of equal pay; reiterates that the introduction of financial penalties for employers who do not respect wage equality is likely to be a relevant means to close the gender pay gap;*

Or. en

**Amendment 112**  
**Inês Cristina Zuber**

**Motion for a resolution**  
**Paragraph 16**

*Motion for a resolution*

16. Calls on the Commission and the Member States to strengthen the institutional mechanisms to implement equality between women and men, and to encourage the social partners to measure the equality dimension of collective agreements;

*Amendment*

16. Calls on the Commission and the Member States to strengthen the institutional mechanisms to implement equality between women and men, *for instance by ensuring that, as far as the principle of equal pay is concerned, inspection and enforcement agencies have the necessary technical, human, and financial resources*, and to encourage the social partners to measure the equality dimension of collective agreements;

Or. pt

**Amendment 113**  
**Ivan Jakovčić**

**Motion for a resolution**  
**Paragraph 16**

*Motion for a resolution*

16. Calls on the Commission *and* the Member States to strengthen the institutional mechanisms to implement equality between women and men, and to encourage the social partners to measure

*Amendment*

16. Calls on the Commission, the Member States, *and regional and local authorities* to strengthen the institutional mechanisms to implement equality between women and men, and to encourage the social partners

the equality dimension of collective agreements;

to measure the equality dimension of collective agreements;

Or. hr

**Amendment 114**  
**Inês Cristina Zuber**

**Motion for a resolution**  
**Paragraph 16 a (new)**

*Motion for a resolution*

*Amendment*

***16a. Draws attention to the need to strengthen public labour inspection arrangements and to adopt methods for measuring the value of work and, for example, pinpointing occupations in which pay is low and the employees are mainly female and which thus constitute a form of indirect wage discrimination; draws attention to the need to enforce tough, effective penalties to deter employers from breaking the law;***

Or. pt

**Amendment 115**  
**Ivan Jakovčić**

**Motion for a resolution**  
**Paragraph 17**

*Motion for a resolution*

*Amendment*

17. Calls on the Commission **and** Member States to step up significantly awareness raising measures as regards the rights of the victims of discrimination on the grounds of sex; underlines the need for cooperation by all stakeholders, including social partners and NGOs, to address stereotypes about the work of women and

17. Calls on the Commission, Member States, **and regional and local authorities** to step up significantly awareness raising measures as regards the rights of the victims of discrimination on the grounds of sex; underlines the need for cooperation by all stakeholders, including social partners and NGOs, to address stereotypes about the

men and how they impact on the value of work and low pay;

work of women and men and how they impact on the value of work and low pay;

Or. hr

**Amendment 116**  
**Vilija Blinkevičiūtė**

**Motion for a resolution**  
**Paragraph 17**

*Motion for a resolution*

17. Calls on the Commission and Member States to step up significantly awareness raising measures as regards the rights of the victims of discrimination on the grounds of sex; underlines the need for cooperation by all stakeholders, including social partners and NGOs, to address stereotypes about the work of women and men and how they impact on the value of work and low pay;

*Amendment*

17. Calls on the Commission and Member States to step up significantly awareness raising measures as regards the rights of the victims of discrimination on the grounds of sex; underlines the need for cooperation by all stakeholders, including social partners (*trade unions and employers*) and NGOs, to address stereotypes about the work of women and men and how they impact on the value of work and low pay;

Or. en

**Amendment 117**  
**Catherine Bearder, Angelika Mlinar, Izaskun Bilbao Barandica, Beatriz Becerra Basterrechea, Sophia in 't Veld**

**Motion for a resolution**  
**Paragraph 17**

*Motion for a resolution*

17. Calls on the Commission and Member States to step up *significantly* awareness raising measures as regards the rights of the victims of discrimination on the grounds of sex; underlines the need for cooperation by all stakeholders, including social partners and NGOs, to address stereotypes about the work of women and men and how they impact on the value of

*Amendment*

17. Calls on the Commission and Member States to step up *significant* awareness raising measures as regards the rights of the victims of discrimination on the grounds of sex; underlines the need for cooperation by all stakeholders, including *equality bodies*, social partners and NGOs, to address stereotypes about the work of women and men and how they impact on

work and low pay;

the value of work and low pay;

Or. en

### **Amendment 118**

**Julie Ward, Mary Honeyball, Clare Moody**

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

##### **Paragraph 17**

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

17. Calls on the Commission and Member States to step up significantly awareness raising measures as regards the rights of the victims of discrimination on the grounds of **sex**; underlines the need for cooperation by all stakeholders, including social partners and NGOs, to address stereotypes about the work of women and men and how **they** impact on the value of work and low pay;

###### *Amendment*

17. Calls on the Commission and Member States to step up significantly awareness raising measures as regards the rights of the victims of discrimination on the grounds of **gender**; underlines the need for cooperation by all stakeholders, including social partners and NGOs, to address stereotypes **and prejudices** about the work of women and men and how **these** impact on the value of work and low pay;

Or. en

### **Amendment 119**

**Inês Cristina Zuber**

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

##### **Paragraph 18**

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

18. Points out that one of the novelties introduced by the 'recast Directive' is the reference to the reconciliation of work, private and family life; calls on the Commission, after consultation with Member States and social partners, to develop specific measures **to secure stronger rights in this field**;

###### *Amendment*

18. Points out that one of the novelties introduced by the 'recast Directive' is the reference to the reconciliation of work, private and family life;

***draws attention to the increasingly frequent practice of flexible working hours, in particular to encourage adaptability and hour banks, weekend work, and other arrangements, resulting in permanently irregular and unpredictable, as well as excessively long,***



*working hours, thus hindering or even preventing work-life balance; calls on the Commission, after consultation with Member States and social partners, to develop specific measures enabling work-life balance to be genuinely secured;*

Or. pt

**Amendment 120**  
**Evelyn Regner, Maria Noichl**

**Motion for a resolution**  
**Paragraph 18**

*Motion for a resolution*

18. Points out that one of the novelties introduced by the ‘recast Directive’ is the reference to the reconciliation of work, private and family life; calls on the Commission, after consultation with Member States and social partners, to develop specific measures to secure stronger rights in this field;

*Amendment*

18. Points out that one of the novelties introduced by the ‘recast Directive’ is the reference to the reconciliation of work, private and family life; calls on the Commission, after consultation with Member States and social partners, to develop specific measures to secure stronger rights in this field; *stresses that the development of public childcare facilities in accordance with the Barcelona objectives is particularly necessary in this regard;*

Or. de

**Amendment 121**  
**Vilija Blinkevičiūtė**

**Motion for a resolution**  
**Paragraph 18**

*Motion for a resolution*

18. Points out that one of the novelties introduced by the ‘recast Directive’ is the

*Amendment*

18. Points out that one of the novelties introduced by the ‘recast Directive’ is the

reference to the reconciliation of work, private and family life; calls on the Commission, after consultation with Member States and social partners, to develop specific measures to secure stronger rights in this field;

reference to the reconciliation of work, private and family life; calls on the Commission, after consultation with Member States and social partners (*trade unions and employers*), to develop specific measures to secure stronger rights in this field;

Or. en

### **Amendment 122**

**Julie Ward, Mary Honeyball, Clare Moody**

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

##### **Paragraph 18**

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

18. Points out that one of the novelties introduced by the ‘recast Directive’ is the reference to the reconciliation of work, private and family life; calls on the Commission, after consultation with Member States and social partners, to develop specific measures to secure stronger rights in this field;

###### *Amendment*

18. Points out that one of the novelties introduced by the ‘recast Directive’ is the reference to the reconciliation of work, private and family life; calls on the Commission, after consultation with Member States and social partners, to develop specific measures to secure stronger rights *for men and women* in this field;

Or. en

### **Amendment 123**

**Vilija Blinkevičiūtė**

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

##### **Paragraph 18 a (new)**

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

###### *Amendment*

***18a. Calls on the Member States and the Commission to widespread and raise public awareness related to equal pay, the gender pay and pension gap, on direct and indirect discrimination of women at work on European, national, regional and***

*local levels; calls on the Commission to establish a European year for combating gender pay gap;*

Or. en

**Amendment 124**  
**Inés Ayala Sender**

**Motion for a resolution**  
**Paragraph 18 a (new)**

*Motion for a resolution*

*Amendment*

*18a. Observes with interest that many women opt for self-employment as this is the only way of working which allows them to combine their family and working lives; notes however that in many Member States their welfare protection and benefits do not compare with those of employed workers; calls on Member States to set up equivalent systems to support self-employed workers so that there is no discrimination between employed and self-employed workers in terms of work-life balance or of repercussions on employment assistance and pensions systems;*

Or. es

**Amendment 125**  
**Inês Cristina Zuber**

**Motion for a resolution**  
**Paragraph 19**

*Motion for a resolution*

*Amendment*

19. Reiterates its call on the Member States to implement and enforce recast Directive 2006/54/EC consistently, to encourage the social partners to play a more active role in

19. Reiterates its call on the Member States to implement and enforce recast Directive 2006/54/EC consistently, to encourage the social partners to play a more active role in

fostering equal treatment, including by means of action plans to address any *unjustified* gender pay inequalities, with concrete actions and outcome monitoring, at company, sectoral, national and EU level;

fostering equal treatment, including by means of action plans to address any gender pay inequalities, with concrete actions and outcome monitoring, at company, sectoral, national and EU level;

Or. pt

**Amendment 126**  
**Vilija Blinkevičiūtė**

**Motion for a resolution**  
**Paragraph 19**

*Motion for a resolution*

19. Reiterates its call on the Member States to implement and enforce recast Directive 2006/54/EC consistently, to encourage the social partners to play a more active role in fostering equal treatment, including by means of action plans to address any unjustified gender pay inequalities, with concrete actions and outcome monitoring, at company, sectoral, national and EU level;

*Amendment*

19. Reiterates its call on the Member States to implement and enforce recast Directive 2006/54/EC consistently, to encourage the social partners (*trade unions and employers*) and NGOs to play a more active role in fostering equal treatment, including by means of action plans to address any unjustified gender pay inequalities, with concrete actions and outcome monitoring, at company, sectoral, national and EU level;

Or. en

**Amendment 127**  
**Aldo Patriciello**

**Motion for a resolution**  
**Paragraph 19**

*Motion for a resolution*

19. Reiterates its call on the Member States to implement and enforce recast Directive 2006/54/EC consistently, to encourage the social partners to play a more active role in fostering equal treatment, including by

*Amendment*

19. (*does not affect English version*)

means of action plans to address any unjustified gender pay inequalities, with concrete actions and outcome monitoring, at company, sectoral, national and EU level;

Or. it

**Amendment 128**  
**Ulrike Lunacek, Karima Delli**

**Motion for a resolution**  
**Paragraph 19 a (new)**

*Motion for a resolution*

*Amendment*

***19a. Highlights that this recast should include measures to ensure equal treatment and non-discrimination for those women at risk of multiple discrimination, including women of ethnic minorities, lesbian women, bisexual women, transgender women, women with disabilities and older women;***

Or. en

**Amendment 129**  
**Vilija Blinkevičiūtė**

**Motion for a resolution**  
**Paragraph 20**

*Motion for a resolution*

*Amendment*

20. Calls on the Commission, following its report on the application of the 'recast Directive' and this resolution, to ***review the former***, as has already been called for by Parliament, in particular in its resolution of 24 May 2012, which contains specific and clear recommendations;

20. Calls on the Commission, following its report on the application of the 'recast Directive' and this resolution, to ***revise the recast Directive 2006/54/EC***, as has already been called for by Parliament, in particular in its resolution of 24 May 2012, which contains specific and clear recommendations;

**Amendment 130**  
**Iratxe García Pérez**

**Motion for a resolution**  
**Paragraph 20 a (new)**

*Motion for a resolution*

*Amendment*

***20a. Stresses that social dialogue needs to be fostered between the social partners so as to promote equal treatment by monitoring workplace practices and through collective agreements, codes of conduct, research, exchange of experience and good practice, etc.;***

Or. es

**Amendment 131**  
**Jadwiga Wiśniewska**

**Motion for a resolution**  
**Paragraph 21**

*Motion for a resolution*

*Amendment*

21. Underlines the fact that neutral job classification and evaluation, as well as wage transparency, are indispensable measures in order to foster equal treatment; calls on the Commission, in this connection, to include these measures in its proposal for a new directive replacing the 'recast Directive'; points out that ***only a harmonised approach is compatible with*** the free movement of workers as a basic European freedom;

21. Underlines the fact that neutral job classification and evaluation, as well as wage transparency, are indispensable measures in order to foster equal treatment; calls on the Commission, in this connection, to include these measures in its proposal for a new directive replacing the 'recast Directive'; points out that, ***given*** the free movement of workers as a basic European freedom, ***these concepts need to be more precisely defined, e.g. by means of Commission guidelines;***

Or. pl

**Amendment 132**  
**Vilija Blinkevičiūtė**

**Motion for a resolution**  
**Paragraph 21**

*Motion for a resolution*

21. Underlines the fact that neutral job classification and evaluation, as well as wage transparency, are indispensable measures in order to foster equal treatment; calls on the Commission, in this connection, to include these measures in *its proposal for a new directive replacing the 'recast Directive'*; points out that only a harmonised approach is compatible with the free movement of workers as a basic European freedom;

*Amendment*

21. Underlines the fact that neutral job classification and evaluation, as well as wage transparency, are indispensable measures in order to foster equal treatment; calls on the Commission, in this connection, to include these measures in *the process of revising the 'recast Directive'*; points out that only a harmonised approach is compatible with the free movement of workers as a basic European freedom;

Or. en

**Amendment 133**  
**Karima Delli**  
**Linnéa Engström, Ernest Urtasun**

**Motion for a resolution**  
**Paragraph 21**

*Motion for a resolution*

21. Underlines the fact that *neutral* job classification and evaluation, as well as wage transparency, are indispensable measures in order to foster equal treatment; calls on the Commission, in this connection, to include these measures in its proposal for a new directive replacing the 'recast Directive'; points out that only a harmonised approach is compatible with the free movement of workers as a basic European freedom;

*Amendment*

21. Underlines the fact that *gender-neutral* job classification and evaluation *systems*, as well as wage transparency, are indispensable measures in order to foster equal treatment; calls on the Commission, in this connection, to include these measures in its proposal for a new directive replacing the 'recast Directive'; points out that only a harmonised approach is compatible with the free movement of workers as a basic European freedom;

Or. en

**Amendment 134**  
**Inês Cristina Zuber**

**Motion for a resolution**  
**Paragraph 21 a (new)**

*Motion for a resolution*

*Amendment*

***21a. Points to the need to find a job evaluation method free from gender bias, enabling jobs to be compared on the basis of their scale and complexity so as to determine the position of one job in relation to another within a given sector or organisation, whether the jobs in question are held by women or men;***

Or. pt

**Amendment 135**  
**Iratxe García Pérez**

**Motion for a resolution**  
**Paragraph 21 a (new)**

*Motion for a resolution*

*Amendment*

***21a. Calls on Member States to make it obligatory through their national legal systems for companies to draw up and implement annual corporate plans on gender equality and the rights of men and women to care for family members, as well as to guarantee a balanced gender representation on their management boards;***

Or. es

**Amendment 136**  
**Iratxe García Pérez**



**Motion for a resolution**  
**Paragraph 21 b (new)**

*Motion for a resolution*

*Amendment*

**21b. Calls on the Council to adopt as soon as possible a common position on the proposal for a directive on improving the gender balance among non-executive directors of companies listed on stock exchanges and related measures;**

Or. es

**Amendment 137**

**Catherine Bearder, Angelika Mlinar, Izaskun Bilbao Barandica, Beatriz Becerra Basterrechea**

**Motion for a resolution**  
**Paragraph 22**

*Motion for a resolution*

*Amendment*

22. Calls on the Commission to introduce in the new directive sanctions at EU level that would exclude companies ***found guilty of infringing the equality principle*** from the public procurement of goods and services financed from the EU budget;

22. Calls on the Commission to introduce in the new directive ***mandatory pay audits for companies listed on stock exchanges in the EU Member States, except for small and medium-sized companies (SMEs) to highlight the gender pay gap, and introduce*** sanctions at EU level that would exclude companies ***failing to meet their responsibilities with regards to gender equality*** from the public procurement of goods and services financed from the EU budget;

Or. en

**Amendment 138**

**Daniela Aiuto, Marco Zullo**

**Motion for a resolution**  
**Paragraph 22**

*Motion for a resolution*

22. Calls on the Commission to introduce in the new directive ***sanctions at EU level that would exclude companies found guilty of infringing the equality principle from the public procurement of*** goods and services financed from the EU budget;

*Amendment*

22. Calls on the Commission to introduce in the new directive ***measures to monitor compliance with the principle of equal treatment and equal opportunities by companies which are awarded public contracts for*** goods and services financed from the EU budget;

Or. it

**Amendment 139**

**Karima Delli**

**Linnéa Engström, Ernest Urtasun**

**Motion for a resolution**

**Paragraph 22**

*Motion for a resolution*

22. Calls on the Commission to introduce in the new directive sanctions at EU level that would exclude companies found guilty of infringing the equality principle from the public procurement of goods and services financed from the EU budget;

*Amendment*

22. Calls on the Commission to introduce in the new directive sanctions at EU level that would exclude companies found guilty of infringing the equality principle from the public procurement of goods and services financed from the EU budget; ***calls on the Member States to do the same with companies financed with public subsidies;***

Or. en

**Amendment 140**

**Inés Ayala Sender**

**Motion for a resolution**

**Paragraph 22**

*Motion for a resolution*

22. Calls on the Commission to introduce in the new directive sanctions at EU level

*Amendment*

22. Calls on the Commission to introduce in the new directive sanctions at EU level

that would exclude companies found guilty of infringing the equality principle from the public procurement of goods and services financed from the EU budget;

that would exclude companies found guilty of infringing the equality principle from the public procurement of goods and services financed from *public budgets, including* the EU budget;

Or. es

**Amendment 141**  
**Vilija Blinkevičiūtė**

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

*Motion for a resolution*

*Amendment*

***22a. Calls on the Member States to use the naming and shaming approach in order to exert pressure on unequal pay practices and to promote transparency of salaries as requested by trade unions and gender equality bodies, among others stakeholders;***

Or. en

**Amendment 142**  
**Karima Delli**  
**Ernest Urtasun, Linnéa Engström**

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

*Motion for a resolution*

*Amendment*

***22a. Calls on the Member States to act in an exemplary manner themselves in regard to combating unequal pay for women in government, public institutions and public companies in general;***

Or. en

**Amendment 143**

**Catherine Bearder, Angelika Mlinar, Izaskun Bilbao Barandica, Beatriz Becerra Basterrechea, Sophia in 't Veld**

**Motion for a resolution**

**Paragraph 22 a (new)**

*Motion for a resolution*

*Amendment*

**22a. Calls on the Commission to introduce common standards and checks to ensure the independence and effectiveness of national equality bodies;**

Or. en

**Amendment 144**

**Aldo Patriciello**

**Motion for a resolution**

**Paragraph 23**

*Motion for a resolution*

*Amendment*

23. Calls on the Member States to take the necessary measures to ensure that victims of unequal treatment and discrimination are entitled to proportionate compensation in *accordance* with the legal provisions in force;

23. Calls on the Member States to take the necessary measures to ensure that victims of unequal treatment and discrimination are entitled to proportionate compensation in *keeping* with the legal provisions in force;

Or. it

**Amendment 145**

**Ulrike Lunacek, Karima Delli**

**Motion for a resolution**

**Paragraph 23**

*Motion for a resolution*

*Amendment*

23. Calls on the Member States to take the necessary measures to ensure that victims of unequal treatment and discrimination are

23. Calls on the Member States to take the necessary measures to ensure that victims of unequal treatment and discrimination,

entitled to proportionate compensation in accordance with the legal provisions in force;

*particularly those victim of multiple discrimination*, are entitled to proportionate compensation in accordance with the legal provisions in force;

Or. en

**Amendment 146**  
**Inês Cristina Zuber**

**Motion for a resolution**  
**Paragraph 23 a (new)**

*Motion for a resolution*

*Amendment*

*23a. Calls on the Member States to take the steps required to reverse the burden of proof, ensuring that it will always be the employer who has to prove that such differences in treatment as might have been found to exist have not resulted in any discrimination;*

Or. pt

**Amendment 147**  
**Iratxe García Pérez**

**Motion for a resolution**  
**Paragraph 23 a (new)**

*Motion for a resolution*

*Amendment*

*23a. Stresses the need to increase efforts at national and EU level to combat the persistence of stereotypes, through awareness-raising campaigns aimed at all levels of society, greater media involvement, strategies to encourage women to choose careers and professions in which they are less well represented and the incorporation of gender issues into education and vocational training;*

**Amendment 148**  
**Csaba Molnár**

**Motion for a resolution**  
**Paragraph 24**

*Motion for a resolution*

24. Underlines the fact that only the effective implementation of the equality treatment principle would lead to a real improvement of the situation of women in the labour market and that this requires strategic cooperation between different actors at European, national, sectoral and organisational level;

*Amendment*

24. Underlines the fact that only the effective implementation of the equality treatment principle would lead to a real improvement of the situation of women in the labour market and that this requires strategic cooperation between different actors at European, national, sectoral and organisational level; ***confirms its aspiration that the Commission should require companies quoted on the stock exchange to have at least 40% representation of both sexes on their boards of directors by 2020;***

Or. hu

**Amendment 149**  
**Marc Tarabella**

**Motion for a resolution**  
**Paragraph 24**

*Motion for a resolution*

24. Underlines the fact that only the effective implementation of the equality treatment principle would lead to a real improvement of the situation of women in the labour market and that this requires strategic cooperation between different actors at European, national, sectoral and organisational level;

*Amendment*

24. Underlines the fact that only the effective implementation of the equality treatment principle would lead to a real improvement of the situation of women in the labour market and that this requires ***real political will and*** strategic cooperation between different actors at European, national, sectoral and organisational level;

Or. fr

**Amendment 150**  
**Viorica Dăncilă**

**Motion for a resolution**  
**Paragraph 24**

*Motion for a resolution*

24. Underlines the fact that only the effective implementation of the equality treatment principle would lead to a real improvement of the situation of women in the labour market and that this requires strategic cooperation between different actors at European, national, sectoral and organisational level;

*Amendment*

24. Underlines the fact that only the effective implementation of the equality treatment principle would lead to a real improvement of the situation of women in the labour market and that this requires strategic cooperation between different actors at European, national, sectoral and organisational level; ***urges the Commission and the Member States to help promote a strategy that leads to job creation for women in rural areas and hence ensures decent pensions for retired women in the EU who are living in fragile circumstances and many of whom work or have worked in agriculture and have little or no pension;***

Or. ro

**Amendment 151**  
**Michaela Šojdrová**

**Motion for a resolution**  
**Paragraph 24**

*Motion for a resolution*

24. Underlines the fact that ***only*** the effective implementation of the equality treatment principle ***would lead to a real improvement of the situation*** of women ***in the labour market and that this requires*** strategic cooperation between different actors at European, national, sectoral and organisational level;

*Amendment*

24. Underlines the fact that the effective implementation of the equality treatment principle ***together with supporting measures (e.g. using the EU funds for education and flexible employment of women after maternity/parental leave, early child care facilities)*** based on strategic cooperation between different actors at European, national, sectoral and organisational level ***would lead to a real improvement of the situation of women in***

*the labour market;*

Or. en

**Amendment 152**  
**Inés Ayala Sender**

**Motion for a resolution**  
**Paragraph 24**

*Motion for a resolution*

24. Underlines the fact that only the effective implementation of the equality treatment principle would lead to a real improvement of the situation of women in the labour market and that this requires strategic cooperation between different actors at European, national, sectoral and organisational level;

*Amendment*

24. Underlines the fact that only the effective implementation of the equality treatment principle would lead to a real improvement of the situation of women in the labour market and that this requires strategic cooperation between different actors at European, national, sectoral and organisational level; ***calls therefore on the Commission to draw up an active strategy, complete with points of reference, goals and time-bound targets for reducing inequality indices in the field of employment and unemployment, as has been done successfully in other areas such as, for instance, reducing the number of road accidents in the EU;***

Or. es

**Amendment 153**  
**Evelyn Regner, Maria Noichl**

**Motion for a resolution**  
**Paragraph 24 a (new)**

*Motion for a resolution*

*Amendment*

***24a. Calls on the Member States to actively apply gender budgeting in order to promote the improvement of the situation of women in the labour market; calls on the Commission to promote***



*exchanges of best practices in gender budgeting;*

Or. de

**Amendment 154**  
**Iratxe García Pérez**

**Motion for a resolution**  
**Paragraph 24 a (new)**

*Motion for a resolution*

*Amendment*

*24a. Emphasises the importance of taking positive measures that foster the involvement of women in political and economic decision-making; points out that binding quotas have proved to be one of the best ways of achieving this aim;*

Or. es

**Amendment 155**  
**Iratxe García Pérez**

**Motion for a resolution**  
**Paragraph 24 b (new)**

*Motion for a resolution*

*Amendment*

*24b. Points out that positive measures are also needed to incentivise the less well represented sex to enter certain professions where there is clear horizontal gender segregation;*

Or. es

**Amendment 156**  
**Viorica Dăncilă**

**Motion for a resolution**  
**Paragraph 25 a (new)**

*Motion for a resolution*

*Amendment*

***25a. Invites the Member States and the Commission to take appropriate measures to reduce the gender gap in pensions, which is a direct consequence of the gender pay gap, and to assess the impact of new pension systems on various categories of women, focusing in particular on part-time contracts and atypical employment;***

Or. ro

**Amendment 157**  
**Karima Delli**  
**Ernest Urtasun, Linnéa Engström**

**Motion for a resolution**  
**Paragraph 25 a (new)**

*Motion for a resolution*

*Amendment*

***25a. Calls on the Commission and the Member States to oppose inequality in pay between the sexes in all relevant EU policies and national programmes, in particular in those geared towards the fight against poverty;***

Or. en

**Amendment 158**  
**Karima Delli**  
**Ernest Urtasun, Linnéa Engström**

**Motion for a resolution**  
**Paragraph 25 b (new)**

*Motion for a resolution*

*Amendment*

***25b. Calls on the Commission to fix precise objectives and deadlines to reduce the gender pay gap;***

**Amendment 159**  
**Jadwiga Wiśniewska**

**Motion for a resolution**  
**Paragraph 26**

*Motion for a resolution*

26. Calls on the Commission to conduct a study that would compare the situation of mothers and women without children; ***points out that the aim of such a study should be to shed more light on the position of these women on the labour market, specifically targeting*** levels of employment and pay gaps, career development and pensions;

*Amendment*

26. Calls on the Commission to conduct a study that would compare the situation of mothers and women without children, ***by highlighting*** levels of employment and pay gaps, career development and pensions;

Or. pl

**Amendment 160**  
**Catherine Bearder, Angelika Mlinar, Izaskun Bilbao Barandica, Beatriz Becerra Basterrechea, Sophia in 't Veld**

**Motion for a resolution**  
**Paragraph 26**

*Motion for a resolution*

26. Calls on the Commission to conduct a study that would compare the situation of ***mothers and women without children; points out that the aim of such a study should be*** to shed more light on the position of these women on the labour market, specifically ***targeting*** levels of employment ***and pay*** gaps, career development ***and pensions***;

*Amendment*

26. Calls on the Commission to conduct a study that would compare the situation of ***working mothers, mothers who choose to stay at home, and women without children*** to shed more light on the position of ***each of these groups of*** women on the labour market, specifically ***looking at*** levels of employment, ***the pay and pension*** gaps, ***and*** career development;

Or. en

**Amendment 161**  
**Ulrike Lunacek**

**Motion for a resolution**  
**Paragraph 26**

*Motion for a resolution*

26. Calls on the Commission to conduct a study that would compare the situation of **mothers and women** without children; points out that the aim of such a study should be to shed more light on the position of these women on the labour market, specifically targeting levels of employment and pay gaps, career development and pensions;

*Amendment*

26. Calls on the Commission to conduct a study that would compare the situation of **women (straight, lesbian and bisexual), with or** without children; points out that the aim of such a study should be to shed more light on the position of these women on the labour market, specifically targeting levels of employment and pay gaps, career development and pensions;

Or. en

**Amendment 162**  
**Karima Delli**  
**Ernest Urtasun, Linnéa Engström**

**Motion for a resolution**  
**Paragraph 26 a (new)**

*Motion for a resolution*

*Amendment*

**26a. Calls on the Member States to provide Eurostat with annual high-quality gender pay gap statistics (broken down by gender, economic sector, working time, economic control and age) so that it is possible to assess developments throughout the European Union;**

Or. en

**Amendment 163**  
**Sophia in 't Veld, Sirpa Pietikäinen, Karima Delli**

**Motion for a resolution**  
**Paragraph 26 a (new)**

*Motion for a resolution*

*Amendment*

**26a. Calls on the Commission to conduct a study how procedures related to the official recognition of the gender reassignment of a person, or the absence of such procedures, affect transgender people's position on the labour market, particularly their access to employment, level of remuneration, career development and pensions;**

Or. en

**Amendment 164**  
**Iratxe García Pérez**

**Motion for a resolution**  
**Paragraph 26 a (new)**

*Motion for a resolution*

*Amendment*

**26a. Stresses that for reconciliation of work and family life to be facilitated and more women enabled to enter the labour market there has to be a sufficient number of affordable, good quality services provided to care for children, the elderly and other dependants at hours compatible with a full-time working day;**

Or. es

**Amendment 165**  
**Enrico Gasbarra**

**Motion for a resolution**  
**Paragraph 27**

*Motion for a resolution*

*Amendment*

27. Points out that the country-specific recommendations, which come under the

27. Points out that the country-specific recommendations, which come under the

framework of the European Semester, should include targets to reduce the gender pay gap;

framework of the European Semester, should include targets to reduce the gender pay gap, *discrimination and the risk of poverty among elderly women*;

Or. it

#### **Amendment 166**

**Catherine Bearder, Angelika Mlinar, Izaskun Bilbao Barandica, Beatriz Becerra Basterrechea, Sophia in 't Veld**

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

##### **Paragraph 27**

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

27. Points out that the country-specific recommendations, which come under the framework of the European Semester, should include targets to reduce the gender pay *gap*;

###### *Amendment*

27. Points out that the country-specific recommendations, which come under the framework of the European Semester, should include targets to reduce the gender pay *and pension gaps*;

Or. en

#### **Amendment 167**

**Julie Ward, Mary Honeyball, Clare Moody**

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

##### **Paragraph 27**

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

27. Points out that the country-specific recommendations, which come under the framework of the European Semester, should include targets to reduce the gender pay gap;

###### *Amendment*

27. Points out that the country-specific recommendations, which come under the framework of the European Semester, should include targets to reduce the gender pay gap, *and to effectively implement equal treatment principles*;

Or. en

#### **Amendment 168**

**Iratxe García Pérez**

**Motion for a resolution**  
**Paragraph 27 a (new)**

*Motion for a resolution*

*Amendment*

***27a. Emphasises the relevance of having reliable, comparable and available quantity and quality indicators, as well as gender-based statistics, for ensuring implementation and follow-up to the Directive; urges equality bodies to intensify their efforts in conducting independent surveys, publishing independent reports and making recommendations concerning any issue related to discrimination; recalls the role of the European Institute for Gender Equality, entrusted with the task of gathering and analysing information regarding gender equality, raising the awareness of EU citizens as regards gender equality and developing methodological tools in support of gender mainstreaming;***

Or. es

**Amendment 169**  
**Inés Ayala Sender**

**Motion for a resolution**  
**Paragraph 27 a (new)**

*Motion for a resolution*

*Amendment*

***27a. Calls on the Commission to study carefully the employment situation of women in the third sector, the social economy and the collaborative economy, and to propose as soon as possible a strategy to promote and protect the jobs and situation of women in this sector;***

Or. es