



2014/2251(INI)

24.6.2015

# AMENDMENTS

## 1 - 114

**Draft report**  
**Elissavet Vozemberg**  
(PE557.279v01-00)

on the women's careers in science and University and glass ceilings  
encountered  
(2014/2251(INI))



**Amendment 1**  
**Elissavet Vozemberg**

**Motion for a resolution**  
**Citation 12 a (new)**

*Motion for a resolution*

*Amendment*

*– having regard to the Council conclusions of 29 May 2015 on the European Research Area Roadmap 2015-2020.*

Or. en

**Amendment 2**  
**Elissavet Vozemberg**

**Motion for a resolution**  
**Citation 13 a (new)**

*Motion for a resolution*

*Amendment*

*– having regard to Article 40 of the Istanbul Convention, on preventing and combating violence against women.*

Or. en

**Amendment 3**  
**Viorica Dăncilă**

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

*Motion for a resolution*

*Amendment*

*Aa. whereas science is of key importance to Europe in economic terms and needs constantly growing teams capable, inter alia, of the ground-breaking research essential for increased productivity and competitiveness and helping to achieve*

*the 2020 strategy objectives, including in particular women's career development;*

Or. ro

#### **Amendment 4**

**Anna Hedh**

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

##### **Recital B**

##### *Motion for a resolution*

B. whereas gender equality is a basic precondition for the full enjoyment of human rights by women and girls and is essential for their empowerment and the achievement of a sustainable and inclusive society; whereas the insufficient use of human capital decreases potential advantage for research and innovation-related business and for overall economic development;

##### *Amendment*

B. whereas gender equality is a basic precondition for the full enjoyment of human rights by women and girls and is essential for their empowerment and the achievement of a sustainable and inclusive society; whereas the insufficient use of human capital decreases potential advantage for research and innovation-related business and for overall economic development *as well as having devastating social consequences;*

Or. sv

#### **Amendment 5**

**Arne Gericke**

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

##### **Recital B**

##### *Motion for a resolution*

B. whereas *gender* equality is a basic precondition for the full enjoyment of human rights by women and girls and is essential for their empowerment and the achievement of a sustainable and inclusive society; whereas the insufficient use of human capital decreases potential advantage for research and innovation-related business and for overall economic

##### *Amendment*

B. whereas *the* equality *of both genders* is a basic precondition for the full enjoyment of human rights by women and girls and is essential for their empowerment and the achievement of a sustainable and inclusive society; whereas the insufficient use of human capital decreases potential advantage for research and innovation-related business and for overall economic

development;

development;

Or. de

**Amendment 6**  
**Sylvie Goddyn**

**Motion for a resolution**  
**Recital B**

*Motion for a resolution*

B. whereas gender equality is a basic precondition for the full enjoyment of human rights by women and girls and is essential for their empowerment and the achievement of a sustainable and inclusive society; whereas the insufficient use of **human capital** decreases potential advantage for research and innovation-related business and for overall economic development;

*Amendment*

B. whereas gender equality is a basic precondition for the full enjoyment of human rights by women and girls and is essential for their empowerment and the achievement of a sustainable and inclusive society; whereas the insufficient use of **ability** decreases potential advantage for research and innovation-related business and for overall economic development;

Or. fr

**Amendment 7**  
**Elissavet Vozemberg**

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

*Motion for a resolution*

***Ba. whereas ensuring that women and men are equal partners, have the same rights and responsibilities, the same working opportunities and their contribution to society is equally valued and respected is of outmost importance.***

*Amendment*

Or. en

**Amendment 8**  
**Julie Girling**

**Motion for a resolution**  
**Recital C**

*Motion for a resolution*

C. whereas according to the available statistics and surveys, **women are under-represented at higher hierarchical levels, even in sectors where they form a majority such as the educational sector;**

*Amendment*

C. whereas according to the available statistics and surveys, **female representation varies depending on the STEM specialism, for example, the chemistry specialism faces a retention problem whilst engineering and physics face a recruitment problem;**

Or. en

**Amendment 9**  
**Michaela Šojdrová**

**Motion for a resolution**  
**Recital C**

*Motion for a resolution*

C. whereas according to the available statistics and surveys, women are under-represented at higher hierarchical levels, even in sectors where they form a majority such as the educational sector;

*Amendment*

C. whereas according to the available statistics and surveys, women are under-represented at higher hierarchical levels, even in sectors where they form a majority such as the educational sector **and they are under-represented in STEM related education fields and careers;**

Or. en

**Amendment 10**  
**Viorica Dăncilă**

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

*Motion for a resolution*

*Amendment*

*Ca. whereas the latest available statistics reveal an ageing research sector, making it urgently necessary to offer attractive careers in this field to young people, especially women;*

Or. ro

**Amendment 11**  
**Ángela Vallina**

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

*Motion for a resolution*

D. whereas there have been some positive developments regarding female researchers and their share has been growing faster than that of men in recent years, but the numbers of female researchers are still significantly lower than those for men, with the biggest gap being in the business sector;

*Amendment*

D. whereas there have been some positive developments regarding female researchers and their share has been growing faster than that of men in recent years, but the numbers of female researchers are still significantly lower than those for men, with the biggest gap being in the business sector; *whereas cultural-based conditions are carrying women not to compete at the same level than men in research;*

Or. en

**Amendment 12**  
**Barbara Matera, Elissavet Vozemberg**

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

*Motion for a resolution*

D. whereas there have been some positive developments regarding female researchers and their share has been growing faster than that of men in recent years, but the numbers of female researchers are still significantly lower than those for men, with the biggest gap being in the business sector;

*Amendment*

*Da. whereas female researchers are an asset for the European Union which needs all the available resources to definitely recover from the economic and financial crisis and to face up with the changes in the society as a whole;*

**Amendment 13**  
**Angelika Mlinar**

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

*Motion for a resolution*

*Amendment*

*Ea. whereas few Member States appear to have provisions on gender equality in their research legal framework and little attention is paid to integrating the gender dimension into national research programmes;*

Or. en

**Amendment 14**  
**Viorica Dăncilă**

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

*Motion for a resolution*

*Amendment*

*Ea. whereas prospects for young female scientists are particularly bleak owing to the unavailability of funding, the rigid criteria for promotion and recognition, and the lack of suitable policies to support them, all these being factors potentially contributing to the 'brain drain';*

Or. ro

**Amendment 15**  
**Arne Gericke**

**Motion for a resolution**  
**Recital F**



*Motion for a resolution*

F. whereas there is a need to promote and support greater entrepreneurship among women;

*Amendment*

F. whereas there is a need to promote and support greater entrepreneurship among women, ***paying particular attention to mothers ('mompreneurs')***;

Or. de

**Amendment 16**  
**Anna Hedh**

**Motion for a resolution**  
**Recital F**

*Motion for a resolution*

F. whereas there is a need to promote and support greater entrepreneurship among women;

*Amendment*

F. whereas there is a need to promote and support greater entrepreneurship among women ***by taking the necessary measures based on an exchange of best practice***;

Or. sv

**Amendment 17**  
**Viorica Dăncilă**

**Motion for a resolution**  
**Recital F**

*Motion for a resolution*

F. whereas there is a need to promote and support greater entrepreneurship among women;

*Amendment*

F. whereas there is a need to promote and support greater entrepreneurship among women ***and develop an environment in which female entrepreneurs and family businesses can prosper and in which enterprise is rewarded***;

Or. ro

**Amendment 18**  
**Barbara Matera, Elissavet Vozemberg**

**Motion for a resolution**  
**Recital F**

*Motion for a resolution*

F. whereas there is a need to promote and support greater entrepreneurship among women;

*Amendment*

F. whereas there is a need to promote and support greater entrepreneurship among women; ***whereas women still find obstacles in setting up their own business due to the persistence of prejudices and stereotypes;***

Or. en

**Amendment 19**  
**Julie Ward, Clare Moody, Mary Honeyball**

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

*Motion for a resolution*

***Fa. whereas there is a need promote and facilitate a higher presence of women students and academics in the fields of science, technology, engineering and maths (STEM);***

Or. en

**Amendment 20**  
**Julie Ward**

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

*Motion for a resolution*

***Fb. whereas the positive cross-fertilisation between STEM subjects and the arts and humanities (STEAM) holds enormous***

*economic, social, and cultural potential, by harnessing creativity, innovation, and critical thinking in order to tackle scientific and technological challenges, and promoting holistic solutions to human problems; whereas women researchers and innovators are well placed to develop the links from STEM to STEAM;*

Or. en

**Amendment 21**  
**Julie Girling**

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

*Motion for a resolution*

*Amendment*

*G. whereas the reasons for this situation are numerous and complex, including negative stereotypes and prejudices and conscious and unconscious bias;*

*deleted*

Or. en

**Amendment 22**  
**Sylvie Goddyn**

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

*Motion for a resolution*

*Amendment*

G. whereas the reasons for this situation are numerous and complex, including *negative* stereotypes and prejudices and *conscious and unconscious* bias;

G. whereas the reasons for this situation are numerous and complex, including stereotypes and prejudices and bias *but also career choices*;

Or. fr

**Amendment 23**  
**Julie Girling**

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

*Motion for a resolution*

*Amendment*

*Ga. whereas there is no one single explanation for the low levels of women in STEM and reasons include; a lack of knowledge of STEM careers by teachers in schools, a lack of female role models, a high number of precarious short- term contracts, unconscious bias on interview panels, women being less likely than men to put themselves forward for senior positions and a tendency for women to be steered into teaching and pastoral roles rather than research and academia;*

Or. en

**Amendment 24**  
**Anna Hedh**

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

*Motion for a resolution*

*Amendment*

H. whereas *female researchers are more likely* to assume a higher share of obligations related to parenting or their families than their male counterparts, and, therefore, all proposed measures have to take into account the possibility of successfully reconciling professional and family life;

H. whereas *women working in research, as in all other areas, are forced* to assume a higher share of obligations related to parenting or their families than their male counterparts, and, therefore, all proposed measures have to take into account the possibility of successfully reconciling professional and family life;

Or. sv

**Amendment 25**  
**Arne Gericke**

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

*Motion for a resolution*

H. whereas female researchers are more likely to assume a higher share of obligations related to parenting or their families than their male counterparts, and, therefore, all proposed measures have to take into account the possibility of successfully reconciling professional and family life;

*Amendment*

H. whereas female researchers are more likely to assume a higher share of obligations related to parenting or their families than their male counterparts, and, therefore, all proposed measures have to take into account the possibility of successfully reconciling professional and family life **and the role of mothers in universities and science ('ScienceMums')**;

Or. de

**Amendment 26**  
**Arne Gericke**

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

*Motion for a resolution*

I. whereas despite all ongoing efforts to promote **gender** equality and equal opportunities, women still experience unequal access to research positions, funding, publishing and academic awards;

*Amendment*

I. whereas despite all ongoing efforts to promote **the** equality **of both genders** and equal opportunities, women still experience unequal access to research positions, funding, publishing and academic awards;

Or. de

**Amendment 27**  
**Viorica Dăncilă**

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

*Motion for a resolution*

I. whereas despite all ongoing efforts to promote gender equality and equal

*Amendment*

I. whereas despite all ongoing efforts to promote gender equality and equal

opportunities, women still experience unequal access to research positions, funding, publishing and academic awards;

opportunities, women still experience unequal access to research positions, funding, publishing and academic awards ***and continue to be underrepresented in most scientific, engineering and management posts;***

Or. ro

**Amendment 28**  
**Aldo Patriciello**

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

*Motion for a resolution*

I. whereas despite all ongoing efforts to promote gender equality and equal opportunities, women still experience unequal access to research positions, funding, publishing and academic awards;

*Amendment*

I. whereas despite all ongoing efforts to promote gender equality and equal opportunities, women still experience unequal access to research positions, funding, publishing and academic awards, ***a situation that would require radical measures rather than simple ones, such as the introduction of ad hoc pink quotas; furthermore, cooperation on a collective level is of utmost importance and should be undertaken and incentivised at both a personal level and within society;***

Or. it

**Amendment 29**  
**Elissavet Vozemberg**

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

*Motion for a resolution*

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*Amendment*

***Ia. whereas the de facto low position of women in the scientific field, in society, as well as gender relations and gender-***

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*balanced stereotypes have to be revised and reevaluated;*

Or. en

**Amendment 30**  
**Marc Tarabella**

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

*Motion for a resolution*

*Amendment*

*Ja. whereas the most recent Council conclusions on reinforcing human resources in science and technology in the European Research Area have recognised the importance of promoting gender equality in research and the inclusion of women in positions of responsibility since 2005 but whereas the Council has made no further statement on the matter;*

Or. fr

**Amendment 31**  
**Viorica Dăncilă**

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

*Motion for a resolution*

*Amendment*

*Ja. whereas women's skills and abilities are often undervalued, as are the professions and posts filled mainly by women, without this necessarily being justified by any objective criteria; whereas offering women a wider range of career prospects and altering educational models could make a substantial contribution to narrowing the gender pay gap, for example by increasing the number of female scientists and engineers;*

**Amendment 32**  
**Julie Ward, Clare Moody, Mary Honeyball**

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

*Motion for a resolution*

*Amendment*

*Ja. whereas it is recognised that higher education institutions are not immune to gender-based violence and that phenomena of misogynistic behaviours must be tackled on university and college campuses so that women are free from violence and the fear it generates which often prevents them from participating fully in academic and social life;*

Or. en

**Amendment 33**  
**Elissavet Vozemberg**

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

*Motion for a resolution*

*Amendment*

*Ja. whereas the European Research Area Roadmap 2015-2020 calls on the Commission and the Member States to start translating national equality legislation into effective action, in order to address gender imbalances in research institutions and decision making bodies and integrate the gender dimension better into R&D policies, programmes and projects;*

Or. en



**Amendment 34**  
**Clare Moody, Mary Honeyball, Julie Ward**

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

*Motion for a resolution*

*Amendment*

***Ja. whereas a sufficient number of individuals with STEM skills is an essential precondition to implement the European Agenda for Growth and Jobs.***

Or. en

**Amendment 35**  
**Viorica Dăncilă**

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

*Motion for a resolution*

*Amendment*

***Jb. whereas the European Institute for Gender Equality can play a fundamental role in monitoring the development of the gender pay gap in science and research, analysing its causes and assessing the impact of legislation;***

Or. ro

**Amendment 36**  
**Elissavet Vozemberg**

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

*Motion for a resolution*

*Amendment*

***Jb. whereas the Istanbul Convention commits to address the root causes of violence and to promote greater gender equality between women and men by***

*changing attitudes and eliminating stereotypes not only at the level of individuals, but also at the level of institutions;*

Or. en

**Amendment 37**  
**Clare Moody, Mary Honeyball, Julie Ward**

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

*Motion for a resolution*

*Amendment*

*Jb. whereas demand for STEM professionals is expected to grow until 2025.*

Or. en

**Amendment 38**  
**Clare Moody, Mary Honeyball, Julie Ward**

**Motion for a resolution**  
**Recital J c (new)**

*Motion for a resolution*

*Amendment*

*Jc. whereas women are hugely underrepresented in STEM industries, accounting for just 24% of science and engineering professionals.*

Or. en

**Amendment 39**  
**Clare Moody, Julie Ward, Mary Honeyball**

**Motion for a resolution**  
**Recital J d (new)**

*Motion for a resolution*

*Amendment*

***Jd. whereas statistics consistently show that girls become disengaged with STEM subjects at school and are less likely to pursue a science-related degree at university.***

Or. en

**Amendment 40**  
**Aldo Patriciello**

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

*Motion for a resolution*

1. Notes that despite positive changes in recent years, gender equality in science and academia has still not been achieved, with the situation varying across Member States, fields of research and academic grade; points out the strikingly low presence of women in the highest academic and decision-making positions in scientific institutions and universities, which indicates the existence of a glass ceiling;

*Amendment*

1. Notes that despite positive changes in recent years, gender equality in science and academia has still not been achieved, with the situation varying across Member States, fields of research and academic grade; points out the strikingly low presence of women in the highest academic and decision-making positions in scientific institutions and universities, which indicates the existence of a glass ceiling, ***that is invisible barriers based on prejudices which stand in the way of women accessing positions of responsibility;***

Or. it

**Amendment 41**  
**Barbara Matera, Elissavet Vozemberg**

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

*Motion for a resolution*

*Amendment*

***1a. Deplores that there is evidence of gender segregation in University and schools hierarchies in Europe and***

*advanced economies which is both horizontal and vertical in nature and that while 59% of the university graduates in EU 28 are women, they represent only 18% of full university professors;*

Or. en

**Amendment 42**  
**Sylvie Goddyn**

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

*Motion for a resolution*

2. Reiterates that gender equality is one of the principles on which the EU is founded and has to be respected also in the field of research and academia; stresses that all forms of direct or indirect discrimination against women must be abolished;

*Amendment*

2. Reiterates that gender equality is one of the principles on which the EU is founded and has to be respected also in the field of research and academia; stresses that all forms of direct or indirect discrimination against women ***which are not linked to ability*** must be abolished;

Or. fr

**Amendment 43**  
**Julie Girling**

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

*Motion for a resolution*

***2a. Notes that a lack of women in science and research has resulted in a male default in R&D noting particularly a) there are no female crash dummies b) medical research is usually carried out on the male subjects c) radiation dosages calculations are based on the absorption rate of a middle-aged male and d) in the majority of anatomy books, images are of a man's body;***

*Amendment*

**Amendment 44**  
**Julie Girling**

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

*Motion for a resolution*

3. Regrets that unequal access for women to research positions, funding and publishing still persists, including a gender pay gap in the area of science and academia, despite legal provisions for equal treatment and non-discrimination on the labour market being in place in the EU and Member States;

*Amendment*

3. Regrets that unequal access for women to research positions, funding and publishing still persists, including a ***unadjusted*** gender pay gap in the area of science and academia, despite legal provisions for equal treatment and non-discrimination on the labour market being in place in the EU and Member States;

**Amendment 45**  
**Anna Hedh**

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

*Motion for a resolution*

3. Regrets that unequal access for women to research positions, funding and publishing still persists, including a gender pay gap in the area of science and academia, despite legal provisions for equal treatment and non-discrimination on the labour market being in place in the EU and Member States;

*Amendment*

3. Regrets that unequal access for women to research positions, funding and publishing still persists, including a gender pay gap in the area of science and academia, despite legal provisions for equal treatment and non-discrimination on the labour market, ***including provisions on equal pay***, being in place in the EU and Member States;

**Amendment 46**

**Sylvie Goddyn**

**Motion for a resolution**

**Paragraph 4**

*Motion for a resolution*

4. Urges **the Commission and** the Member States to analyse the existing legal provisions with the aim of properly implementing and, if necessary, revising them in order to enforce the equal treatment of women and men; the principle of non-discrimination must be observed in all types of employment contract or funding, and the legal right to equal pay for equal work must be respected for all elements of remuneration granted to men and women, including grants and scholarships;

*Amendment*

4. Urges the Member States to analyse the existing legal provisions with the aim of properly implementing and, if necessary, revising them in order to enforce the equal treatment of women and men; the principle of non-discrimination must be observed in all types of employment contract or funding, and the legal right to equal pay for equal work must be respected for all elements of remuneration granted to men and women, including grants and scholarships;

Or. fr

**Amendment 47**

**Julie Girling**

**Motion for a resolution**

**Paragraph 4**

*Motion for a resolution*

4. Urges the **Commission and the** Member States to analyse the existing legal provisions with the aim of properly implementing and, if necessary, revising them in order to enforce the equal treatment of women and men; the principle of non-discrimination must be observed in all types of employment contract or funding, and the legal right to equal pay for equal work must be respected for all elements of remuneration granted to men and women, including grants and scholarships;

*Amendment*

4. Urges the Member States to analyse the existing legal provisions with the aim of properly implementing and, if necessary, revising them in order to enforce the equal treatment of women and men; the principle of non-discrimination must be observed in all types of employment contract or funding, and the legal right to equal pay for equal work must be respected for all elements of remuneration granted to men and women, including grants and scholarships;

Or. en

**Amendment 48**  
**Marc Tarabella**

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

*Motion for a resolution*

4. Urges the Commission and the Member States to analyse the existing legal provisions with the aim of properly implementing and, if necessary, revising them in order to enforce the equal treatment of women and men; the principle of non-discrimination *must be observed* in all types of employment contract or funding, *and* the legal right to equal pay for equal work *must be respected* for all elements of remuneration granted to men and women, including grants and scholarships;

*Amendment*

4. Urges the Commission and the Member States to analyse the existing legal provisions with the aim of properly implementing and, if necessary, revising them in order to enforce the equal treatment of women and men; *urges the Commission and the Member States to ensure compliance with* the principle of non-discrimination in all types of employment contract or funding, *as well as* the legal right to equal pay for equal work for all elements of remuneration granted to men and women, including grants and scholarships, *by, for example, ensuring the transparency of salaries*;

Or. fr

**Amendment 49**  
**Barbara Matera, Elissavet Vozemberg**

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

*Motion for a resolution*

4. Urges the Commission and the Member States to analyse the existing legal provisions with the aim of properly implementing and, if necessary, revising them in order to enforce the equal treatment of women and men; the principle of non-discrimination must be observed in all types of employment contract or funding, and the legal right to equal pay for equal work must be respected for all

*Amendment*

4. Urges the Commission and the Member States to analyse the existing legal provisions with the aim of properly implementing and, if necessary, revising them in order to enforce the equal treatment of women and men; the principle of non-discrimination, *considered as a target of the European union by the Lisbon Treaty*, must be observed in all types of employment contract or funding,

elements of remuneration granted to men and women, including grants and scholarships;

and the legal right to equal pay for equal work must be respected for all elements of remuneration granted to men and women, including grants and scholarships;

Or. en

**Amendment 50**  
**Sylvie Goddyn**

**Motion for a resolution**  
**Paragraph 5**

*Motion for a resolution*

5. Notes that besides the enforcement of legal provisions, cultural and institutional barriers that generate direct or indirect discrimination against women in scientific careers and decision-making have to be removed in order to achieve gender equality; these barriers are often based on ***bias, negative prejudices and conscious or unconscious stereotypes***, and institutional changes can help remove them;

*Amendment*

5. Notes that besides the enforcement of legal provisions, cultural and institutional barriers that generate direct or indirect discrimination against women in scientific careers and decision-making have to be removed in order to achieve gender equality; these barriers are often based on prejudices, and institutional changes can help remove them;

Or. fr

**Amendment 51**  
**Anna Hedh**

**Motion for a resolution**  
**Paragraph 5**

*Motion for a resolution*

5. Notes that besides the enforcement of legal provisions, cultural and institutional barriers that generate direct or indirect discrimination against women in scientific careers and decision-making have to be removed in order to achieve gender equality; these ***barriers are often based on bias***, negative prejudices and conscious or

*Amendment*

5. Notes that besides the enforcement of legal provisions, cultural and institutional barriers that generate direct or indirect discrimination against women in scientific careers and decision-making have to be removed in order to achieve gender equality; these ***forms of discrimination***, negative prejudices and conscious or



unconscious stereotypes, and institutional changes can help remove them;

unconscious stereotypes *build on attitudes and standards which are continually reproduced*, and institutional changes can help remove them;

Or. sv

**Amendment 52**  
**Marc Tarabella**

**Motion for a resolution**  
**Paragraph 5**

*Motion for a resolution*

5. Notes that besides the enforcement of legal provisions, cultural and institutional barriers that generate direct or indirect discrimination against women in scientific careers and decision-making have to be removed in order to achieve gender equality; these barriers are often based on bias, negative prejudices and conscious or unconscious stereotypes, and institutional changes can help remove them;

*Amendment*

5. Notes that besides the enforcement of legal provisions, cultural and institutional barriers that generate direct or indirect discrimination against women in scientific careers and decision-making have to be removed in order to achieve gender equality; these barriers are often based on bias, negative prejudices and conscious or unconscious stereotypes, and institutional changes can help remove them; *calls on the Commission to introduce and support sensitisation campaigns and programmes and initiatives to reduce these barriers, both in the academic world and in society in general;*

Or. fr

**Amendment 53**  
**Ángela Vallina**

**Motion for a resolution**  
**Paragraph 5 a (new)**

*Motion for a resolution*

*5a. Criticises once again that women are still less paid for the same work than men, also in the field of research and science as*

*a consequence of their unequal representation and homo-societal patterns;*

Or. en

**Amendment 54**  
**Julie Ward, Clare Moody, Mary Honeyball**

**Motion for a resolution**  
**Paragraph 5 a (new)**

*Motion for a resolution*

*Amendment*

*5a. Calls on the Commission and Member States to include support for and promotion of peer support networks and the sharing of best practices across Europe and beyond;*

Or. en

**Amendment 55**  
**Mariya Gabriel, Elissavet Vozemberg**

**Motion for a resolution**  
**Paragraph 5 a (new)**

*Motion for a resolution*

*Amendment*

*5a. Stresses that sensitisation campaigns should target men as well as women, since they (consciously or unconsciously) reproduce gender stereotypes which can cause women to internalise cultural and institutional barriers to career progress in science;*

Or. fr

**Amendment 56**  
**Sylvie Goddyn**

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

*Motion for a resolution*

6. **Urges** the **Commission** to build on existing programmes and initiatives and to step up positive campaigns aimed at girls and women encouraging them to enter **academic and research careers in all scientific fields, with a special focus on engineering and the technology sector, where, despite recent positive changes, the participation of women remains below average;**

*Amendment*

6. **Calls on** the **Member States** to build on existing programmes and initiatives and to step up positive campaigns aimed at girls and women encouraging them to **join training courses and enter the careers of their choice in all fields;**

Or. fr

**Amendment 57**  
**Julie Girling**

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

*Motion for a resolution*

6. Urges the **Commission** to build on existing programmes and initiatives and to step up positive campaigns aimed at girls and women encouraging them to enter academic and research careers in all scientific fields, with a special focus on engineering and the technology sector, where, despite recent positive changes, the participation of women remains below average;

*Amendment*

6. Urges the **Member States** to build on existing programmes and initiatives and to step up positive campaigns aimed at girls and women encouraging them to enter academic and research careers in all scientific fields, with a special focus on engineering and the technology sector, where, despite recent positive changes, the participation of women remains below average;

Or. en

**Amendment 58**  
**Julie Ward, Clare Moody, Mary Honeyball**

**Motion for a resolution**

**Paragraph 6 a (new)**

*Motion for a resolution*

*Amendment*

***6a. Calls on the Commission and Member States to promote educational programmes which encourage synergies and positive links between STEM subject and the arts and humanities, and promote a gender perspective, facilitating the role women can play in making these links;***

Or. en

**Amendment 59**

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

**Motion for a resolution**

**Paragraph 6 b (new)**

*Motion for a resolution*

*Amendment*

***6b. Emphasises the role of the media in perpetuating or fighting to dispel gender stereotypes, and its potential for pro-actively promoting positive role models for women and girls which should be encouraged;***

Or. en

**Amendment 60**

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

**Motion for a resolution**

**Paragraph 6 c (new)**

*Motion for a resolution*

*Amendment*

***6c. Calls on the Commission and Member States to promote positive women role models at all levels of education, including statutory schooling through to further and higher education, post-***

*graduate, and also in informal education and youth work; Recognises that promoting positive women role models includes measures taken to emphasise the historical and contemporary achievements of women in science and technology, entrepreneurship, and positions of decision-making; Notes that such measures may include specific focus on International Women's Day, Science Weeks, and using existing best practice from Member States and across the world;*

Or. en

**Amendment 61**  
**Julie Girling**

**Motion for a resolution**  
**Paragraph 7**

*Motion for a resolution*

7. Calls on the **Commission, the** Member States and relevant stakeholders to strengthen initiatives and programmes encouraging women to continue their scientific and academic careers, such as coaching and networking programmes and supporting young female scientists participating in research programmes and grant applications, as well as supporting the individual careers of female researchers and the advancement of their careers to the highest grades; women should also be encouraged to apply for decision-making positions;

*Amendment*

7. Calls on the Member States and relevant stakeholders to strengthen initiatives and programmes encouraging women to continue their scientific and academic careers, such as coaching and networking programmes and supporting young female scientists participating in research programmes and grant applications, as well as supporting the individual careers of female researchers and the advancement of their careers to the highest grades; women should also be **actively** encouraged to apply for decision-making positions;

Or. en

**Amendment 62**  
**Marc Tarabella**

**Motion for a resolution**  
**Paragraph 7**

*Motion for a resolution*

7. Calls on the Commission, the Member States and relevant stakeholders to strengthen initiatives and programmes encouraging women to continue their scientific and academic careers, such as coaching and networking programmes and supporting young female scientists participating in research programmes and grant applications, as well as supporting the individual careers of female researchers and the advancement of their careers to the highest grades; women should also be encouraged to apply for decision-making positions;

*Amendment*

7. Calls on the Commission, the Member States and relevant stakeholders to strengthen initiatives and programmes encouraging women to continue their scientific and academic careers, such as coaching and networking programmes and supporting female scientists – *in particular young female scientists* – participating in research programmes and grant applications, as well as supporting the individual careers of female researchers and the advancement of their careers to the highest grades; women should also be encouraged to apply for decision-making positions;

Or. fr

**Amendment 63**  
**Anna Hedh**

**Motion for a resolution**  
**Paragraph 7**

*Motion for a resolution*

7. Calls on the Commission, the Member States and relevant stakeholders to strengthen initiatives and programmes encouraging women to continue their scientific and academic careers, such as coaching and networking programmes and supporting young female scientists participating in research programmes and grant applications, as well as supporting the individual careers of female researchers and the advancement of their careers to the highest grades; women should also be encouraged to apply for decision-making positions;

*Amendment*

7. Calls on the Commission, the Member States and relevant stakeholders to strengthen initiatives and programmes encouraging women to continue their scientific and academic careers, such as coaching and networking programmes and supporting young female scientists participating in research programmes and grant applications, as well as supporting the individual careers of female researchers and the advancement of their careers to the highest grades; women should also be encouraged to apply for decision-making positions *while at the same time action must be taken to combat all kinds of barrier that make it hard or impossible to*

*apply;*

Or. sv

**Amendment 64**  
**Julie Ward, Clare Moody, Mary Honeyball**

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

*Motion for a resolution*

*Amendment*

***7a. Urges the Commission and Member States, when designing any gender-equality strategy in higher education, to include specific consideration for women who face multiple discrimination, such as LGBTI women, women with disabilities, women with minority backgrounds, migrant backgrounds, refugees, and women carers;***

Or. en

**Amendment 65**  
**Clare Moody, Mary Honeyball, Julie Ward**

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

*Motion for a resolution*

*Amendment*

***7a. Urges the Member States to develop effective and attractive STEM curricular and teaching methods to keep girls engaged in science; to recognise and invest in teachers as drivers of cultural change with their potential to improve the continued participation of girls in science at school.***

Or. en

**Amendment 66**  
**Clare Moody, Mary Honeyball, Julie Ward**

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

*Motion for a resolution*

*Amendment*

**7b. Urges Member States to recognise the potential of quality career guidance and engaging training to encourage girls to continue STEM subjects at University.**

Or. en

**Amendment 67**  
**Anna Hedh**

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

*Motion for a resolution*

*Amendment*

8. Underlines that the need to successfully reconcile professional and family obligations often represents a major barrier **to** women advancing their scientific and academic careers, and represents one of the major reasons for them **dropping out of** those careers;

8. Underlines that the need to successfully reconcile professional and family obligations often represents a major barrier **that specifically affects** women advancing their scientific and academic careers, and represents one of the major reasons for them **being forced to leave** those careers;

Or. sv

**Amendment 68**  
**Ángela Vallina, Inês Cristina Zuber**

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

*Motion for a resolution*

*Amendment*

8. Underlines that the need to successfully reconcile professional and family obligations often represents a major barrier to women advancing their scientific and academic careers, and represents one of the

8. Underlines that the need to successfully reconcile professional and family obligations often represents a major barrier to women advancing their scientific and academic careers, and represents one of the



major reasons for them dropping out of those careers;

major reasons for them dropping out of those careers; *for these reasons, it calls on the Commission not to withdraw the new proposal of the so-called Maternity Leave Directive;*

Or. en

**Amendment 69**  
**Viorica Dăncilă**

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

*Motion for a resolution*

*Amendment*

*8a. Calls for more flexible working conditions both for male and female researchers, allowing them to combine work with family life, and for elimination of the gender pay gap in the interests of gender equality;*

Or. ro

**Amendment 70**  
**Michaela Šojdrová**

**Motion for a resolution**  
**Paragraph 9**

*Motion for a resolution*

*Amendment*

9. Calls on the Commission, the Member States, research funding organisations and other stakeholders to design programmes to actively encourage women to continue their careers after maternity or parental leave, and to provide funding for re-entry programmes, as well as allowing more flexibility regarding women's scientific production following the birth or adoption of a child and providing adequate childcare services; these measures should also be

9. Calls on the Commission, the Member States, research funding organisations and other stakeholders to design programmes to actively encourage women to continue their careers after maternity or parental leave, and to provide funding for re-entry programmes *which should be tailored to the needs of each institution and include training needed to keep up with the scientific development*, as well as allowing more flexibility regarding women's

applied to researchers working on individual stipends and staff in externally funded research projects;

scientific production following the birth or adoption of a child and providing adequate childcare services; these measures should also be applied to researchers working on individual stipends and staff in externally funded research projects;

Or. en

**Amendment 71**  
**Arne Gericke**

**Motion for a resolution**  
**Paragraph 9 a (new)**

*Motion for a resolution*

*Amendment*

***9a. Encourages Member States and regions to promote the development of family-friendly universities and research institutes; encourages the Commission to present framework conditions for a 'Family-Friendly University Audit';***

Or. de

**Amendment 72**  
**Clare Moody, Mary Honeyball, Julie Ward**

**Motion for a resolution**  
**Paragraph 9 a (new)**

*Motion for a resolution*

*Amendment*

***9a. Urges the Commission to recognise the need for adequate paternity leave and paternity pay so that it is affordable for men to take time off to care for a child and to help combat the norm of women being the parent to take a career break; to overcome a major barrier to women advancing their careers in science and academia.***

**Amendment 73**  
**Julie Girling**

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

*Motion for a resolution*

10. Takes note of the fact that, in addition to encouraging individual women's careers, institutional changes are needed in order to overcome the barriers to gender equality, especially with regard to *vertical segregation and the participation* of women in *decision-making committees*;

*Amendment*

10. Takes note of the fact that, in addition to encouraging individual women's careers, institutional changes are needed in order to overcome the barriers to gender equality, especially with regard to *the system of short term contracts which has particularly negative consequences for the retention and progression* of women in *science*;

**Amendment 74**  
**Viorica Dăncilă**

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

*Motion for a resolution*

*10a. Stresses the need for institutional involvement in supporting and encouraging these changes by setting new standards, addressing questions arising and monitoring progress, so as to enable female scientists to take advantage of available information and, at the same time, make an active contribution to the European Research Area;*

*Amendment*

**Amendment 75**  
**Angelika Mlinar**

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

*Motion for a resolution*

*Amendment*

***10a. Urges the European Commission to propose a recommendation to Member States containing common guidelines on institutional change to promote gender equality in universities and research institutions;***

Or. en

**Amendment 76**  
**Viorica Dăncilă**

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

*Motion for a resolution*

*Amendment*

***10b. Believes there is a need for the systematisation of available information regarding gender distribution and the position of female scientists in the Member States in order to promote gender equality in all public and private research institutions; considers that there is a need for consensus regarding further action to encourage projects relating to female scientists;***

Or. ro

**Amendment 77**  
**Viorica Dăncilă**

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

*Motion for a resolution*

11. Urges the Commission to step up its coordination role regarding the gender mainstreaming initiatives within the European Research Area, and to raise awareness and offer relevant training aimed at stakeholders regarding the importance of gender mainstreaming in science and academia;

*Amendment*

11. Urges the Commission to step up its coordination role regarding the gender mainstreaming initiatives within the European Research Area, and to raise awareness and offer relevant training aimed at stakeholders regarding the importance of gender mainstreaming in science and academia; ***stresses the need for measures to encourage true gender equality regarding academic and scientific career development;***

Or. ro

**Amendment 78**

**Ángela Vallina**

**Motion for a resolution**

**Paragraph 12 a (new)**

*Motion for a resolution*

11. Urges the Commission to step up its coordination role regarding the gender mainstreaming initiatives within the European Research Area, and to raise awareness and offer relevant training aimed at stakeholders regarding the importance of gender mainstreaming in science and academia;

*Amendment*

***12a. Insists on that Member States have to make measures which lead to a deeper democratisation of university institutions; stresses that by democratising the electoral procedures with equal weight between students and teaching staff is one of the best ways to break through current men-led governing bodies;***

Or. en

**Amendment 79**

**Angelika Mlinar**

**Motion for a resolution**

**Paragraph 12 a (new)**

*Motion for a resolution*

11. Urges the Commission to step up its coordination role regarding the gender mainstreaming initiatives within the European Research Area, and to raise awareness and offer relevant training aimed at stakeholders regarding the importance of gender mainstreaming in science and academia;

*Amendment*

***12a. Invites the Member States to engage***

*in partnerships with research organisations and universities to foster cultural and institutional changes on gender;*

Or. en

**Amendment 80**  
**Julie Girling**

**Motion for a resolution**  
**Paragraph 12 a (new)**

*Motion for a resolution*

*Amendment*

*12a. Calls on Member States to work with academic institutions to provide support and more opportunities for career progression at key transition points such as the transition between PhD, post-doctoral and lectureship posts.*

Or. en

**Amendment 81**  
**Mary Honeyball, Julie Ward, Clare Moody**

**Motion for a resolution**  
**Paragraph 12 a (new)**

*Motion for a resolution*

*Amendment*

*12a. Stresses the need for full integration of the gender dimension in research and gender balance in participation into Horizon 2020; believes that this will require renewed efforts to integrate the gender dimension into the formulation and implementation of the next work programme; welcomes the creation of the Horizon 2020 Advisory Group on Gender (AGG); strongly believes that the objectives of Horizon 2020 will only be reached with the full participation of*

*women scientists;*

Or. en

**Amendment 82**  
**Julie Girling**

**Motion for a resolution**  
**Paragraph 12 b (new)**

*Motion for a resolution*

*Amendment*

*12b. Calls on Member States to work with academic institutions to proactively encourage women to apply for positions and ensure female representation on interview panels where possible;*

Or. en

**Amendment 83**  
**Mary Honeyball, Clare Moody, Julie Ward**

**Motion for a resolution**  
**Paragraph 12 b (new)**

*Motion for a resolution*

*Amendment*

*12b. Strongly believes that the gender dimension is a source of added value for research and provides a return on investment; highlights that gender analysis can foster innovation and multidisciplinary co-operation in science and technology;*

Or. en

**Amendment 84**  
**Sylvie Goddyn**

**Motion for a resolution**

### Paragraph 13

*Motion for a resolution*

*Amendment*

**13. Calls on the Member States to provide incentives to research institutes and universities to introduce and apply gender equality plans, to introduce a gender dimension in their national research programmes, and to implement comprehensive strategies for structural change in order to overcome the existing gaps in research institutions and programmes;**

*deleted*

Or. fr

### Amendment 85 Julie Girling

#### Motion for a resolution Paragraph 13

*Motion for a resolution*

*Amendment*

13. Calls on the *Member States to provide incentives to research institutes and universities to introduce and apply gender equality plans, to introduce a gender dimension in their national research programmes, and to implement comprehensive strategies for structural change in order to overcome the existing gaps in research institutions and programmes;*

13. Calls on the national **governments of Member States to work with the higher education sector to address the shortage of long- term research contracts**

Or. en

### Amendment 86 Arne Gericke

#### Motion for a resolution Paragraph 13



*Motion for a resolution*

13. Calls on the Member States to provide incentives to research institutes and universities to introduce and apply gender equality plans, to introduce a gender dimension in their national research programmes, and to implement comprehensive strategies for structural change in order to overcome the existing gaps in research institutions and programmes;

*Amendment*

13. Calls on the Member States to provide incentives to research institutes and universities to introduce and apply gender equality plans, to introduce a gender ***equality*** dimension in their national research programmes, and to implement comprehensive strategies for structural change in order to overcome the existing gaps in research institutions and programmes;

Or. de

**Amendment 87**  
**Angelika Mlinar**

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

*Motion for a resolution*

13. Calls on the Member States to provide incentives to research institutes and universities to introduce and apply gender equality plans, to introduce a gender dimension in their national research programmes, and to implement comprehensive strategies for structural change in order to overcome the existing gaps in research institutions and programmes;

*Amendment*

13. Calls on the Member States to provide incentives to research institutes and universities to introduce and apply gender equality plans, to introduce a gender dimension in their national research programmes, ***to remove legal and other barriers to the recruitment, retention and career progression of female researchers*** and to implement comprehensive strategies for structural change in order to overcome the existing gaps in research institutions and programmes;

Or. en

**Amendment 88**  
**Julie Girling**

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

*Motion for a resolution*

14. ***Calls on the Commission and the Member States to consider the creation of gender equality plans as a precondition for access to public funding in research, science and academia;***

*Amendment*

14. ***Stresses that securing research funding is vital to academic success yet the evidence suggests that women are less likely to apply for funding; calls on the Commission and the Member States to encourage and support women in applying for funding and research grants;***

Or. en

**Amendment 89**  
**Sylvie Goddyn**

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

*Motion for a resolution*

14. Calls on ***the Commission and the*** Member States to consider ***the creation of gender equality plans as*** a precondition for access to public funding in research, science and academia;

*Amendment*

14. Calls on the Member States to consider ***conducting audits on the equal treatment of men and women and to look into the relevance of making them*** a precondition for access to public funding in research, science and academia;

Or. fr

**Amendment 90**  
**Arne Gericke**

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

*Motion for a resolution*

14. Calls on the Commission and the Member States to consider the creation of gender equality plans as a precondition for access to public funding in research, science and academia;

*Amendment*

14. Calls on the Commission and the Member States to consider the creation of gender equality plans as a precondition for access to public funding in research, science and academia;

Or. de

**Amendment 91**  
**Angelika Mlinar**

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

*Motion for a resolution*

14. Calls on the Commission and the Member States to consider the creation of gender equality plans as a precondition for access to public funding in research, science and academia;

*Amendment*

14. Calls on the Commission and the Member States to ***address gender imbalances in decision making process and to*** consider the creation of gender equality plans as a precondition for access to public funding in research, science and academia;

Or. en

**Amendment 92**  
**Marc Tarabella**

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

*Motion for a resolution*

14. Calls on the Commission and the Member States to consider the creation of gender equality plans as a precondition for access to public funding in research, science and academia;

*Amendment*

14. Calls on the Commission and the Member States to consider the creation of gender equality plans as a precondition for access to public funding in research, science and academia, ***in particular by encouraging research and science establishments to produce reports on their efforts to integrate women scientists;***

Or. fr

**Amendment 93**  
**Julie Ward, Clare Moody, Mary Honeyball**

**Motion for a resolution**  
**Paragraph 14 a (new)**

*Motion for a resolution*

*Amendment*

***14a. Recognises that gender equality strategies in higher education must also address phenomena of gender-based violence; Calls on the Commission and Member States to devise strategies to address gender-based violence in university and college campuses, including awareness-raising, facilitating access to justice for women affected, and involving male students, academics, and staff in the fight against violence;***

Or. en

**Amendment 94**  
**Elissavet Vozemberg**

**Motion for a resolution**  
**Paragraph 14 a (new)**

*Motion for a resolution*

*Amendment*

***14a. Calls on the Member States to encourage employers to take measures to combat all forms of mobbing at workplace against women, which may lead to possible discouragement and future resignation of the victims;***

Or. en

**Amendment 95**  
**Julie Girling**

**Motion for a resolution**  
**Paragraph 14 a (new)**

*Motion for a resolution*

*Amendment*

***14a. Encourages Member States to facilitate regular communication between***

*national Ministers for Universities and Science and Ministers for Equality, or the appropriate equivalent, to develop national policies which encourage and support women in science and academia;*

Or. en

**Amendment 96**  
**Elissavet Vozemberg**

**Motion for a resolution**  
**Paragraph 14 b (new)**

*Motion for a resolution*

*Amendment*

*14b. Calls on the Member States to involve media and the private sector in eradicating gender stereotypes and promoting mutual respect;*

Or. en

**Amendment 97**  
**Viorica Dăncilă**

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

*Motion for a resolution*

*Amendment*

*15a. Urges the Commission and Member States to examine the possibility of setting up a European pension fund for researchers, regardless of the duration of research contracts, which works in accordance with the principle of gender equality;*

Or. ro

**Amendment 98**

**Sylvie Goddyn**

**Motion for a resolution  
Paragraph 16**

*Motion for a resolution*

**16. Calls on the Member States, the academic sector and all relevant stakeholders to introduce special programmes in tertiary education in order to highlight the significance of gender equality;**

*Amendment*

**deleted**

Or. fr

**Amendment 99  
Arne Gericke**

**Motion for a resolution  
Paragraph 16**

*Motion for a resolution*

16. Calls on the Member States, the academic sector and all relevant stakeholders to introduce special programmes in tertiary education in order to highlight the significance of gender equality;

*Amendment*

16. Calls on the Member States, the academic sector and all relevant stakeholders to introduce special programmes in tertiary education in order to highlight the significance of gender equality;

Or. de

**Amendment 100  
Julie Ward**

**Motion for a resolution  
Paragraph 16**

*Motion for a resolution*

16. Calls on the Member States, the academic sector and all relevant stakeholders to introduce **special**

*Amendment*

16. Calls on the Member States, the academic sector and all relevant stakeholders to introduce **specialised**

programmes in tertiary education in order to highlight the significance of gender equality;

programmes in tertiary education in order to highlight the significance of gender equality;

Or. en

**Amendment 101**  
**Marc Tarabella**

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

*Motion for a resolution*

16. Calls on the Member States, the academic sector and all relevant stakeholders to introduce special programmes in tertiary education in order to highlight the significance of gender equality;

*Amendment*

16. Calls on the Member States, the academic sector and all relevant stakeholders to introduce special programmes in ***education, in particular*** tertiary education, in order to highlight the significance of gender equality;

Or. fr

**Amendment 102**  
**Viorica Dăncilă**

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

*Motion for a resolution*

*Amendment*

***16a. Stresses the importance of ensuring open and transparent processes for the selection and promotion of male and female researchers; calls on the Member States to ensure better gender balance within the bodies responsible for hiring and promoting researchers;***

Or. ro

**Amendment 103**

**Sylvie Goddyn**

**Motion for a resolution  
Paragraph 17**

*Motion for a resolution*

**17. Calls on the Commission to consistently apply gender budgeting to all programmes and measures providing funding in the area of science, academia and research;**

*Amendment*

*deleted*

Or. fr

**Amendment 104  
Clare Moody, Mary Honeyball, Julie Ward**

**Motion for a resolution  
Paragraph 17**

*Motion for a resolution*

17. Calls on the Commission to consistently apply gender budgeting to all programmes and measures providing funding in the area of science, academia and research;

*Amendment*

17. Calls on the Commission to consistently apply gender **-balanced** budgeting to all programmes and measures providing funding in the area of science, academia and research; **and to develop guidelines and methods for monitoring and assessing the inclusion of the gender dimension in these areas.**

Or. en

**Amendment 105  
Marc Tarabella**

**Motion for a resolution  
Paragraph 17**

*Motion for a resolution*

17. Calls on the Commission to consistently apply gender budgeting to all

*Amendment*

17. Calls on the Commission **and the Member States** to consistently apply



programmes and measures providing funding in the area of science, academia and research;

gender budgeting to all programmes and measures providing funding in the area of science, academia and research;

Or. fr

**Amendment 106**  
**Julie Girling**

**Motion for a resolution**  
**Paragraph 17 a (new)**

*Motion for a resolution*

*Amendment*

***17a. Calls upon Member States to develop statistical measures to monitor the destinations of women leaving academia in order to enhance policy making by academic institutions and governments in relates areas;***

Or. en

**Amendment 107**  
**Julie Girling**

**Motion for a resolution**  
**Paragraph 17 b (new)**

*Motion for a resolution*

*Amendment*

***17b. Encourages Member States to consider providing positive recognition of academic institutions that have taken measures to address gender inequality.***

Or. en

**Amendment 108**  
**Arne Gericke**

**Motion for a resolution**

## Paragraph 18

### *Motion for a resolution*

18. Calls on the Commission and the Member States to further strengthen networking among female scientists at national, regional and EU level;

### *Amendment*

18. Calls on the Member States, the academic sector and all relevant stakeholders to introduce special programmes in tertiary education in order to highlight the significance of gender equality ***and pay particular attention to mothers in science (ScienceMums)***;

Or. de

## Amendment 109 Julie Girling

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

### *Motion for a resolution*

### *Amendment*

***18a. Encourages Member States to consider implementing mentoring schemes with a particular focus on encouraging women to apply for funding grants, promotions or other opportunities and supporting them through that process;***

Or. en

## Amendment 110 Sylvie Goddyn

### Motion for a resolution Paragraph 19

### *Motion for a resolution*

19. Reiterates the importance of ensuring higher participation of women in decision-making and of ensuring gender balance on evaluation panels, selection boards and all other committees, as well as nominated panels and committees taking decisions

### *Amendment*

19. Reiterates the importance of ensuring higher participation of women in decision-making – ***solely on the basis of their personal will and actual skills*** – and of ensuring gender balance on evaluation panels, selection boards and all other

related to recruitment, funding, research programmes and publishing; research institutions and universities should be encouraged to introduce targets *for the participation of women* in those bodies;

committees, as well as nominated panels and committees taking decisions related to recruitment, funding, research programmes and publishing; research institutions and universities should be encouraged to introduce targets *proposing that women participate* in those bodies;

Or. fr

**Amendment 111**  
**Marc Tarabella**

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

*Motion for a resolution*

19. Reiterates the importance of ensuring higher participation of women in decision-making and of ensuring gender balance on evaluation panels, selection boards and all other committees, as well as nominated panels and committees taking decisions related to recruitment, funding, research programmes and publishing; research institutions and universities should be encouraged to introduce targets for the participation of women in those bodies;

*Amendment*

19. Reiterates the importance of ensuring higher participation of women in decision-making and of ensuring gender balance on evaluation panels, selection boards and all other committees, as well as nominated panels and committees taking decisions related to recruitment, funding, research programmes and publishing; research institutions and universities should be encouraged to introduce targets for the participation of women in those bodies; *calls on the Commission and the Member States in this regard to base themselves on the Commission's proposal for a directive on improving the gender balance among non-executive directors of companies listed on stock exchanges and related measures (COM(2012) 614) with a view to proposing similar legislative measures concerning senior positions for women in science and academia;*

Or. fr

**Amendment 112**  
**Marc Tarabella**

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

*Motion for a resolution*

*Amendment*

***19a. Calls on the Council to adopt, under the Luxembourg Presidency, conclusions concerning gender equality in research in order to ensure greater representation and participation of women in the decision-making process in the research sector;***

Or. fr

**Amendment 113**  
**Viorica Dăncilă**

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

*Motion for a resolution*

*Amendment*

***19a. Calls on Parliament to introduce a 'Women and Science in Europe' prize to be awarded to employers (undertakings, institutions and authorities) that lead the way in promoting women in academic and scientific circles, supporting female managers and ensuring equal pay;***

Or. ro

**Amendment 114**  
**Angelika Mlinar**

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

*Motion for a resolution*

*Amendment*

***19a. Call on the Commission to promote, through information campaigns, the schemes and programmes intended to increase women's participation in scientific research;***

Or. en

