



EUROPEAN PARLIAMENT

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Committee on Women's Rights and Gender Equality

2010/0115(NLE)

23.6.2010

OPINION

of the Committee on Women's Rights and Gender Equality

for the Committee on Employment and Social Affairs

on the proposal for a Council decision on guidelines for the employment policies of the Member States: Part II of the Europe 2020 Integrated Guidelines (COM(2010)0193 – C7-0111/2010 – 2010/0115(NLE))

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AMENDMENTS

The Committee on Women's Rights and Gender Equality calls on the Committee on Employment and Social Affairs, as the committee responsible, to incorporate the following amendments in its report:

Amendment 1

Proposal for a decision

Recital 1 a (new)

Text proposed by the Commission

Amendment

(1a) Article 157 of the Treaty on the Functioning of the European Union stipulates that the European Parliament and the Council shall adopt measures to ensure the application of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation, including the principle of equal pay for equal work or work of equal value.

Amendment 2

Proposal for a decision

Recital (2)

Text proposed by the Commission

Amendment

(2) The Treaty on European Union stipulates in Article 3.3 that the Union shall combat social exclusion and discrimination, and shall promote social justice and protection and provides for the Union's initiatives to ensure coordination of Member States' social policies. Article 9 of the Treaty on the Functioning of the European Union provides that in defining and implementing its policies and activities, the Union shall take into account requirements linked to the guarantee of adequate social protection and the fight

(2) The Treaty on European Union stipulates in Article 3(3) that the Union shall combat social exclusion and discrimination, and shall promote social justice and protection ***and equality between women and men***, and provides for the Union's initiatives to ensure coordination of Member States' social policies. Article 9 of the Treaty on the Functioning of the European Union provides that in defining and implementing its policies and activities, the Union shall take into account requirements linked to the guarantee of adequate social protection

against social exclusion.

and the fight against social exclusion.

Amendment 3

Proposal for a decision Recital 2 a (new)

Text proposed by the Commission

Amendment

(2a) Article 8 of the Treaty on the Functioning of the European Union stipulates that in all its activities, the Union shall aim to eliminate inequalities and to promote equality between men and women. Article 10 thereof adds that, in defining and implementing its policies and activities, the Union shall aim to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation. Article 2 of the Treaty on European Union states that European society is characterised by pluralism, non-discrimination, tolerance, justice, solidarity, and equality between women and men.

Amendment 4

Proposal for a decision Recital 8

Text proposed by the Commission

Amendment

(8) As part of comprehensive ‘exit strategies’ for the economic crisis, Member States should carry out ambitious reforms to ensure macroeconomic stability and the sustainability of public finance, improve competitiveness, reduce macroeconomic imbalances and enhance labour market performance. The withdrawal of the fiscal stimulus should be implemented and coordinated within the framework of the Stability and Growth Pact.

(8) As part of comprehensive ‘exit strategies’ for the economic crisis, Member States should carry out ambitious reforms to ensure macroeconomic stability and the sustainability of public finance, improve competitiveness, reduce macroeconomic imbalances and enhance labour market performance, ***and they should reconsider the need to reform their pensions systems to reflect the real demographic situation and forecasts for demographic growth in the short term and long term.*** The withdrawal of the fiscal stimulus should be

implemented and coordinated within the framework of the Stability and Growth Pact.

Amendment 5

Proposal for a decision Recital 8 a (new)

Text proposed by the Commission

Amendment

(8a) Where Member States consider making cuts in public spending, especially in the fields of care and education, they should first consider the effects of such cuts on female employment.

Amendment 6

Proposal for a decision Recital 9

Text proposed by the Commission

Amendment

(9) Within the Europe 2020 strategy, Member States should implement reforms aimed at ‘smart growth’, i.e. growth driven by knowledge and innovation. Reforms should aim at improving the quality of education, ensuring access for all, and strengthening research and business performance in order to promote innovation and knowledge transfer throughout the EU. They should encourage entrepreneurship and help to turn creative ideas into innovative products, services and processes that can create growth, quality jobs, territorial, economic and social cohesion, and address more efficiently European and global societal challenges. Making the most of information and communication technologies is essential in this context.

(9) Within the Europe 2020 strategy, Member States should implement reforms aimed at ‘smart growth’, i.e. growth driven by knowledge and innovation. Reforms should aim at improving the quality of education, ***by combating sexist stereotyping and*** ensuring access for all, and ***at*** strengthening research and business performance in order to promote innovation and knowledge transfer throughout the EU. They should encourage entrepreneurship and help to turn creative ideas into innovative products, services and processes that can create growth, quality jobs, territorial, economic and social cohesion, and address more efficiently European and global societal challenges. Making the most of information and communication technologies is essential in this context.

Amendment 7

Proposal for a decision

Recital 11

Text proposed by the Commission

(11) Member States' reform programmes should also aim at 'inclusive growth'. Inclusive growth means building a cohesive society in which people are empowered to anticipate and manage change, thus to actively participate in society and economy. Member States' reforms should therefore ensure access and opportunities for all throughout the lifecycle, thus reducing poverty and social exclusion, through removing barriers to labour market participation especially for women, older workers, young people, disabled and legal migrants. They should also make sure that the benefits of economic growth reach all citizens and all regions. Ensuring effective functioning of the labour markets through investing in successful transitions, appropriate skills development, rising job quality and fighting segmentation, structural unemployment and inactivity while ensuring adequate, sustainable social protection and active inclusion to reduce poverty should therefore be at the heart of Member States' reform programmes.

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Amendment 8

Proposal for a decision

Recital 13 a (new)

Text proposed by the Commission

Amendment

(13a) In reporting on employment rates,

Member States should provide clear and comparable data, broken down by gender, which correctly reflect the proportion of work which allows the worker to be economically independent, part-time employment and part-time unemployment in labour force statistics.

Amendment 9

Proposal for a decision Annex - Guideline 7 - Title

Text proposed by the Commission

Increasing labour market participation and reducing **structural** unemployment

Amendment

Increasing labour market participation, reducing unemployment **and promoting gender equality**

Amendment 10

Proposal for a decision Annex - Guideline 7 - paragraph 2

Text proposed by the Commission

Member States should step up social dialogue and tackle labour market segmentation with measures addressing temporary and precarious employment, underemployment and undeclared work. Professional mobility should be rewarded. The quality of jobs and employment conditions should be addressed by fighting low-wages and by ensuring adequate social security also for those on fixed contracts and the self-employed. Employment services should be strengthened and open to all, including young people and those threatened by unemployment with personalised services targeting those furthest away from the labour market.

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Member States should change working patterns and conditions for women in order to strengthen their labour market position and to ensure their social protection and other entitlements

accorded to women, including those who are self-employed.

Amendment 11

Proposal for a decision

Annex -Guideline 7 - paragraph 3

Text proposed by the Commission

In order to increase competitiveness and raise participation levels, particularly for the low-skilled, and in line with economic policy guideline 2, Member States should review tax and benefit systems and the capacity of public services to provide the necessary support. Member States ***should*** increase ***labour force*** participation through policies ***to*** promote active ageing, gender equality and equal pay ***and labour market integration of*** young people, disabled, ***legal*** migrants ***and other vulnerable groups***. Work-life balance policies ***with the provision of affordable care and innovation in work organisation*** should be geared to raising employment rates, particularly among youth, older workers and women, ***in particular to retain highly-skilled women in scientific and technical fields***. Member States should also remove barriers to labour market entry for newcomers, support self-employment and job creation in areas including green employment and care and promote social innovation.

Amendment

In order to increase competitiveness and raise participation levels, particularly for the low-skilled, and in line with economic policy guideline 2, Member States should review tax and benefit systems and the capacity of public services to provide the necessary support, ***including removing disincentives to female labour market participation***. Member States ***should*** increase ***the*** participation ***of economically active age groups in the labour market*** through policies ***that*** promote active ageing, gender equality and equal pay, ***access to social and work-related protection and benefits for women***. ***Moreover, special attention should be awarded to certain vulnerable groups who face particular difficulties in finding work, such as young people, the disabled and migrants, amongst others***. Work-life balance policies should be geared to raising employment rates, particularly among youth, older workers and women. ***Active measures should be taken to increase the participation of women in scientific and technical fields, to retain them and to increase their chances of promotion. In order to improve the possibilities for combining work and private life for men and women, Member States should grant employees the right to part-time work and flexibility with regard to working hours and the work place, access to affordable, flexible and high-quality childcare and care for other dependants and adequate maternity, paternity, filial and adoption leave. In order to ensure progress in equality policies*** Member States should

also remove barriers to labour market entry for newcomers **and women**, support self-employment and job creation in areas including green employment, **which is also a precondition for better-paid, high-skilled and rewarding jobs for women**, and care and promote social innovation.

Amendment 12

Proposal for a decision

Annex - Guideline 7 - paragraph 3 a (new)

Text proposed by the Commission

Amendment

Specific measures should be taken to address the barriers faced by women, especially older women, young women, migrant women, minority women, lesbian women, transgenders and women with disabilities, in entering the labour market, including those who actively combat the forms of discrimination and social exclusion that they face.

Amendment 13

Proposal for a decision

Annex - Guideline 7 - paragraph 3 b (new)

Text proposed by the Commission

Amendment

From a gender equality perspective, women and men should have the same opportunities to access the labour market, and to promotion . Therefore, amongst other things, policies should be developed which promote joint responsibility between women and men in the private sphere and the field of care, in particular by establishing a right to paternity leave, which ensure that affordable, high-quality childcare services are available for children aged 0 to 3 years, which provide universal schooling for children aged between 3 and 6 years, and which eliminate all forms of discrimination at

the workplace, such as the current gender wage gap.

Amendment 14

Proposal for a decision

Annex - Guideline 7 - paragraph 3 c (new)

Text proposed by the Commission

Amendment

In view of the differences that exist between employment opportunities for women and men in the EU, special efforts are needed to integrate women into the labour market, with a view to achieving the overall target of 75% employment.

Amendment 15

Proposal for a decision

Annex - Guideline 7 - paragraph 4

Text proposed by the Commission

Amendment

The EU headline target, on the basis of which Member States will set their national targets, is of aiming to bring by 2020 to 75% the employment rate for women and men aged 20-64 including through the greater participation of youth, older workers and low skilled workers and the better integration of **legal** migrants.

The EU headline target, on the basis of which Member States will set their national targets, is of aiming to bring by 2020 to 75% the employment rate for women and men aged 20-64 including through the greater participation of youth, older workers and low skilled workers and the better integration of migrants. **Member States should aim to ensure that at least 50% of female employment provides economic independence. The gender pay-gap should be reduced to 0-5% by 2020.**

Amendment 16

Proposal for decision

Guideline 7a: Gender equality

Text proposed by the Commission

Amendment

Guideline 7a: Gender equality

Member States should, through specific gender equality targets, gender mainstreaming and specific policy actions, increase female employment that provides economic independence, fully respect workers' rights and eliminate the gender pay-gap, discrimination and gender gaps in employment and unemployment rates.

Member States should aim to achieve a 75% employment rate for women (based on full-time equivalents) by 2020, through, inter alia,

- more public and private investment, more quality public services and support for families and individuals;*

- improve the possibilities for combining work and private life for men and women, particularly in male dominated sectors, by giving employees a right to part-time work and flexible working hours and work-places if they request for it, and adequate maternity, paternity, filial and adoption leave;*

- ensuring accessible, affordable, flexible and high-quality services, in particular, access to child care facilities by aiming to ensure conditions for 50% of necessary care for 0-3 year-old children and 100% of care for 3-6 year-old children, and improved access to care for other dependants, in particular older persons;*

- addressing precarious working conditions and combating involuntary part-time work since the majority affected by those are women;*

- more and better use of the skills of ethnic minority women and migrant women;*

- recognition of the rights of assisting spouses and life partners, who in the majority of cases are women, who provide help in handicrafts, trade, agriculture, fisheries and small family businesses, to obtain appropriate protection in the field of social security and of their work;*

- improving working conditions and valuation of work in sectors where women are particularly heavily represented (i.e. care and domestic work, certain service sectors);

- address the barriers faced by women, especially older women, young women, migrant women, minority women, lesbian women, transgenders and women with disabilities, in entering the labour market, including measures which actively combat the forms of discrimination and social exclusion that they face;

- encourage higher participation of women in scientific and technical professions, increase their chances of promotion in these sectors and ensure that female workers have equal access to training and education and, in particular, are included in training opportunities for green jobs;

- pay specific attention to groups of women facing poverty, such as single mothers, young mothers, single women with no work experience, elderly women and migrant women, as many of them are unable or not yet able to improve their situation by entering the labour market;

Member States should step up their efforts to fully apply the principle of equal pay for equal work and aim to reduce the gender pay gap to 0-5% by 2020. These targets will be supported by the Commission revised Directive 75/117/EEC, a legislative proposal which is more effective than the existing legislation and which provides for measures in the event of a breach of the right to equal pay, and to ensure that these are dissuasive and proportional (for instance, higher sanctions in case of repeat offenders).

Amendment 17

Proposal for a decision
Annex - Guideline 8 - paragraph 1

Text proposed by the Commission

Member States should promote productivity and employability through an adequate supply of knowledge and skills to match current and future demand in the labour market. Quality initial education and attractive vocational training must be complemented with effective incentives for lifelong learning, second-chance opportunities, ensuring every adult the chance to move one step up in their qualification, and by targeted migration and integration policies. Member States should develop systems for recognising acquired competencies, remove barriers to occupational and geographical mobility of workers, promote the acquisition of transversal competences and creativity, and focus their efforts particularly on supporting those with low skills and increasing the employability of older workers, while at the same time enhance the training, skills and experience of highly skilled workers, including researchers

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Amendment 18

Proposal for a decision
Annex - Guideline 8 - paragraph 2

Text proposed by the Commission

In cooperation with social partners and business, Member States should improve access to training, strengthen education and career guidance ***combined*** with systematic information on new job openings and opportunities, promotion of ***entrepreneurship*** and enhanced anticipation of skill needs. Investment in human resource development, up-skilling

Amendment

In cooperation with social partners and business, Member States should improve access to training, strengthen education and career guidance, ***which should include doing away with the gender stereotyping that leads to segregation on the labour market, and combine this*** with systematic information on new job openings and ***increased opportunities for women in the***

and participation in lifelong learning schemes should be promoted through joint financial contributions from governments, individuals and employers. To support young people and in particular those not in employment, education or training, Member States in cooperation with the social partners, should enact schemes to help recent graduates find initial employment or further education and training opportunities, including apprenticeships, and intervene rapidly when young people become unemployed. Regular monitoring of the performance of up-skilling and anticipation policies should help identify areas for improvement and increase the responsiveness of education and training systems to labour market needs. EU funds should be fully mobilised by Member States to support these objectives.

new-technologies sector, promotion of ***women's participation in SMEs*** and enhanced anticipation of skill needs ***with specific attention to the equal participation of women and men***.

Investment in human resource development, up-skilling and participation in lifelong learning schemes should be promoted through joint financial contributions from governments, individuals and employers. To support young people and in particular those not in employment, education or training, Member States in cooperation with the social partners, should enact schemes to help recent graduates find initial employment or further education and training opportunities, including apprenticeships, and intervene rapidly when young people become unemployed. Regular monitoring of the performance of up-skilling and anticipation policies should help identify areas for improvement and increase the responsiveness of education and training systems to labour market needs. EU funds should be fully mobilised by Member States to support these objectives.

Amendment 19

Proposal for a decision

Annex - Guideline 9 - paragraph 1

Text proposed by the Commission

In order to ensure access to quality education and training for all and to improve educational outcomes, Member States should invest efficiently in education and training systems notably to raise the skill level of the EU's workforce, allowing it to meet the rapidly changing needs of modern labour markets. Action should cover all sectors (from early childhood education and schools through to higher education, vocational education and training, as well as adult training) taking

Amendment

In order to ensure ***integration of gender equality principles in education and training programmes through*** access to quality education and training for all and to improve educational outcomes, Member States should invest efficiently in education and training systems notably to raise the skill level of the EU's workforce, allowing it to meet the rapidly changing needs of modern labour markets. Action should cover all sectors (from early childhood education and schools through to higher

also into account learning in informal and non-formal contexts. Reforms should aim to ensure the acquisition of the key competencies that every individual needs for success in a knowledge-based economy, notably in terms of employability, further learning, or ICT skills. Steps should be taken to ensure learning mobility of young people and teachers becomes the norm. Member States should improve the openness and relevance of education and training systems, particularly by implementing national qualification frameworks enabling flexible learning pathways and by developing partnerships between the worlds of education/training and work. The teaching profession should be made more attractive. Higher education should become more open to non-traditional learners and participation in tertiary or equivalent education should be increased. With a view to reducing the number of young people not in employment, education, or training, Member States should take all necessary steps to prevent early school leaving.

education, vocational education and training, as well as adult training) taking also into account learning in informal and non-formal contexts ***and contribute to decreasing gender segregation by occupation, sector and rank in the labour market***. Reforms should aim to ensure the acquisition of the key competencies that every individual needs for success in a knowledge-based economy, notably in terms of employability, further learning, or ICT skills. Steps should be taken to ensure learning mobility of young people and teachers becomes the norm. Member States should improve the openness and relevance of education and training systems, particularly by implementing national qualification frameworks enabling flexible learning pathways and by developing partnerships between the worlds of education/training and work. The teaching profession should be made more attractive. Higher education should become more open to non-traditional learners and participation in tertiary or equivalent education should be increased. With a view to reducing the number of young people not in employment, education, or training, Member States should take all necessary steps to prevent early school leaving.

Amendment 20

Proposal for a decision

Annex - Guideline 10 - paragraph 1

Text proposed by the Commission

Member States' efforts to reduce poverty should be aimed at promoting full participation in society and economy and extending employment opportunities, making full use of the European Social Fund. Efforts should also concentrate on ensuring equal opportunities, including through access to affordable, sustainable and high quality services and public services (including online services, in line

Amendment

In the context of the multidimensional nature of poverty and social exclusion, Member States' efforts to reduce poverty should be aimed at promoting full participation in society and economy and extending employment opportunities ***for all***, making full use of the European Social Fund. Efforts should also concentrate on ensuring equal opportunities ***and equal participation in the labour market for***

with guideline 4) and in particular health care. Member States should put in place effective anti-discrimination measures. Equally, to fight social exclusion, empower people and promote labour market participation, social protection systems, lifelong learning and active inclusion policies should be enhanced to create opportunities at different stages of people's lives and shield them from the risk of exclusion. Social security and pension systems must be modernised to ensure that they can be fully deployed to ensure adequate income support and access to healthcare — thus providing social cohesion — whilst at the same time remaining financially sustainable. Benefit systems should focus on ensuring income security during transitions and reducing poverty, in particular among groups most at risk from social exclusion, such as one-parent families, minorities, people with disabilities, children and young people, elderly women and men, legal migrants and the homeless. Member States should also actively promote the social economy and social innovation in support of the most vulnerable.

women, including through access to affordable, sustainable and high quality services and public services (including online services, in line with guideline 4) and in particular health care. Member States should put in place effective anti-discrimination measures ***focusing particularly on women, and taking into account the feminisation of poverty and integrate a gender perspective in order to protect groups at risk and to ensure their inclusion into the labour market.*** Equally, to fight social exclusion, empower people and promote labour market participation, social protection systems, lifelong learning and active inclusion policies should be enhanced to create opportunities at different stages of people's lives and shield them from the risk of exclusion. Social security and pension systems must be modernised to ensure that they can be fully deployed to ensure adequate income support and access to healthcare ***for each individual*** — thus providing social cohesion — whilst at the same time remaining financially sustainable. Benefit systems should focus on ensuring income security during transitions and reducing poverty, in particular among groups most at risk from social exclusion ***in the context of gender equality***, such as one-parent families, minorities, people with disabilities, children and young people, elderly women and men, legal migrants and the homeless, ***with particular attention to female victims of terrorism, trafficking, organised crime and domestic violence.*** Member States should also actively promote the social economy and social innovation in support of the most vulnerable, ***while making economic and social policies that are more gender-aware.***

RESULT OF FINAL VOTE IN COMMITTEE

Date adopted	23.6.2010
Result of final vote	+: 17 -: 2 0: 12
Members present for the final vote	Edit Bauer, Emine Bozkurt, Andrea Češková, Marije Cornelissen, Silvia Costa, Edite Estrela, Ilda Figueiredo, Iratxe García Pérez, Jolanta Emilia Hibner, Mary Honeyball, Sophia in 't Veld, Livia Járóka, Teresa Jiménez-Becerril Barrio, Philippe Juvin, Nicole Kiil-Nielsen, Rodi Kratsa-Tsagaropoulou, Barbara Matera, Antonia Parvanova, Frédérique Ries, Raúl Romeva i Rueda, Joanna Katarzyna Skrzydlewska, Eva-Britt Svensson, Marc Tarabella, Britta Thomsen, Anna Záborská
Substitute(s) present for the final vote	Christa Kläß, Elisabeth Morin-Chartier, Mariya Nedelcheva, Chrysoula Paliadeli
Substitute(s) under Rule 187(2) present for the final vote	Julie Girling, Gesine Meissner