



2019/2212(INI)

6.2.2020

POSITION IN THE FORM OF AMENDMENTS

of the Committee on Women's Rights and Gender Equality

for the Committee on Employment and Social Affairs

on the European Semester for economic policy coordination: Employment and
Social Aspects in the Annual Growth Survey 2020
(2019/2212(INI))

On behalf of the Committee on Women's Rights and Gender Equality: Lina
Gálvez Muñoz (rapporteur)

PA_NonLegPosition

AMENDMENTS

The Committee on Women's Rights and Gender Equality presents the following amendments to the Committee on Employment and Social Affairs, as the committee responsible:

Amendment 1

Motion for a resolution

Recital A a (new)

Motion for a resolution

Amendment

Aa. whereas the principle of gender equality is a core value of the EU and is enshrined in Articles 2 and 3(3) of the Treaty on European Union, and whereas Articles 8 and 19 of the Treaty on the Functioning of the European Union and Article 23 of the Charter of Fundamental Rights clearly state the EU's commitment to gender mainstreaming as a tool to eliminate inequalities, promote gender equality and combat discrimination in all of its policies and activities;

Amendment 2

Motion for a resolution

Recital B a (new)

Motion for a resolution

Amendment

Ba. whereas persistent gender gaps in the EU, such as the 11.5 % gender employment gap, the 16 % gender pay gap and the 35.7 % gender pension gap, and the underrepresentation of women in well-paid sectors – which is partly a result of many women having to provide informal care and carry out unpaid domestic work – are not only unfair, but also put women in vulnerable or precarious situations, such as poverty or social exclusion; whereas the gender pay and pension gaps are higher for migrant

and ethnic minority women, who face additional barriers to employment and higher levels of employment and workplace discrimination; whereas urgent efforts are needed to eliminate these gaps as they remain some of the main barriers to achieving gender equality and are an unacceptable form of gender discrimination;

Amendment 3

Motion for a resolution Recital C a (new)

Motion for a resolution

Amendment

Ca. whereas the gender pay and pension gaps – which are the result of the accumulation of inequalities experienced by women throughout their lives – and periods of absence from the labour market are particularly important; whereas most of those inequalities are consequences of the fact that 7 million women compared to 0.5 million men in the EU do not work due to caring responsibilities; whereas the European Semester should contribute to the realisation of the European Pillar of Social Rights and monitor the delivery of all 20 key principles, with special attention to ensuring equality of treatment and opportunities between women and men, the right to equal pay for work of equal value, and the right to affordable care services of good quality;

Amendment 4

Motion for a resolution
Recital D a (new)

Motion for a resolution

Amendment

Da. whereas access to services, including childcare and long-term care provision, has the greatest impact on women as they often have to fill the gaps in caregiving and family support, perpetuating their disproportionate responsibility for providing care;

Amendment 5

Motion for a resolution
Recital E a (new)

Motion for a resolution

Amendment

Ea. whereas the OECD has emphasised that investing in improving gender equality contributes to economic growth; whereas, inter alia, promoting gender equality, improving employment opportunities for women, ensuring the principle of equal pay for work of equal value, facilitating the reconciliation of work, care and private life for women and men, and preventing and combating violence against women are vital to the EU's economic growth, productivity, long-term fiscal sustainability and societal stability;

Amendment 6

Motion for a resolution
Recital F a (new)

Motion for a resolution

Amendment

Fa. *whereas the quality of and access to care services varies widely within and among the Member States; whereas despite the commitments made by the Member States to meet the Barcelona targets, one sixth of EU households have unmet needs for childcare services; whereas one third of EU households do not have access to adequate professional home care services;*

Amendment 7

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

Motion for a resolution

Amendment

Ga. *whereas the presence of more women in decision-making positions would enhance gender equality, and whereas binding quotas are the best tool to achieve this goal, as EIGE data shows^{1a};*

^{1a.} The percentage of women on company boards is 35.3 % in Member States with binding quotas, 27 % in Member States with soft measures and 15.4 % in Member States with no measures adopted. Source: <https://eige.europa.eu/news/ageing-societies-migration-and-climate-change-bring-new-challenges-gender-equality>

Amendment 8

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

Motion for a resolution

Amendment

1a. *Calls on the Member States to set specific quantitative targets in their national reform programmes (NRPs), to achieve the Barcelona targets and to implement specific measures targeting groups of women with very low employment rates, such as young women, older women, migrant women, disabled women, single mothers and Roma women; stresses that the employment gap is especially high for mothers and women with caring responsibilities;*

Amendment 9

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

Motion for a resolution

Amendment

2a. *Calls on the Member States to pay attention to the gender dimension throughout their National Reform Programmes under the European Semester, in particular as regards systematic measures for advancing equality between women and men in the areas of employment, social inclusion, the fight against poverty, education, and research and innovation; calls on the Member States to make a regular analysis of the structural reforms from a gender perspective;*

Amendment 10

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

Motion for a resolution

Amendment

3a. *Calls on the Commission to pay greater attention to gender perspective when formulating its country-specific recommendations so as to address persisting gender gaps;*

Amendment 11

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

Motion for a resolution

Amendment

4a. *Calls for the introduction of a gender pillar and an overarching gender equality objective in the successor to the Europe 2020 strategy and for the incorporation of gender-specific targets and indicators in the country-specific challenges identified in the Social Scoreboard;*

Amendment 12

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

Motion for a resolution

Amendment

5a. *Highlights and welcomes the call included in the December 2019 ‘Council Conclusions on Gender-Equal Economies in the EU: The Way Forward’ to put a stronger focus on gender equality in the different phases of the European Semester process, including by working on existing gender equality indicators, developing new ones and by continuing to*

develop sex-disaggregated data collection, statistical methods and analysis for monitoring progress on gender equality;

Amendment 13

Motion for a resolution Paragraph 6 a (new)

Motion for a resolution

Amendment

6a. Regrets the lack of an even broader gender perspective and further indicators in the framework of the European Semester and calls on the Commission to include the Gender Equality Index as one of the European Semester's tools for monitoring progress towards employment and social targets and to acknowledge the gender effects of macroeconomic policies;

Amendment 14

Motion for a resolution Paragraph 7 a (new)

Motion for a resolution

Amendment

7a. Calls on the Commission to further integrate the Social Scoreboard for the European Pillar of Social Rights in the monitoring process of the European Semester;

Amendment 15

Motion for a resolution
Paragraph 8 a (new)

Motion for a resolution

Amendment

8a. Welcomes the commitment of the new Commission to propose the EU Gender Equality Strategy, including binding pay transparency measures, within the first 100 days of its mandate; calls on the Commission to complete this initiative with tools providing objective criteria that allow for gender-neutral assessment and comparisons of the value of work in different sectors in order to achieve equal pay for equal work and work of equal value between women and men in all sectors and professions;

Amendment 16

Motion for a resolution
Paragraph 9 a (new)

Motion for a resolution

Amendment

9a. Calls on the Member States and the Commission to remove all barriers to women participating in the labour market and to integrate the gender perspective in taxation policies – including gender audits of fiscal policies in order to eliminate tax-related gender biases – and to ensure that no new taxes, spending laws, programmes or practices that increase market or net income gender gaps or that reinforce the male breadwinner model are established;

Amendment 17

Motion for a resolution
Paragraph 10 a (new)

Motion for a resolution

Amendment

10a. *Reiterates its call to enrich the scoreboard of macroeconomic imbalances with social indicators, including for gender inequalities, which have to be on an equal footing with economic indicators;*

Amendment 18

Motion for a resolution
Paragraph 11 a (new)

Motion for a resolution

Amendment

11a. *Is concerned that vertical and horizontal labour market segregation and persistent gender pay and pension gaps between women and men remain wide throughout the European Union, and that there is a lack of women involved in decision-making processes, particularly economic ones, including social dialogue; emphasises that these and other inequalities are felt most strongly by disadvantaged groups of women, and therefore calls for an intersectional approach to be integrated into employment policies and social protection to support vulnerable groups of women, including women with disabilities; believes that in order to successfully implement such an intersectional approach, it is necessary to obtain gender-segregated data and information, especially when dealing with platform work and undeclared work, active labour policies, mobility, individual action plans or unemployment benefits, among others;*

Amendment 19

Motion for a resolution Paragraph 12 a (new)

Motion for a resolution

Amendment

12a. Calls on the Member States to adopt legislation ensuring the equal representation of women in decision-making bodies of companies, equal pay for women and men and the same opportunities for career growth, including through a public index on companies' equality performance and by imposing penalties on companies that fail to meet equality targets;

Amendment 20

Motion for a resolution Paragraph 13 a (new)

Motion for a resolution

Amendment

13a. Emphasises the importance of ensuring universal, good-quality, accessible and affordable childcare facilities in order to increase the employment of women; is concerned that the Barcelona targets of ensuring that 33 % of children under the age of three are in childcare (target 1) and that 90 % of children between the age of 3 and the mandatory school age (target 2) are in education have only been met by 12 of the Member States since 2002; calls on the Member States to promptly and effectively transpose into their national law the Directive of the European Parliament and of the Council of 20 June 2019 on work-

life balance for parents and carers; calls for the development of an EU framework for the care economy that would regulate minimum levels of care for older and dependent people in a similar way to the Barcelona Targets and for quality guidelines for the professionalisation of domestic and care work to be established;

Amendment 21

Motion for a resolution Paragraph 14 a (new)

Motion for a resolution

Amendment

14a. *Calls on the Commission to ensure that the European Semester process contributes to the fulfilment of the European Pillar of Social Rights, giving the Member States enough leeway to fund and sustain their funding for care services;*

Amendment 22

Motion for a resolution Paragraph 15 a (new)

Motion for a resolution

Amendment

15a. *Stresses that while responsibility for the organisation and content of early childhood education and care systems and provision for long-term care rests with the individual Member States, cooperation at the EU level together with the efficient use of EU funds can contribute to the development of quality care services by supporting and complementing measures taken at regional and national level and*

can help the Member States to address common challenges;

Amendment 23

Motion for a resolution Paragraph 16 a (new)

Motion for a resolution

Amendment

16a. Is concerned about the underrepresentation of women in science, technology, engineering and mathematics (STEM) education and careers, and calls on the Member States to fight gender stereotypes and improve the participation, achievement and continued involvement of girls and women in STEM education and careers in order to reduce the gender gap in STEM professions; highlights the importance of life-long learning for women, as it gives them an opportunity to reskill in the ever-changing labour market;

Amendment 24

Motion for a resolution Paragraph 17 a (new)

Motion for a resolution

Amendment

17a. Points out the importance of monitoring the percentage of 15-24 year olds who are not in education, employment or training (NEET) alongside auxiliary indicators, and stresses that special attention has to be paid to young women and girls as there is a considerable difference between the genders in terms of the proportion of

young people who are NEET;

Amendment 25

Motion for a resolution Paragraph 18 a (new)

Motion for a resolution

Amendment

18a. Calls on the Member States to ensure upward convergence on equal, non-transferable and fully paid maternity and paternity leave as a measure to improve gender equality in care work, facilitating an egalitarian participation of women and men in the labour market and a fairer share of unpaid care and domestic work, thus closing the temporary and part-time employment gaps;

Amendment 26

Motion for a resolution Paragraph 19 a (new)

Motion for a resolution

Amendment

19a. Calls on the Member States to unblock the Women on Boards Directive;

Amendment 27

Motion for a resolution Paragraph 20 a (new)

Motion for a resolution

Amendment

20a. *Calls on the Member States and the Commission to improve the collection of gender-disaggregated data, especially on the underlying causes of gender inequalities in the labour market such as the take-up of different types of care-related leave or comparable data on the different causes of the gender pay gap across the Member States; is convinced that a time use survey should be conducted with enough periodicity and a sufficient sample size in order to provide information on unpaid care and the domestic work gender gap; strongly stresses, therefore, the need to monitor gender progress and the impact of reforms over time; also calls on the Commission to monitor the participation of women in the labour market in terms of the number of hours worked per week, contract types and financial independence;*

Amendment 28

Motion for a resolution Paragraph 21 a (new)

Motion for a resolution

Amendment

21a. *Emphasises the relevance of orienting policies towards green and digital transitions in order to pursue gender equality goals; calls for the inclusion of a systematic gender impact assessment and the allocation of specific funds for gender equality in order to achieve a fair and just green and digital transition that leaves no one behind and serves to combat all forms of discrimination; encourages the Member States to identify effective funding models, tailored to national and local*

circumstances;

Amendment 29

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

Motion for a resolution

Amendment

22a. Calls on the European Commission and the Member States to strengthen gender mainstreaming and gender budgeting and the effective implementation thereof in all policy areas and in particular in the European Semester;

Amendment 30

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

Motion for a resolution

Amendment

23a. Recalls the importance of the European Semester and particularly the country reports in monitoring the Member States progress in implementing the SDGs, in particular SDG 5 and its targets 5.4 and 5.5;

Amendment 31

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

Motion for a resolution

Amendment

24a. Calls on the Council to unblock negotiations on the horizontal Anti-Discrimination Directive to ensure that women and other vulnerable groups are protected in all areas of society;

Amendment 32

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

Motion for a resolution

Amendment

25a. Calls on the Member States to ratify the Istanbul Convention on the Elimination of Violence Against Women and Girls, as gender-based violence is an additional barrier to women's participation in the labour market and their economic independence;

Amendment 33

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

Motion for a resolution

Amendment

26a. Calls on the Member States to take concrete steps to tackle sexual and gender-based harassment in hiring practices and workplaces, including requirements for independent reporting mechanisms; calls on the Member States to address the rising backlash against women in politics and the media industry, including online and workplace harassment and abuse, which is driving

women out of public-facing positions and contributing towards a harmful and exclusionary environment for women working in these sectors;

Amendment 34

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

Motion for a resolution

Amendment

27a. Calls for policies supporting women's entrepreneurship, facilitating their access to finance and business opportunities, offering tailor-made training and creating measures for reconciliation of professional and private life;

INFORMATION ON ADOPTION IN COMMITTEE ASKED FOR OPINION

Date adopted	22.1.2020
---------------------	-----------