

13.1.2021

A9-0234/2

**Amendment 2**  
**Maria Noichl**

**Report**  
**Maria Noichl**  
The EU Strategy for Gender Equality  
(2019/2169(INI))

**A9-0234/2020**

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

*Motion for a resolution*

6. Calls on the Commission to respect the commitments of the 2020 Work Programme in any revision and to deliver ***on time*** a proposal for binding pay transparency measures, an EU strategy on victims' rights, ***a post-2020 EU Framework on Roma Equality and Inclusion Strategies***, a new EU strategy towards the eradication of trafficking in human beings ***and an EU action plan on gender equality and women's empowerment in external relations for 2021-2025***;

*Amendment*

6. Calls on the Commission to respect the commitments of the 2020 Work Programme in any revision and to deliver a proposal for binding pay transparency measures, an EU strategy on victims' rights ***and*** a new EU strategy towards the eradication of trafficking in human beings; ***regrets that the proposal for binding pay transparency measures was not introduced in 2020 as planned***;

Or. en

13.1.2021

A9-0234/3

**Amendment 3**  
**Maria Noichl**

**Report**

**A9-0234/2020**

**Maria Noichl**

The EU Strategy for Gender Equality  
(2019/2169(INI))

**Motion for a resolution**  
**Paragraph 29**

*Motion for a resolution*

29. Is concerned about the lack of an explicit prohibition of discrimination on the grounds of a person's gender identity and gender expression in EU law; notes the persistence of discrimination, harassment and exclusion from the labour market of LGBTIQ+ people; recalls its resolutions of 14 February 2019 on the future of the LGBTI List of Actions<sup>37</sup> and of 18 December 2019 on public discrimination and hate speech against LGBTI people<sup>38</sup>; ***calls on the Commission to adopt as soon as possible the strategic framework on LGBTIQ+ equality***, to follow up on its LGBTI List of Actions 2016-2019, ***and to include*** specific measures to tackle discrimination at work on grounds of sexual orientation, gender identity, gender expression and sex characteristics;

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<sup>37</sup> Texts adopted, P8\_TA(2019)0129.

<sup>38</sup> Texts adopted, P8\_TA(2019)0101.

*Amendment*

29. Is concerned about the lack of an explicit prohibition of discrimination on the grounds of a person's gender identity and gender expression in EU law; notes the persistence of discrimination, harassment and exclusion from the labour market of LGBTIQ+ people; recalls its resolutions of 14 February 2019 on the future of the LGBTI List of Actions<sup>37</sup> and of 18 December 2019 on public discrimination and hate speech against LGBTI people<sup>38</sup>; ***welcomes the adoption of the first ever LGBTI+ strategy, and calls on the Commission*** to follow up on its LGBTI List of Actions 2016-2019 ***with*** specific measures to tackle discrimination at work on grounds of sexual orientation, gender identity, gender expression and sex characteristics;

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<sup>37</sup> Texts adopted, P8\_TA(2019)0129.

<sup>38</sup> Texts adopted, P8\_TA(2019)0101.

Or. en

13.1.2021

A9-0234/4

**Amendment 4**  
**Maria Noichl**

**Report**  
**Maria Noichl**  
The EU Strategy for Gender Equality  
(2019/2169(INI))

**A9-0234/2020**

**Motion for a resolution**  
**Paragraph 33**

*Motion for a resolution*

*Amendment*

**33. Asks the Commission, in this context, to produce a Directive on Combating Trafficking for Sexual Exploitation in the EU, as trafficking for sexual exploitation represents the most widespread form of trafficking;** *deleted*

Or. en

13.1.2021

A9-0234/5

**Amendment 5**  
**Maria Noichl**

**Report**

**A9-0234/2020**

**Maria Noichl**

The EU Strategy for Gender Equality  
(2019/2169(INI))

**Motion for a resolution**  
**Paragraph 53**

*Motion for a resolution*

53. Welcomes the Commission's commitment to table binding measures on pay transparency **by the end of 2020**, which can be a useful tool to detect gaps and discrimination within the same sector and bridge the gender pay gap; stresses in this regard the importance of the full cooperation and involvement of the social partners and all stakeholders in line with national practices and traditions; points out, however, that the issue of equal pay for equal work or work of equal value between men and women across different occupational sectors still needs to be addressed to cover differences in pay for work of equal value in the gender-segregated labour market, with lower wages in some sectors, which mostly employ women, such as nursing, care, retail, sales and the education sector, compared to, for example, the manufacturing sector or technical professions which employ more men; strongly recommends the inclusion of the principle of equal pay for work of equal value between women and men, which could be defined as follows: 'Work shall be deemed of equal value if, based on a comparison of two groups of workers which have not been formed in an arbitrary manner, the work performed is comparable, taking into account factors such as the working conditions, the degree

*Amendment*

53. Welcomes the Commission's commitment to table binding measures on pay transparency, which can be a useful tool to detect gaps and discrimination within the same sector and bridge the gender pay gap; ***regrets nonetheless the delay in publishing this proposal and asks the Commission to put forward the proposal as soon as possible***; stresses in this regard the importance of the full cooperation and involvement of the social partners and all stakeholders in line with national practices and traditions; points out, however, that the issue of equal pay for equal work or work of equal value between men and women across different occupational sectors still needs to be addressed to cover differences in pay for work of equal value in the gender-segregated labour market, with lower wages in some sectors, which mostly employ women, such as nursing, care, retail, sales and the education sector, compared to, for example, the manufacturing sector or technical professions which employ more men; strongly recommends the inclusion of the principle of equal pay for work of equal value between women and men, which could be defined as follows: 'Work shall be deemed of equal value if, based on a comparison of two groups of workers which have not been formed in an arbitrary

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of responsibility conferred on the workers, and the physical or mental requirements of the work'; points out that gender-neutral job evaluation tools and classification criteria need to be developed for this purpose;

manner, the work performed is comparable, taking into account factors such as the working conditions, the degree of responsibility conferred on the workers, and the physical or mental requirements of the work'; points out that gender-neutral job evaluation tools and classification criteria need to be developed for this purpose;

Or. en

13.1.2021

A9-0234/6

**Amendment 6**  
**Maria Noichl**

**Report**  
**Maria Noichl**  
The EU Strategy for Gender Equality  
(2019/2169(INI))

**A9-0234/2020**

**Motion for a resolution**  
**Paragraph 97**

*Motion for a resolution*

97. Stresses that the response to the COVID-19 epidemic *could* be used to establish additional budget resources that the Member States could mobilise to support victims of violence;

*Amendment*

97. Stresses that the response to the COVID-19 epidemic *should* be used to establish additional budget resources that the Member States could mobilise to support victims of violence;

Or. en

13.1.2021

A9-0234/7

**Amendment 7**  
**Maria Noichl**

**Report**

**A9-0234/2020**

**Maria Noichl**

The EU Strategy for Gender Equality  
(2019/2169(INI))

**Motion for a resolution**  
**Paragraph 100**

*Motion for a resolution*

100. Stresses the need to increase the resources available to the EU programmes dedicated to the promotion of gender equality and women's rights ***in the next MFF, in particular the recovery plan NextGenerationEU, and asks the Commission to ensure that a gender mainstreaming clause is included in the revised proposal for the next MFF; urges*** the Commission to step up its efforts to implement gender budgeting as an integral part of the budgetary procedure at all stages and in all its budget lines, and include independent budget lines for targeted actions; underlines that every new measure, mechanism or strategy should undergo a gender impact assessment; calls on the Commission and the Council, in this context, to invest in the care economy and to adopt a Care Deal for Europe, to complement the European Green Deal;

*Amendment*

100. Stresses the need to increase the resources available to the EU programmes dedicated to the promotion of gender equality and women's rights; ***calls on*** the Commission to step up its efforts to implement gender budgeting as an integral part of the budgetary procedure at all stages and in all its budget lines, and include independent budget lines for targeted actions; underlines that every new measure, mechanism or strategy should undergo a gender impact assessment; calls on the Commission and the Council, in this context, to invest in the care economy and to adopt a Care Deal for Europe, to complement the European Green Deal; ***welcomes the fact that for the first time ever gender mainstreaming will be a horizontal priority in the MFF and will be accompanied by a thorough gender impact assessment and monitoring of the programmes;***

Or. en

**Amendment 8**  
**Maria Noichl**

**Report**

**A9-0234/2020**

**Maria Noichl**

The EU Strategy for Gender Equality  
 (2019/2169(INI))

**Motion for a resolution**  
**Paragraph 117**

*Motion for a resolution*

*Amendment*

117. Recalls its resolution of 12 February 2019 on the need for a strengthened post-2020 Strategic EU Framework for National Roma Inclusion Strategies<sup>42</sup>, which states that in most Member States no improvement has been observed in access to employment, that there are serious concerns relating to housing and little progress regarding poverty, and that there is a need for a strong gender dimension in the EU framework; is concerned about hate speech against Roma in the context of the COVID-19 pandemic, and the additional restrictions introduced by some Member States to put Roma communities in quarantine, and fears the negative consequences for the most vulnerable groups among Roma, such as girls, young women, older women, persons with disabilities or LGBTIQ+; ***urges the Commission to adopt as soon as possible*** the EU strategic framework on Roma equality and inclusion, to analyse the impact that the coronavirus is having on Roma communities and to adopt measures to avoid a backlash against them;

117. Recalls its resolution of 12 February 2019 on the need for a strengthened post-2020 Strategic EU Framework for National Roma Inclusion Strategies<sup>42</sup>, which states that in most Member States no improvement has been observed in access to employment, that there are serious concerns relating to housing and little progress regarding poverty, and that there is a need for a strong gender dimension in the EU framework; is concerned about hate speech against Roma in the context of the COVID-19 pandemic, and the additional restrictions introduced by some Member States to put Roma communities in quarantine, and fears the negative consequences for the most vulnerable groups among Roma, such as girls, young women, older women, persons with disabilities or LGBTIQ+; ***welcomes the adoption of*** the EU strategic framework on Roma equality and inclusion, ***making it possible*** to analyse the impact that the coronavirus is having on Roma communities and to adopt measures to avoid a backlash against them;

<sup>42</sup> Texts adopted, P8\_TA(2019)0075.

<sup>42</sup> Texts adopted, P8\_TA(2019)0075.





13.1.2021

A9-0234/9

**Amendment 9**  
**Maria Noichl**

**Report**

**A9-0234/2020**

**Maria Noichl**

The EU Strategy for Gender Equality  
(2019/2169(INI))

**Motion for a resolution**  
**Paragraph 122**

*Motion for a resolution*

122. ***Calls on the Commission to swiftly adopt*** the new Gender Action Plan III (GAPIII) ***building on the current GAPII, in order to start its implementation in 2021*** as a key instrument for promoting gender equality and women's and girls' empowerment in external relations; stresses that this document needs to ***take the form of a communication and to*** be accompanied by clear, measurable and time-bound indicators, including an allocation of roles and responsibilities to the different actors; ***calls for*** the new action plan ***to maintain*** the 85 % target for all new programmes to contribute to gender equality ***and to establish*** a new 20 % target for the programmes to have gender equality as a principal objective; demands that the new Neighbourhood, Development and International Cooperation Instrument prioritise gender equality and women's rights across geographic and thematic programmes along these lines; welcomes the shift in the institutional culture of the Commission's services and the European External Action Service in order to more effectively deliver on the EU's commitments regarding women's rights and gender equality;

*Amendment*

122. ***Welcomes*** the new Gender Action Plan III (GAPIII) as a key instrument for promoting gender equality and women's and girls' empowerment in external relations; stresses that this document needs to be accompanied by clear, measurable and time-bound indicators, including an allocation of roles and responsibilities to the different actors; ***welcomes the fact that*** the new action plan ***maintains*** the 85 % target for all new programmes to contribute to gender equality; ***regrets that the*** new 20 % target for the programmes to have gender equality as a principal objective ***was not established***; demands that the new Neighbourhood, Development and International Cooperation Instrument prioritise gender equality and women's rights across geographic and thematic programmes along these lines; welcomes the shift in the institutional culture of the Commission's services and the European External Action Service in order to more effectively deliver on the EU's commitments regarding women's rights and gender equality;

Or. en

