

**Amendment 10****Jadwiga Wiśniewska**

on behalf of the ECR Group

**Report****A9-0234/2020****Maria Noichl**The EU Strategy for Gender Equality  
(2019/2169(INI))**Motion for a resolution (Rule 181(3) of the Rules of Procedure) replacing non-legislative motion for a resolution A9-0234/2020****European Parliament resolution on the EU Strategy for Gender Equality***The European Parliament,*

- having regard to Articles 2 and 3(3) of the Treaty on European Union and Articles 6, 8, 10, 83, 153, 157 and 168(7) of the Treaty on the Functioning of the European Union (TFEU),
- having regard to the EU directives from 1975 onwards on various aspects of equal treatment for women and men (Directive 79/7/EEC<sup>1</sup>, Directive 86/613/EEC<sup>2</sup>, Directive 92/85/EEC<sup>3</sup>, Directive 2004/113/EC<sup>4</sup>, Directive 2006/54/EC<sup>5</sup>, Directive 2010/18/EU<sup>6</sup> and Directive 2010/41/EU<sup>7</sup>),
- having regard to Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and repealing

---

<sup>1</sup> Council Directive 79/7/EEC of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security, OJ L 6, 10.1.1979, p. 24.

<sup>2</sup> Council Directive 86/613/EEC of 11 December 1986 on the application of the principle of equal treatment between men and women engaged in an activity, including agriculture, in a self-employed capacity, and on the protection of self-employed women during pregnancy and motherhood, OJ L 359, 19.12.1986, p. 56.

<sup>3</sup> Council Directive 92/85/EEC of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding, OJ L 348, 28.11.1992, p. 1.

<sup>4</sup> Council Directive 2004/113/EC of 13 December 2004 implementing the principle of equal treatment between men and women in the access to and supply of goods and services, OJ L 373, 21.12.2004, p. 37.

<sup>5</sup> Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation, OJ L 204, 26.7.2006, p. 23.

<sup>6</sup> Council Directive 2010/18/EU of 8 March 2010 implementing the revised Framework Agreement on parental leave concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and repealing Directive 96/34/EC, OJ L 68, 18.3.2010, p. 13.

<sup>7</sup> Directive 2010/41/EU of the European Parliament and of the Council of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Council Directive 86/613/EEC, OJ L 180, 15.7.2010, p. 1.

Council Directive 2010/18/EU<sup>8</sup>,

- having regard to its resolution of 10 December 2013 on sexual and reproductive health and rights<sup>9</sup>,
  - having regard to the European Pillar of Social Rights and, in particular, its principles 1, 2, 3, 6, 9, 11, 12 and 15,
  - having regard to Rule 54 of its Rules of Procedure,
- A. whereas equality between women and men is one of the core values of the European Union and a horizontal principle the EU should pursue in all its actions;
- B. whereas gender equality policies are drivers of smart, sustainable and inclusive growth and a precondition for promoting prosperity, competitiveness and employment, as well as inclusiveness and social cohesion;
- C. whereas the EU, which in all its actions is obliged to promote equality between men and women, should act where it has the competence to do so in accordance with the Treaties, but can also contribute to the promotion of best practices among Member States in other areas;
- D. whereas while equality between men and women has been largely achieved in the EU, important issues still need to be resolved, such as the gender pay and pension gap, violence against women, forced marriages, female genital mutilation, women's representation in public life and science, and the balance between family and professional life;
- E. whereas Member States have the primary responsibility for ensuring social progress and economic growth through, for example, national structural reforms and sound fiscal policies; whereas EU initiatives cannot and should not seek to replace national responsibilities in this regard;
- F. whereas the EU has the means to help Member States exchange best practices to assist those in need, particularly in the field of equality and the gender pay gap;
- G. whereas the EU has adopted important legislation and made crucial progress towards achieving equality between women and men;
- H. whereas one in three women in the EU aged 15 or over has experienced some form of physical and/or sexual violence<sup>10</sup>, one in two has experienced sexual harassment and 1 in 10 has faced online harassment;
- I. whereas violence against women in all its forms (physical, sexual, psychological, economic or cyber violence) is a violation of human rights and one of the biggest obstacles to achieving equality between women and men; whereas a life free from

---

<sup>8</sup> OJ L 188, 12.7.2019, p. 79.

<sup>9</sup> OJ C 468, 15.12.2016, p. 66.

<sup>10</sup> FRA survey 2014, the most comprehensive at EU level in the field, based on data from 28 Member States.

violence is a prerequisite for equality;

- J. whereas trafficking in human beings represents one of the most flagrant violations of fundamental rights and human dignity; whereas women and girls make up 80 % of the registered victims of trafficking and 95 % of the registered victims of trafficking for purposes of sexual exploitation; whereas trafficking in human beings is a growing branch of organised crime, a form of slavery and a human rights violation, and concerns mostly women and children, especially for the purpose of sexual exploitation; whereas the prostitution market fuels the trafficking of women and children, and exacerbates violence against them; whereas Member States need to design their social and economic policies in such a way as to help vulnerable women and girls to leave prostitution, including by introducing specific social and economic policies designed to help them;
- K. whereas prostitution, trafficking in persons, particularly women and children, for sexual exploitation is a form of slavery and incompatible with human dignity, particularly in countries where the sex industry has been legalised; whereas, as a result of the increase in organised crime and its profitability, human trafficking is on the rise around the world;
- L. whereas surrogacy is a modern form of slavery, human trafficking, baby trade and commercial exploitation of women which can lead to emotional and legal issues when it comes to parenthood and custody rights;
- M. whereas it is estimated that at least 500 000 women in Europe and 200 million women worldwide live with the lifelong physical and psychological consequences of female genital mutilation/cutting;
- N. whereas psychological or sexual harassment at the workplace or harassment with important consequences for personal and professional aspirations is, according to the UN, experienced by almost 35 % of women worldwide and harms women's self-esteem, as well as their negotiating position for fairer remuneration; whereas fair remuneration and economic independence are an essential prerequisite for enabling women to leave an abusive and violent relationship;
- O. whereas equality between men and women can only be achieved by ensuring their equality before the law, as well as equal opportunities in access to education, training and employment;
- P. whereas the gender pay gap is defined as the difference between the average gross hourly earnings of men and women, expressed as a percentage of the average gross hourly earnings of men; whereas around two thirds of the gender pay gap cannot be explained by gender differences in labour market attributes such as age, experience and education, occupational category or working time and other observable attributes, revealing a clear discriminatory factor, with gender discrimination also intersecting with multiple forms of discrimination; whereas an intersectional approach is crucial to understanding the multiple forms of discrimination which compound the gender pay gap for women with a combination of identities and the intersection of gender with other social factors;
- Q. whereas unpaid care and domestic work is mostly carried out by women, impacting

employment and career progression and contributing to the gender pay and pension gap;

- R. whereas estimates show that 80 % of all care across the EU is provided by informal carers who are mostly women (75 %), indicating the existence of a gender care gap strongly influencing the gender pension gap; whereas more than 50 % of carers under the age of 65 combine care with employment, resulting in difficulties for work-life balance; whereas carers may often be employed in low-skilled and low-paid jobs, which can be adapted to their caregiving schedule, as well as be obliged to reduce their working hours or leave paid work; whereas between 7 % and 21 % of informal carers reduce their working hours, and between 3 % and 18 % withdraw from the labour market;
- S. whereas shortcomings exist in matching childcare systems in the various Member States to the needs of parents, including single parents (mainly single mothers), and difficulties persist in reconciling family, private and professional life, especially for women; whereas women over the age of 45 are often perceived as under-employed and are employed under far worse conditions than men, especially when they return to work after maternity or parental leave or when they are forced to reconcile work with caring for dependants;
- T. whereas maternity protection is a right that must be upheld in full;
- U. whereas the right to equal pay for equal work or work of equal value, even if enshrined in law, is not always guaranteed; whereas the EU gender gap in hourly pay is 14.1 %, although this varies significantly between Member States<sup>11</sup>; whereas the ramifications of the gender pay gap include a 29.1 % gender gap in pension income<sup>12</sup>;
- V. whereas poverty and social exclusion in Europe disproportionately affect women, in particular single mothers, women with disabilities, elderly women, and women from rural and remote areas; whereas 15 % of households with children at EU level are single-parent households; whereas, on average, 85 % of these households are run by single mothers, while 47 % of single-parent households were at risk of poverty or social exclusion in 2017; whereas homelessness among women is a growing problem;
- W. whereas women in rural areas face numerous challenges, including lower living standards, more limited employment opportunities, relative isolation from markets, limited access to infrastructure, including rural infrastructure, public services and healthcare, access to education and information on educational opportunities, and are under-represented in decision-making forums; whereas they may perform invisible work on farms owing to the lack of a formal status for assisting spouses, resulting in problems in their work being recognised by national systems;
- X. whereas 46 million women and girls with disabilities live in the European Union; whereas this figure represents nearly 60 % of the overall population of persons with

---

<sup>11</sup> See data on the gender pay gap in 2018

[https://ec.europa.eu/eurostat/databrowser/view/sdg\\_05\\_20/default/table?lang=en](https://ec.europa.eu/eurostat/databrowser/view/sdg_05_20/default/table?lang=en)

<sup>12</sup> Data on the gender pension gap was made publicly available on the Eurostat database, see ‘Gender pension gap by age group – EU-SILC survey’ at

[https://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=ilc\\_pnp13&lang=en](https://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=ilc_pnp13&lang=en)

disabilities; whereas most disabilities are acquired with age;

- Y. whereas more than half of women of working age with disabilities are economically inactive; whereas in all Member States the severe material deprivation rate of women with disabilities is higher than that of women without disabilities;
  - Z. whereas the proportion of men working in the digital sector is three times greater than the proportion of women; whereas boosting the employment of more women in the digital sector and other sectors of the future is vitally important to fight the gender pay and pension gaps and guarantee their economic independence, as well as to create new opportunities for employment, including for groups normally excluded from the labour market; whereas in this regard it is essential that women's participation in digital entrepreneurship, science, technology, engineering and mathematics (STEM) and ICT education and employment is encouraged; whereas by integrating more women into the digital jobs market, there is potential for a EUR 16 billion GDP boost to the European economy;
1. Welcomes the Commission's Gender Equality Strategy 2020-2025; notes with concern, however, that some parts of it encroach upon the competences of the EU Member States;
  2. Stresses that the EU and its Member States have largely achieved equality between women and men; underlines, however, that more progress has to be achieved in some key initiatives when it comes to eliminating the gender pay and pension gap, the balance between family and professional life (which has been particularly affected by COVID-19), and women's representation in public life;
  3. Calls on the Member States to regularly exchange best practices on policies relating to women's rights;
  4. Points to the fact that while all Member States punish violence against women, the statistics clearly show that cases of violence are growing in many Member States; calls on all Member States to step up their efforts to eliminate violence against women, with a particular focus on sexual violence, female genital mutilation and forced marriages, especially of young girls;
  5. Supports the Commission's commitment to combating violence against women, supporting and protecting the victims of these crimes, and ensuring that those responsible are held accountable for their crimes; calls for EU and national action to eliminate the most severe violations of women's rights, such as female genital mutilation, forced abortions, sterilisation and marriages, sexual exploitation, trafficking, cyber violence, the publication of revenge porn and online hate speech against women;
  6. Stresses the need to protect women who are minors, who belong to minorities or have a health problem or disability as potential victims and targets of different forms of violence; supports the Commission's plan to present and finance measures to combat possible abuse, exploitation and violence against these particularly vulnerable groups;
  7. Calls on the Commission and the Member States to safeguard inclusive equality for women and girls with disabilities in all areas of life, to provide them with protection

from domestic violence and violence by care and support service providers, and to launch sensitisation and capacity-building programmes to this end for professionals in the fields of healthcare, social and care services, education, training and employment services, law enforcement and the judiciary;

8. Stresses the scope and impact of violence and harassment in the workplace and the need for concrete measures at EU level to address these issues and to fight against psychological and sexual harassment;
9. Calls on the Member States to always take the best interests and specific needs of women into account when devising their health strategies and policies; calls for the EU to support its Member States in coordinating their health policies to achieve the best results for women, in particular under the EU's Beating Cancer Plan;
10. Welcomes the proposed specific measures to tackle cyber violence which disproportionately affects women and girls (including online harassment, cyber bullying and sexist hate speech), in particular activists, women politicians and other public figures visible in public discourse; welcomes, in this context, the announcement that this phenomenon will be tackled in the Digital Services Act and that it envisages working with the tech platforms and the ICT sector in a new framework of cooperation, in order for the latter to address the issue through adequate technical measures such as prevention techniques and response mechanisms to harmful content;
11. Welcomes the recently adopted, first ever EU Strategy on victims' rights (2020-2025), in particular the specific approach for psychological violence against women and the impact on their mental health on the long run; stresses the need for all victims to have effective access to justice through the implementation of the Victims' Rights Directive;
12. Draws the attention of the Commission and the Member States to the extremely dramatic situation of children orphaned by violence or forced to live in an environment of domestic violence, and urges them to take these situations into account when tackling the problem of domestic violence;
13. Urges the Commission to present the long-awaited EU strategy on the eradication of trafficking in human beings and underlines the need for clear recognition that women and girls are the most affected; acknowledges that sexual exploitation for surrogacy and reproductive purposes or purposes such as forced marriages, prostitution and pornography is unacceptable and a violation of human dignity and human rights; requests, therefore, that the strategy look closely at the situation of women in prostitution, with a special focus on the link between prostitution and the trafficking of women and minors, in the EU and worldwide, and the emerging use of the internet for purposes of exploitation; highlights the important role and work of the EU-Anti-Trafficking Coordinator and urges the Commission to appoint the new Coordinator without further delay, to closely monitor the implementation of the Anti-Trafficking Directive by the Member States; insists on the importance of including measures and strategies to reduce demand;
14. Draws particular attention to the problem of stereotypes and the sexualisation of the image of women, which should be tackled by all competent institutions, including through Member States' education programmes;



15. Calls for more attention and support to orphanages and foster homes for the victims of violence, which have been closed or whose shelter capacity has been heavily limited during the COVID-19 pandemic, obliging women or young girls and children to face the prospect of quarantine in their abuser's home;
16. Welcomes the announcement of a recommendation on the prevention of harmful practices, alongside possible legislation, to combat female genital mutilation, forced sterilisation, early and forced marriage and so-called honour-related violence, which specifically injures children and young girls;
17. Calls on the Member States to ensure adequate investments in care services and long-term care services, including from available EU funding, as well as to ensure affordable, accessible and high-quality childcare, including early childhood education, giving, in particular, young mothers the opportunity to work and/or study, and recalls in this context principle 11 of the European Pillar of Social Rights; calls for financial support for and the sharing of best practices among Member States which have not yet achieved the targets;
18. Calls on the Commission to put forward a care strategy for Europe, setting minimum standards and quality guidelines for care, including for children, elderly persons and persons with long-term needs; invites the Commission and the Member States to work on flexible working arrangements that are not to the detriment or at the expense of the worker's wages, access to social and labour rights and allowances, and that respect workers' right to disconnect;
19. Considers it a priority to take action to support the family, including in terms of providing adequate and affordable childcare facilities, which will make a positive contribution to women's participation in the labour market and their retirement prospects, as well as demographic trends;
20. Welcomes the Commission's commitment to tabling measures and guidelines which could facilitate the process 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;
21. Highlights that 70 % of the global health and social workforce are women, often only paid the minimum wage and whose working conditions are precarious, and calls for the levelling up of wages and working conditions in strongly female-dominated sectors such as care, health and retail sales;
22. Calls on the Commission to revise Directive 92/85/EEC of 19 October 1992 on the introduction of measures in order to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding, with a view to ensuring that women throughout Europe can benefit on an

equal footing with men from the free movement of workers<sup>13</sup>;

23. Underlines that equal opportunities and higher levels of labour market participation among women can increase jobs, economic prosperity and competitiveness in Europe; calls on the Commission and Member States to set incentives to reduce precarious jobs and involuntary part-time work in order to improve the situation for women in the labour market;
24. Notes that single mothers are particularly economically vulnerable since they often earn less than men and are more likely to lose their employment when they become a parent; urges the Commission to work closely with the Member States to identify practical problems linked with alimony collection in cross-border situations and to develop tools to effectively enforce payment obligations;
25. Welcomes the Commission's commitment to adopting an action plan to implement the European Pillar of Social Rights;
26. Calls on the Commission and the Member States to adopt measures to combat the phenomenon of the glass ceiling, such as extensive parental leave, access to high-quality, affordable childcare, and the elimination of all forms of direct and indirect discrimination linked to promotions in the labour market;
27. Calls for women also to be able to fulfil their life plans in rural and peripheral areas; points out that the requisite infrastructure for this must be available, new areas of business developed, the return to work facilitated and the participation of a whole range of cooperation partners encouraged in order to support, encourage, facilitate and promote access to the labour market for such women, to ensure equal opportunities and improve social cohesion in villages;
28. Emphasises the active and crucial role of women in the economy of rural areas, and regrets the fact that significant gender differences persist within agricultural employment and regarding access to social security, training, maternity leave and retirement pensions; calls on the Commission, the Member States and regional and local authorities to support projects addressed to women in particular, on creating innovative agricultural activities in rural and depopulated areas in order to strengthen their position in the agricultural market, which can be a source of new jobs; calls, furthermore, on the Commission to identify funding opportunities under the second pillar of the common agricultural policy (CAP) in order to increase women's access to land and to address their working conditions in rural areas, especially those of seasonal workers;
29. Regrets the low representation of women in the digital economy, AI, ICT and STEM sectors in terms of education, training and employment, and points out the risk of this reinforcing and reproducing stereotypes; highlights the possible benefits and opportunities, but also the potential challenges of digitalisation for women and girls, and urges the Commission to ensure the adoption of concrete measures in the

---

<sup>13</sup> Directive 2014/54/EU of the European Parliament and of the Council of 16 April 2014 on measures facilitating the exercise of rights conferred on workers in the context of freedom of movement for workers, OJ L 128, 30.4.2014, p. 8



implementation of the single market strategy in order to address these;

30. Underlines the importance of access to and the development of digital skills for older women, women in rural areas and women and girls in disadvantaged positions with limited access to new technologies, in order to remain connected to active life and to facilitate their keeping in contact with friends and relatives;
31. Welcomes the Commission's commitment to use Horizon Europe to provide insights and solutions on addressing potential gender biases in AI; asks, however, that all possible funding be used to support projects which encourage girls and women to improve their digital skills, and which make them familiar with STEM;
32. Notes that, in times of events such as the ongoing coronavirus pandemic, the role of and opportunities for teleworking and distance working increase; calls on the Commission to include the role of teleworking and distance working in the strategy as an important factor in achieving work-life balance;
33. Points out the proven benefits of human milk for newborns, which make it important to promote breastfeeding, especially for pre-term infants, to support policies which enhance the uptake of human milk, including both breastfeeding and donated milk, for pre-term infants, and to promote the cross-border use of milk banks to ensure that women in border regions can avail themselves of this support when necessary;
34. Urges that disability be included as an aspect in all general gender equality initiatives promoted in the European Union; urges that disabled victims of violence who are wards of court or in any other limited legal capacity scheme are guaranteed protection, urging for this purpose effective access to justice for this group of persons and training and capacity-building for professionals in the special services that act in these proceedings (such as criminal justice or health professionals); urges the establishment of an accessible education system free of stereotypes that allows girls and women with disabilities to choose the fields they study and work in in light of their own wishes and talents, without being restricted by inaccessibility, prejudice and stereotypes; supports the involvement of women with disabilities as models for change;
35. In line with Article 8 of the TFEU stating that the EU should, in all its activities, aim to eliminate inequalities and promote equality between men and women, calls for coherence between and the mutual reinforcement of the EU's internal and external policies, with particular regard to harmful practices and discriminatory laws, and promoting women's equal enjoyment of the full range of human rights through external relations; highlights in particular, in this context, the EU's trade policies, development cooperation and human rights policies; recalls the importance of education for women's and girls' empowerment in both the EU and partner countries; underlines that education is not only a right, but also a crucial tool to fight against early and forced marriages and teenage pregnancies; insists on the need for EU external policy to help keep girls in schools and continue their education in partner countries as a matter of priority;
36. Condemns the practice of surrogacy, which undermines the human dignity of women, since their bodies and reproductive functions are used as a commodity; considers that the practice of gestational surrogacy, which involves reproductive exploitation and the use of the human body for financial or other gains, notably in the case of vulnerable

women in developing countries, must be prohibited and treated as a matter of urgency in human rights instruments;

37. Notes that the Commission must address the particular situation of women's protection against violence in migration and asylum reception facilities, and calls for adapted infrastructure for women and girls, and adequate training for staff at these facilities where needed;
38. Instructs its President to forward this resolution to the Council and the Commission.

Or. en