



**2025/2038(INI)**

4.11.2025

# **COMPROMISE AMENDMENTS 1 - 27**

## **Draft report**

**Irena Joveva, Mirosława Nykiel**  
(PE778.042v01-00)

Gender pay and pension gap in the EU: state of play, challenges and the way forward, and developing guidelines for the better evaluation and fairer remuneration of work in female-dominated sectors  
(2025/2038(INI))



**Amendment 1**  
**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 133, 134, 135, 136, 138, 167

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

*Motion for a resolution*

1. Recalls that equal pay for equal work or work of equal value is a founding EU principle and that Member States have an obligation to eliminate **gender** discrimination in all aspects of remuneration;

*Amendment*

1. Recalls that equal pay for equal work or work of equal value is a founding EU principle and that Member States have an obligation to eliminate **gender-based** discrimination in all aspects of remuneration, **working conditions and types of employment contracts**; **recalls that full implementation of the Pay Transparency Directive will help to eliminate gender-based discrimination and bias at work, e.g. in hiring practices and pay structures**;

Or. en

**Amendment 2**  
**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 139, 140, 141, 142, 143, 240, 269

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

*Motion for a resolution*

2. Regrets the fact that, while there has been a modest reduction over the last decade in the average gender pay gap across the EU, the current pace of change remains insufficient to close the gap before 2100;

*Amendment*

2. **Regrets the fact that the gender pay and pension gap continues to persist in the EU, which has a negative impact on women's social and economic situation and therefore on society as a whole**; regrets the fact that, while there has been a modest reduction over the last decade in the average gender pay **and pension** gap across the EU, the current pace of change remains insufficient to close the gap before 2100; **regrets that old-age poverty and exclusion remain a challenge for older**

*women, increasing against the overall trend, underlining the need to strengthen sustainable pension systems and support active ageing; welcomes the announcement of an EU Anti-Poverty Strategy and asks the Commission to ensure synergies with the Commission's proposal and the upcoming Gender Equality Strategy to address the gender and intersectional risks of poverty;*

Or. en

### **Amendment 3**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 148, 147, 151, 145, 146, 149, 150, 152, 153, 359, 373

### **Motion for a resolution**

#### **Paragraph 3**

#### *Motion for a resolution*

3. Recalls that across the EU, women, particularly older women and women with disabilities, are at greater risk of poverty than men and stresses that the gender pension gap is the result of accumulating pay inequalities over the course of a lifetime;

#### *Amendment*

3. Recalls that across the EU, women, particularly *those experiencing intersectional forms of discrimination such as single mothers*, older women and women with disabilities, *third-country nationals, LGBTIQ+ people and women in rural areas*, are at greater risk of poverty than men and stresses that the gender pension gap is *not only* the result of accumulating pay inequalities over the course of a lifetime *but also of different opportunities on the labour market, unequal distribution of informal care work at home, and gender bias in the society; calls for policies that recognise these disadvantages while promoting participation in quality employment, and equal opportunities; notes that as old-age pensions represent on average four-fifths of total income in retirement, and given ongoing demographic challenges, failing to address the gender pension gap could threaten Member States' long-term social*

*cohesion and sustainability of social protection systems;*

Or. en

### **Amendment 3**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 144, 165, 213, 214, 215, 216, 217, 218, 219, 220, 222, 223, 225, 236, 244

### **Motion for a resolution**

#### **Paragraph 3 a (new)**

*Motion for a resolution*

*Amendment*

***3 a. Underlines that women's individual freedom and economic independence is essential for their personal security and dignity, and that low participation in the labour market increases vulnerability to abuse, gender-based, including domestic and public space, violence and economic dependence; calls on Member States to take targeted measures to prevent and combat gender-based violence and harassment, both online and offline, including through awareness campaigns, enforcement of the Istanbul Convention, and ratification of ILO Violence and Harassment Convention 190 to ensure effective victim protection mechanisms in the world of work;***

Or. en

### **Amendment 4**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 155, 156, 157, 158, 159, 160, 161, 163, 164, 166, 210, 222

### **Motion for a resolution**

#### **Paragraph 4**

*Motion for a resolution*

4. Recognises that the motherhood penalty not only contributes to the persistent gender pay and pension gaps, but can also discourage women who want to have children at a time when many EU countries are facing demographic decline;

*Amendment*

4. ***Notes that women still carry a disproportionate share of unpaid care and domestic work, which reduces their labour market participation and pension accrual; recognises that the traditional gender roles, biases and unequal division of care responsibilities among women and men creates a motherhood- and care-for-children, -elderly, -sick or -disabled family members and other dependents penalty that not only contributes to the persistent gender pay and pension gaps, but can also discourage women who want to have children at a time when many EU countries are facing demographic decline, reducing especially young women's opportunities in the labour market;***

Or. en

**Amendment 4**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 155, 156, 157, 158, 159, 160, 161, 163, 164, 166, 210, 222

**Motion for a resolution**

**Paragraph 4 a (new)**

*Motion for a resolution*

*Amendment*

***4 a. Highlights that insufficient investment, limited availability, high costs, and lack of adequate infrastructure for quality child and long-term care services remain a key challenge to, primarily, women's full participation in society and the labour market, and can result in prematurely leaving, involuntary part-time work and hinder career progression; underlines the need to systematically recognise and reflect unpaid care work in policy design and social protection systems while at the same time facilitating***

*opportunities for women to return to the labour market; recognises that care is a cornerstone of society and is, to a large extent, provided by women; reminds that caring for children and for elderly, sick or family members with disabilities and other dependents often represents additional or even full-time responsibilities; highlights that this reality is reflected in labour market patterns, including higher rates of part-time work, lower hourly wages, career interruptions, and shorter employment duration among women; calls for policies that support families in all their diversity, promote work-life balance, and encourage both men and women to share caring responsibilities, while ensuring that care work - whether formal or informal - is respected and fairly valued within society;*

Or. en

#### **Amendment 5**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 181, 182, 183

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

##### **Subheading 2**

*Motion for a resolution*

*Amendment*

*Economic benefit* of gender equality for competitiveness

*Benefits* of gender equality for **society, economic growth, competitiveness and combating discrimination**

Or. en

#### **Amendment 5**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 168, 169, 170, 171, 172, 173, 174, 175,

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

*Motion for a resolution*

5. Recalls that ***there is an economic, and moral, imperative to close*** gender gaps in pay and employment; ***highlights that such gaps*** cost the EU EUR 390 billion in 2023 because of lost earnings ***and*** welfare contributions and public finance costs; notes that closing the gender employment gap ***would generate*** a 3.2 to 5.5 % increase in GDP per capita by 2050 and ***that*** higher wages encourage more women to enter the labour market;

*Amendment*

5. ***Stresses that closing gender pay and pension gaps is essential for equality and competitiveness, and should be achieved through evidence-based measures, respecting the prerogatives of Member States and social partners;*** recalls that gender gaps in pay and employment cost the EU EUR 390 billion in 2023<sup>1a</sup> because of lost earnings, welfare contributions and public finance costs ***due to social welfare benefits received by non-working women;*** notes that closing the gender employment gap ***could increase productivity resulting in*** a 3.2 to 5.5 % increase in GDP per capita by 2050, ***while more flexible working conditions, a stronger work-life balance*** and higher wages encourage more women to enter the labour market ***leading to an increase in the productive capacity of the economy<sup>1b</sup>;*** ***recognises that the cost-of-living crisis disproportionately affects women including mothers;*** ***calls for measures that ensure wages reflect the cost of living and incentivise workforce participation, while maintaining respect for national labour market frameworks and social partner agreements; highlights that equal participation of women and men in quality employment strengthens the EU's labour supply and overall economic resilience and aligns with the European competitiveness agenda; encourages the Commission and Member States to include quantified gains from increased gender equality in economic forecasting and policy impact assessments where relevant;***

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<sup>1a</sup>

<https://www.mynewsdesk.com/eurofound/>

*pressreleases/mind-the-gap-gender-employment-gap-cost-europe-over-390-euros-billion-in-2023-3373047?utm*

*1b*

*[https://eige.europa.eu/sites/default/files/documents/2017.2083\\_mh0217178enn\\_pdfweb\\_20171004120738.pdf](https://eige.europa.eu/sites/default/files/documents/2017.2083_mh0217178enn_pdfweb_20171004120738.pdf)*

Or. en

## **Amendment 6**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 185, 187, 188, 189 190, 191

### **Motion for a resolution**

#### **Paragraph 6**

##### *Motion for a resolution*

6. Recalls that the Draghi report highlights that skills and labour shortages are seriously hampering EU productivity and growth; highlights that improving women's labour market participation and working conditions, particularly in emerging sectors linked to the twin transition, could help alleviate these pressures; calls for gender equality to be mainstreamed across the EU's competitiveness, industrial, skills and digital agendas;

##### *Amendment*

6. Recalls that ***the employees and businesses are the motor of the Union's competitiveness as recognised in*** the Draghi report; highlights that skills and labour shortages, ***exacerbated by a shrinking working-age population,*** are seriously hampering EU productivity and growth; highlights that improving women's labour market participation and working conditions, particularly in ***current and*** emerging sectors linked to the twin transition, could help alleviate these pressures; calls for gender equality ***and combating gender stereotypes*** to be mainstreamed ***in a manner that supports women's workforce participation, skills development, and competitiveness, and encourages the removal of barriers to opportunity*** across the EU's competitiveness, industrial, skills, and digital agendas;

Or. en

## Amendment 7

Irena Joveva, Mirosława Nykiel

Compromise amendment replacing Amendment(s): 194, 195, 196, 197, 198, 199

### Motion for a resolution

#### Paragraph 7

##### *Motion for a resolution*

7. Recalls that ***competition in EU labour markets encourages*** merit-based hiring and promotion practices, ***helping to*** reduce the biases that negatively affect women's career advancement and consequently penalise their earnings; notes, furthermore, that a resilient, growth-driven economy ***means more well-paid, formal jobs*** that enable women to build solid pension entitlements over their careers;

##### *Amendment*

7. Recalls that ***objective*** merit-based hiring and promotion practices ***and equal opportunities, supporting services and the rights of all to participate are the basis of equal treatment leading to fair competition in a functioning labour market, which can*** reduce the biases that negatively affect women's career advancement and consequently penalise their earnings, ***including discriminatory behaviours based on gender, race, disability, age and sexual orientation and identity; calls in this regard for the full implementation and monitoring of the Gender Balance on Corporate Boards Directive and encourages SMEs and other non-listed companies to follow best practices on gender balance in management;*** notes, furthermore, that a resilient, ***inclusive and sustainable society and*** growth-driven economy ***provides well-paid, quality jobs in women dominated sectors*** that enable women to build solid pension entitlements over their careers;

Or. en

## Amendment 8

Irena Joveva, Mirosława Nykiel

Compromise amendment replacing Amendment(s): 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 282, 285

### Motion for a resolution

#### Paragraph 8

*Motion for a resolution*

8. Considers that Member States should focus on reducing barriers to entrepreneurship, supporting work-life balance through flexible working arrangements and accessible and affordable care services, and investing in upskilling, including for older women, women with disabilities and those residing in rural and outermost **areas**;

*Amendment*

8. Considers that Member States should focus on reducing barriers to **employment and** entrepreneurship, supporting work-life balance **for families** through **adequate parental leave policies**, flexible working arrangements and **the right to disconnect, early childhood education networks, high-quality, accessible and affordable child and long-term care services which are compatible with full-time work**, and investing in **training, re- and upskilling programmes helping to address skills shortages**, including for **single mothers** older women, **LGBTIQ people**, women with disabilities, **those in vulnerable situations, third-country nationals** and those residing in rural and **remote areas and outermost regions, as they are the most likely to have difficulties in accessing training and work opportunities; commends women's contribution to the rural economy**;

Or. en

**Amendment 9**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 144, 165, 213, 214, 215, 216, 217, 218, 219, 220, 222, 223, 225, 236, 244

**Motion for a resolution**

**Paragraph 9**

*Motion for a resolution*

9. Highlights the fact that gender segmentation across sectors and occupations is **a** structural driver of the gender pay gap; stresses that this segmentation is both horizontal, with women over-represented in low-paying sectors, and vertical, where, within the same sector, women are less likely to be in

*Amendment*

9. Highlights the fact that gender segmentation across sectors and occupations is **an important** structural driver of the gender pay gap; stresses that this segmentation is both horizontal, with women over-represented in low-paying **and historically undervalued** sectors, and vertical, where, within the same sector,

better paid senior roles; underlines that *female-dominated* sectors *tend to be underpaid* and undervalued, *often with limited occupational pension schemes*;

women are less likely to be in better paid senior *and management* roles; underlines that *women-dominated* sectors *are generally lower paid* and undervalued *due to various factors and are not justified by differences in competence or merit with more women than men as low-paid and minimum wage earners in nearly all EU Member States despite younger women increasingly outperforming younger men in educational attainment*<sup>1a,1b</sup>

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<sup>1a</sup> *Joint Employment Report 2025, p. 12*

<sup>1b</sup> [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Educational\\_attainment\\_statistics#Distribution\\_of\\_the\\_EU\\_population\\_by\\_educational\\_attainment\\_in\\_2024](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Educational_attainment_statistics#Distribution_of_the_EU_population_by_educational_attainment_in_2024)

Or. en

## **Amendment 9**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 144, 165, 213, 214, 215, 216, 217, 218, 219, 220, 222, 223, 225, 236, 244

## **Motion for a resolution**

### **Paragraph 9 a (new)**

*Motion for a resolution*

*Amendment*

**9 a. Highlights that women represent only 30 % of corporate boardrooms, while less than 1 in 10 board presidents or CEOs of large companies are women<sup>1a</sup>, indicating women remain substantially underrepresented in senior roles, leadership and mentorship programmes; notes the gender pay gap is highest in well-paid jobs<sup>1b</sup>; underlines that persistent glass ceilings in management, research, and innovation constrain productivity and competitiveness; stresses that closing the leadership gap is essential to achieving**

*the Union's objectives; highlights that variable forms of pay, such as company shares or bonuses, are becoming more common and currently increasing more rapidly among men than women (12% in 2023)<sup>1c</sup> underscoring an important opportunity to ensure that the growth of these new compensation models benefits women equally and supports progress towards closing the gender pay gap;*

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<sup>1a</sup> [https://eige.europa.eu/publications-resources/toolkits-guides/gender-equality-index-2021-report/domain-power?language\\_content\\_entity=en&utm](https://eige.europa.eu/publications-resources/toolkits-guides/gender-equality-index-2021-report/domain-power?language_content_entity=en&utm)

<sup>1b</sup> *European Jobs Monitor 2021: Gender gaps and the employment structure*

<sup>1c</sup> *Gender equality at work:*  
<https://www.eurofound.europa.eu/en/publications/all/gender-equality-work>

Or. en

## **Amendment 10**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 162, 210, 221, 222, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 240, 241, 243, 246, 248, 267, 270, 281, 289, 291, 315, 323, 324, 326, 335, 336, 377, 390

## **Motion for a resolution**

### **Paragraph 10**

#### *Motion for a resolution*

10. Stresses that a key factor in the gender pay and pension gaps is the unequal share of care and domestic responsibilities shouldered almost exclusively by women; recalls the fact that women are more likely to be unemployed, work part-time, work in lower paying *female-dominated* sectors and take career breaks, and that this can be attributed in part to this care penalty, with consequent impacts on pay and career

#### *Amendment*

10. ***Recalls the unique role of carers and the essential nature of care provision to our society particularly in light of current demographic trends and an aging population;*** stresses that a key factor in the gender pay and pension gaps is the unequal share of care and domestic responsibilities shouldered almost exclusively by women; recalls the fact that women are more likely to be unemployed, work part-time, work in

progression;

lower paying *women-dominated* sectors and take career breaks, and that this can be attributed in part to this care penalty, with consequent impacts on pay and career progression *and contributing to risk of poverty; further reminds that periods of absence from employment due to caring responsibilities do not count towards accruing pension entitlements despite the costs saved by the state by women's informal care;*

Or. en

### **Amendment 10**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 162, 210, 221, 222, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 240, 241, 243, 246, 248, 267, 270, 281, 289, 291, 315, 323, 324, 326, 335, 336, 377, 390

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

*Motion for a resolution*

*Amendment*

***10 a. Recalls the right to parental leave as enshrined in the Work-Life-Balance Directive and stresses the need for its full and effective implementation; underlines that policy must tackle unequal burden-sharing between women and men and support fair distribution of parental leave and care responsibilities between parents to achieve an 'equal earner, equal carer' model; calls on Member States to promote non-transferable, adequately paid paternity leave and to introduce awareness campaigns and incentives to increase men's uptake of parental leave, and to include measures to monitor and report progress on uptake disaggregated by gender; emphasises the role of employers in making full-time employment compatible with care responsibilities;***

## **Amendment 10**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 162, 210, 221, 222, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 240, 241, 243, 246, 248, 267, 270, 281, 289, 291, 315, 323, 324, 326, 335, 336, 377, 390

### **Motion for a resolution**

#### **Paragraph 10 b (new)**

*Motion for a resolution*

*Amendment*

***10 b. Underlines that strengthening care services is indispensable for improving women's labour market participation, closing gender employment, pay and pension gaps, and addressing skills and labour shortages by generating resilient quality employment; calls on the Commission and the Member States to fully implement the European Care Strategy and the Council Recommendation on long term care, to set national targets for availability, accessibility and quality of childcare and long-term care coverage and to earmark resources within the European Semester and EU funding instruments for quality, affordable, accessible care services; stresses that public investment in care infrastructure should be classified as growth-enhancing expenditure under the revised EU economic governance framework; calls on the Member States to ratify the ILO Domestic Workers Convention of 2011;***

## **Amendment 10**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 162, 210, 221, 222, 227, 228, 229, 230,

231, 232, 233, 234, 235, 236, 240, 241, 243, 246, 248, 267, 270, 281, 289, 291, 315, 323, 324, 326, 335, 336, 377, 390

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

*Motion for a resolution*

*Amendment*

**10 c. Stresses that closing the childcare gap remains one of the key opportunities to improve the lives of new parents across Europe; notes that this gap often appears after the birth of a child, once paid parental leave ends and before access to full-time early childhood education and care becomes available; underscores that supporting families during this transition period can significantly strengthen parents' ability to remain in the labour market;**

Or. en

**Amendment 11**  
**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 167, 249, 250, 251, 252, 253, 254, 255, 256, 257, 259, 262, 266, 308, 320, 321, 388, 399

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

*Motion for a resolution*

*Amendment*

11. Calls on the Commission to put forward a new and ambitious gender equality strategy, building on previous progress, and to propose a dedicated action plan to eradicate the gender pay and pension gaps with EU-level quantitative and time-bound goals;

11. **Welcomes the Commission's continued efforts to promote gender equality and** calls on the Commission to put forward a new, **detailed, result-oriented** and ambitious **EU** gender equality strategy, building on previous progress **and best practices**, and to propose a dedicated action plan to eradicate the gender pay and pension gaps, **through evidence-based measures, adopting a cross-sectoral approach and** with EU-level quantitative and time-bound goals **ensuring that gender equality policies, which are a**

*precondition for healthy, prosperous societies, also contribute to sustainable economic growth, competitiveness, entrepreneurship, innovation and family well-being including work-life balance;*

Or. en

#### **Amendment 11**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 167, 249, 250, 251, 252, 253, 254, 255, 256, 257, 259, 262, 266, 308, 320, 321, 388, 399

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

##### **Paragraph 11 a (new)**

*Motion for a resolution*

*Amendment*

*11 a. Further calls for the action plan to include targeted measures to improve working conditions and fair pay in women-dominated sectors, to support families and to prioritise investment under the next MFF that strengthens work-life balance and a reliable care sector; stresses the need for an approach that respects national competences and the diverse realities of women across the EU;*

Or. en

#### **Amendment 11**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 167, 249, 250, 251, 252, 253, 254, 255, 256, 257, 259, 262, 266, 308, 320, 321, 388, 399

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

##### **Paragraph 11 b (new)**

*Motion for a resolution*

*Amendment*

*11 b. Calls on the Commission to work with Member States and social partners to*

*develop guidelines and a European pilot project for gender-neutral job evaluation and classification systems, allowing for an EU-wide comparison of work of equal value, and the definition of clear criteria for fairly assessing the value of work and merit based pay systems of women-dominated sectors while avoiding unnecessary regulatory or financial obligations on employers; notes that this should be done across sectors and by ensuring collective bargaining rights; stresses that fair valuation enhances job quality, motivation, and competitiveness without undermining labour-market flexibility; encourages the Commission and the Member States to continue carrying out trainings where appropriate for better gender-neutral recruitments and evaluation processes;*

Or. en

## **Amendment 12**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 224, 260, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 282, 283, 285, 286, 288, 290, 313

## **Motion for a resolution**

### **Paragraph 12**

#### *Motion for a resolution*

12. Calls on the Member States to promote solutions that strengthen families in all their diversity **and to reward work**, such as expanding flexible work arrangements for parents, offering tax incentives for caregiving years and single parents, and investing in the provision of quality, affordable and accessible childcare and long-term care services **to help women join** the labour market and reduce higher rates of career breaks and part-time work;

#### *Amendment*

12. Calls on the Member States to **reward work and** promote solutions that strengthen families in all their diversity **while ensuring fiscal responsibility and support for enterprises**, such as expanding flexible work arrangements for parents **and individuals and the right to disconnect**, offering tax incentives for caregiving years and **benefits for** single parents, and investing in the provision of quality, affordable and accessible childcare and long-term care services **compatible with full time employment and gender equal**

*parental leave policies as well as encouraging actions through social dialogue and collective bargaining, to facilitate women's full participation in the labour market and reduce higher rates of career breaks and part-time work; calls for dedicated measures to facilitate women's return to work after long career breaks with reintegration measures and targeted incentives such as reskilling schemes;*

Or. en

### **Amendment 12**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 224, 260, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 282, 283, 285, 286, 287, 288, 290, 313

### **Motion for a resolution**

#### **Paragraph 12 a (new)**

*Motion for a resolution*

*Amendment*

*12 a. Calls on the Commission, while respecting national competences, to issue guidelines to help identify and address tax arrangements, such as joint taxation schemes, that may discourage secondary earners from participating in the active labour market to ensure that national tax policies support gender equality and women's broader participation in the labour market and to facilitate the exchange of best practices;*

Or. en

### **Amendment 13**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 293, 294, 295, 296, 297, 298, 299

### **Motion for a resolution**

#### **Paragraph 13**

*Motion for a resolution*

13. Highlights the **role that** women's entrepreneurship and women-led businesses play in improving economic empowerment and potential earnings over a lifetime; stresses the need for better support at both EU and national level, in particular as regards business development, mentorship, access to finance and venture capital, as well as improved financial literacy for women; calls on the Commission to address these aspects in the next gender equality strategy;

*Amendment*

13. Highlights the **importance of fostering** women's entrepreneurship and women-led businesses play in improving economic empowerment and potential earnings over a lifetime; stresses the need for better support at both EU and national level, in particular as regards business development, mentorship **programmes**, access to finance and venture capital, as well as improved financial literacy for women **supported by InvestEU, the European Innovation Council and the Enterprise Europe Network, with targeted measures for underrepresented groups, including women in rural areas and STEAM sectors**; calls on the Commission to address these aspects in the next gender equality strategy **and underlines the importance of early entrepreneurship and financial literacy education for girls to nurture future women entrepreneurs**;

Or. en

**Amendment 13**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 293, 294, 295, 296, 297, 298, 299

**Motion for a resolution**

**Paragraph 13 a (new)**

*Motion for a resolution*

*Amendment*

**13 a. Underlines that more women should be encouraged to step forward through leadership, development, mentorship, and support for work-life balance; notes the Commission reflect the gender dimension in the Quality Jobs Roadmap, and stresses the need to ensure that related initiatives address the fair recognition of work typically performed by women across sectors, and improve job**

*quality and working conditions, thereby contributing to a more productive workforce and a stronger, competitive European economy;*

Or. en

#### **Amendment 14**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 137, 292, 300, 301, 302, 303, 304, 305, 306, 307, 311, 312, 314

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

##### **Paragraph 14**

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

14. Stresses the need to break down occupational gender segmentation *to enable* more women to participate in high-paying sectors, as well as in senior management and leadership roles in the workplace and in public and political life; highlights the need to ensure that more gender-sensitive and dynamic career guidance is mainstreamed so that silos are *tackled* as early as possible;

###### *Amendment*

14. Stresses the need to break down occupational gender segmentation *by recognising the value of women dominated sectors such as education, healthcare, and social services in terms of pay and working conditions and by enabling* more women to participate in high-paying sectors *like ICT, STEAM and finance* as well as in senior management and leadership roles in the workplace *e.g. CEOs* and in public and political life; highlights the need to ensure that more gender-sensitive and dynamic career guidance is mainstreamed *across all education and training levels* so that silos are *brought down* as early as possible; *encourages Member States and employers to provide gender-sensitive career guidance from an early stage and to promote balanced representation in senior and decision-making positions;*

Or. en

#### **Amendment 14**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 137, 292, 300, 301, 302, 303, 304, 305, 306, 307, 311, 312, 314

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

*Motion for a resolution*

*Amendment*

**14 a. Stresses the importance of ensuring that all subjects across all levels of education and training are equally accessible to women and girls; underlines the need to eliminate cultural and gender bias and stereotypes in curricula, teaching materials, and career guidance as well as training for educators in order to prevent the channelling of women and girls into a limited number of study areas or occupational sectors and encourages Member States to promote better access for girls to enter traditionally male dominated fields; calls for the promotion of gender-responsive education policies that encourage and support girls to pursue studies and careers in all fields, including those in STEAM;**

Or. en

**Amendment 15**  
**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 226, 261, 262, 264, 268, 284, 316, 317, 318, 319, 328, 341, 346, 347, 349, 350, 352, 354, 355, 356

**Motion for a resolution**  
**Paragraph 15**

*Motion for a resolution*

*Amendment*

15. Emphasises the need to better value work done in **female-dominated** sectors and to improve working conditions, particularly pay and career progression, which **will improve** women's financial independence; calls on the Commission to include a strong gender dimension in the

15. Emphasises the need to better **financially** value work done in **women-dominated** sectors, **to guarantee the enforcement of the right to equal pay for work of equal value and to information on worker's individual pay level and the average pay levels** and to improve working

forthcoming initiative for a framework to address long-term care and workforce challenges and in all actions under the Union of Skills;

conditions, particularly pay and career progression, which ***improves*** women's financial independence ***and reduces their risk of poverty***; ***stresses that improving conditions in such sectors will also reduce gender segmentation and address worsening labour shortages***; calls on the Commission to include a strong gender dimension in the forthcoming initiative for a framework to address long-term care and workforce challenges and in all actions under the Union of Skills ***as well in the upcoming Quality Jobs Act***; ***calls on the Member States to take concrete measures to ensure equal pay for equal work, while encouraging policies that support fair wage growth linked to productivity, competitiveness and economic sustainability***;

Or. en

#### **Amendment 15**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 226, 261, 264, 268, 284, 316, 317, 318, 319, 328, 341, 346, 347, 349, 350, 352, 354, 355, 356

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

##### **Paragraph 15 a (new)**

*Motion for a resolution*

*Amendment*

***15 a. Emphasises that persons with disabilities, in particular women with disabilities, continue to face multiple and intersecting barriers to accessing employment, training and entrepreneurship; calls on the Commission and the Member States to promote equal access to quality jobs, vocational education and funding opportunities, in line with the European Disability Rights Strategy, making full use of existing EU and national instruments; highlights that inclusion and accessibility are essential components of Europe's***

## **Amendment 16**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 138, 323, 324, 226, 329, 330, 331, 332, 333, 334

### **Motion for a resolution**

#### **Paragraph 16**

##### *Motion for a resolution*

16. Underscores how **only** formal work with quality working conditions, particularly in **female-dominated** sectors, can strengthen tax bases and ensure that women workers are recognised and protected under the law;

##### *Amendment*

16. Underscores how formal work with quality working conditions, particularly in **women-dominated** sectors, can strengthen tax bases and ensure that women workers are recognised and protected under the law; **notes that tackling the informal economy through targeted reforms such as simplifying administration of tax requirements and supporting entrepreneurship can better ensure a level playing field for women in the labour market; calls, therefore, on the Member States to simplify access to the formal economy, promote measures to combat the grey economy and formalise work contracts to protect workers in informal sectors, such as domestic work, personal care, agriculture, and seasonal jobs, to combat undeclared work, strengthen fair competition and ensure they can contribute to social protection systems and access training and other labour-related rights and protections; calls on the Commission and Member States to step up their work on combatting in work poverty which negatively impacts women's living standards including informal workers who often lack good salaries and access to social security;**

**Amendment 17****Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 212, 241, 284, 340, 341, 342, 343, 344, 345, 346, 347, 349, 352, 355, 362

**Motion for a resolution****Paragraph 17***Motion for a resolution*

17. Calls on the Member States to ensure robust gender-sensitive social protection systems; emphasises the importance of adequate minimum pensions **and** care credits for pension entitlements for those who take career breaks to care for dependants; highlights the need to ensure adequate protection and income support for informal carers and to ensure second pillar pension inclusion for part-time workers; highlights the need to integrate gender pension gap indicators into the EU Social Scoreboard;

*Amendment*

17. ***Acknowledges the long-term financial impact that extended periods of unpaid care can have for women; calls on the Member States to ensure robust gender-sensitive social protection systems including for those who take career brakes to care for dependants; emphasises, while recognising that pensions systems are primarily national competence, the importance of adequate national minimum pensions as well as care credits for pension entitlements for those who take career breaks to care for dependants; highlights the need to ensure adequate protection and income support for informal carers and to ensure second pillar pension inclusion for part-time workers; highlights the need to integrate gender pension gap indicators into the EU Social Scoreboard and measures to combat gender-related pension risks in the Country-Specific Recommendations starting from the 2026 European Semester cycle; encourages Member States to explore fiscally responsible and work-oriented solutions that support caregivers' return to the labour market, provide information on accessing public and private pension savings, and strengthen family and community-based support systems; calls on the Commission, in cooperation with Member States, to place a strong emphasis on the economic empowerment of pensioners and to assess***

*the possible proposal of minimum EU standards for care credits that count caregiving years towards pension; calls on the Member States to ensure implementation of the Council Recommendation on minimum income is gender-responsive and aimed at supporting the needs of women living in poverty to give them financial freedom, independence and opportunities;*

Or. en

### **Amendment 17**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 212, 241, 284, 340, 341, 342, 343, 344, 345, 346, 347, 349, 352, 355, 362

### **Motion for a resolution**

#### **Paragraph 17 a (new)**

*Motion for a resolution*

*Amendment*

*17 a. Recognises the role automatic enrolment into occupational pension schemes can play in encouraging greater women's participation in retirement savings, helping to mitigate the gender pension and supporting long-term financial security; notes that the European Insurance and Occupational Pensions Authority supports the use of pension dashboards, tracking tools to monitor effectively the gender pay and pension gaps and for gender-neutral remuneration policies and practices in occupational pensions; calls on the Member States to promote non-discriminatory access to supplementary and occupational pension schemes for all workers, including part-time workers;*

Or. en

**Amendment 18**  
**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 179, 309, 361, 363, 364, 365, 366, 367, 368, 369, 370, 372, 375, 376, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 389, 391, 393

**Motion for a resolution**  
**Paragraph 18**

*Motion for a resolution*

18. Highlights the role of social partners in **eradicating** the gender pay gap and encourages them to include measures to combat pay inequality and gender biases in collective agreements; calls on the Commission to meaningfully involve the social partners in developing new policies to close the gender pay gap in the next gender equality strategy;

*Amendment*

18. Highlights the **key role of social dialogue and the involvement** role of social partners in **designing, implementing and monitoring equality and pay strategies to help eradicate** the gender pay gap and encourages them to include measures to **promote equal opportunities and anti-harassment measures**, combat pay inequality and gender biases in collective agreements **and extend collective bargaining coverage for non-standard workers especially in women-dominated and low paid sectors in line with Article 152 of the TFEU**; calls on the Commission **and Member States** to meaningfully involve the social partners in developing new policies to close the gender pay gap in the next gender equality strategy **and to further support social partners**;

Or. en

**Amendment 18**  
**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 179, 309, 361, 363, 364, 365, 366, 367, 368, 369, 370, 372, 375, 376, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 389, 391, 393

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

*Motion for a resolution*

**18 a. Calls on Member States to support institution building at local, regional and**

*Amendment*

*national level to monitor the implementation and progress of national gender equality strategies; equally underlines the importance of actively engaging and listening to women across a multitude of sectors and workforces, in the formulation, implementation and evaluation of policies aimed at closing the gender pay gap, including to research aspects on which data is lacking, which potentially impact women's earnings and workforce participation, like mental health, menopause or menstruation; strongly encourages Member States to address occupational issues concerning endometritis and menopause including early exit from the labour market;*

Or. en

## **Amendment 18**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 179, 309, 361, 363, 364, 365, 366, 367, 368, 369, 370, 372, 375, 376, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 389, 391, 393

## **Motion for a resolution**

### **Paragraph 19**

#### *Motion for a resolution*

19. ***Calls for the application of*** gender mainstreaming in the next multiannual financial framework, ***to ensure that*** EU resources ***contribute to closing*** the gender pay and pension gaps, strengthening care infrastructure, and supporting gender-sensitive mental health services;

#### *Amendment*

19. ***Reiterates the need for*** gender mainstreaming in ***EU and national policies, including employment, health, disability, pensions, sport and decision-making, ensuring that equality objectives are incorporated in all stages of policy formulation and budget implementation; calls for gender mainstreaming to be strengthened within*** the next multiannual financial framework ***and dedicated*** EU resources ***aiming at eliminating*** the gender pay and pension gaps, strengthening care ***services and*** infrastructure, and supporting gender-sensitive mental health services; ***recalls that integrating equality objectives in EU funding improves the effectiveness***

*and transparency of public investment and in this regard, highlights the possible role of EU funding mechanisms such as ESF+, ERDF, RRF, CERV and Horizon Europe in providing financial support for gender related objectives;*

Or. en

### **Amendment 18**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 179, 309, 361, 363, 364, 365, 366, 367, 368, 369, 370, 372, 375, 376, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 389, 391, 393

### **Motion for a resolution**

#### **Paragraph 19 a (new)**

*Motion for a resolution*

*Amendment*

*19 a. Calls for improved collection, comparability and publication of gender-disaggregated data on gender pay and pension gaps across all sectors to better monitor progress in closing the gender pay gap, making full use of existing reporting systems and digital tools to avoid increased administrative costs for businesses; stresses that reliable and harmonised data are essential to design evidence-based policies and monitor progress toward closing gender gaps; stresses the key role of EIGE and Eurostat in supporting comparable and high-quality data collection across the EU to inform targeted policies; requests Eurostat to complement the official gender pay gap indicator by a standardised gender time gap indicator;*

Or. en

### **Amendment 19**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 392, 394, 396, 397, 398, 400, 401, 402, 403, 404, 405, 407, 408

**Motion for a resolution**  
**Paragraph 20**

*Motion for a resolution*

20. Calls for the swift transposition and implementation of the Directives on Pay Transparency and Gender Balance on Corporate Boards<sup>7</sup> and urges the Commission to ensure their robust enforcement; calls on the Commission to ensure that the Pay Transparency Directive, as the EU's key piece of legislation to tackle the gender pay gap, is not included in any forthcoming omnibus simplification packages;

*Amendment*

20. Calls for the swift transposition and implementation of the Directives on Pay Transparency and Gender Balance on Corporate Boards<sup>1a</sup>, ***the latter of which has yet to be transposed by 10 Member States***, and urges the Commission to ensure their robust enforcement; ***encourages SMEs and other non-listed companies to consider established best practices on gender balance in management***; calls on the Commission to ensure that the Pay Transparency Directive, as the EU's key piece of legislation to tackle the gender pay gap, is not included in any forthcoming omnibus simplification packages ***while also preventing duplication or overlaps in relation to new non-legislative and legislative acts addressing the gender pay gap***;

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<sup>1a</sup> ***Directive (EU) 2022/2381 of the European Parliament and of the Council of 23 November 2022 on improving the gender balance among directors of listed companies and related measures (OJ L 315, 7.12.2022, p. 44, ELI: <http://data.europa.eu/eli/dir/2022/2381/oj>)***

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<sup>7</sup> ***Directive (EU) 2022/2381 of the European Parliament and of the Council of 23 November 2022 on improving the gender balance among directors of listed companies and related measures (OJ L 315, 7.12.2022, p. 44, ELI: <http://data.europa.eu/eli/dir/2022/2381/oj>)***

.

Or. en

**Amendment 19**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 392, 394, 396, 397, 398, 400, 401, 402, 403, 404, 405, 407, 408

**Motion for a resolution**

**Paragraph 20 a (new)**

*Motion for a resolution*

*Amendment*

***20 a. Urges the Commission and Member States to ensure robust enforcement and, where possible the strengthening of existing EU and national legislation to guarantee equality in career development especially after maternity; stresses that workers should be protected from any form of disadvantage, including demotion, extension of probation, or adverse changes in working conditions attributable to taking such leave;***

Or. en

**Amendment 19**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 392, 394, 396, 397, 398, 400, 401, 402, 403, 404, 405, 407, 408

**Motion for a resolution**

**Paragraph 20 b (new)**

*Motion for a resolution*

*Amendment*

***20 b. Emphasises that administrative burden for MSMEs could negatively affect women's entrepreneurship which is crucial for women's financial independence and gender equality;***

Or. en

**Amendment 20**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 19, 20, 21, 22, 39

**Motion for a resolution**

**Citation 2**

*Motion for a resolution*

– having regard to the Treaty on the Functioning of the European Union (TFEU), in particular Articles 8, 19, 151, 153 and 157 thereof,

*Amendment*

– having regard to the Treaty on the Functioning of the European Union (TFEU), in particular Articles 8, **10**, 19, 151, 153 and 157 thereof,

Or. en

**Amendment 20**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 19, 20, 21, 22, 39

**Motion for a resolution**

**Citation 3 a (new)**

*Motion for a resolution*

– *having regard to the United Nations Convention on the Rights of Persons with Disabilities and the EU's ratification of the Convention,*

Or. en

**Amendment 20**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 19, 20, 21, 22, 39

**Motion for a resolution**

**Citation 4 a (new)**

*Motion for a resolution*

*Amendment*

- *having regard to Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms (Pay Transparency Directive),*

Or. en

**Amendment 20**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 19, 20, 21, 22, 39

**Motion for a resolution**

**Citation 7 a (new)**

*Motion for a resolution*

*Amendment*

- *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,*

Or. en

**Amendment 20**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 19, 20, 21, 22, 39

**Motion for a resolution**

**Citation 7 b (new)**

*Motion for a resolution*

*Amendment*

- ***having regard to 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 (recast),***

Or. en

**Amendment 20**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 19, 20, 21, 22, 39

**Motion for a resolution**

**Citation 10**

*Motion for a resolution*

*Amendment*

- having regard to its resolution of 21 January 2021 on the EU Strategy for Gender Equality<sup>4</sup>,

- having regard to its resolution of 21 January 2021 on the EU Strategy for Gender Equality<sup>1a</sup>,

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<sup>4</sup> *OJ C 456, 10.11.2021, p. 208.*

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<sup>1a</sup> *OJ C 456, 10.11.2021, p. 208.*

Or. en

**Amendment 20**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 19, 20, 21, 22, 39

**Motion for a resolution**

**Citation 10 a (new)**

*Motion for a resolution*

*Amendment*

- *having regard to the European Commission Communication of 18 September 2020 entitled “A Union of Equality: EU anti-racism action plan 2020-2025”,*

Or. en

**Amendment 20**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 19, 20, 21, 22, 39

**Motion for a resolution**

**Citation 10 b (new)**

*Motion for a resolution*

*Amendment*

- *having regard to the EU Strategy for the Rights of Persons with Disabilities 2021-2030,*

Or. en

**Amendment 20**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 19, 20, 21, 22, 39

**Motion for a resolution**

**Citation 10 c (new)**

*Motion for a resolution*

*Amendment*

- *having regard to the European Commission Communication of 12 November 2022 entitled “Union of Equality: LGBTIQ equality strategy 2026 - 2030”,*

## **Amendment 20**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 19, 20, 21, 22, 39

### **Motion for a resolution**

**Citation 10 d (new)**

*Motion for a resolution*

*Amendment*

- *having regard to the Commission Communication of 7 September 2022 on the European Care Strategy, the Council recommendation of 8 December 2022 on access to affordable, quality long-term care and the Council recommendation of 8 December 2022 on early childhood education and care: The Barcelona targets for 2030,*

Or. en

## **Amendment 20**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 19, 20, 21, 22, 39

### **Motion for a resolution**

**Citation 11**

*Motion for a resolution*

*Amendment*

- having regard to Directive (EU) 2022/2041 of the European Parliament and of the Council of 19 October 2022 on adequate minimum wages in the European Union<sup>5</sup>,

- having regard to Directive (EU) 2022/2041 of the European Parliament and of the Council of 19 October 2022 on adequate minimum wages in the European Union<sup>1a</sup>,

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<sup>1a</sup> **OJ L 275, 25.10.2022, p. 33, ELI:**  
**<http://data.europa.eu/eli/dir/2022/2041/oj>**

<sup>5</sup> OJL 275, 25.10.2022, p. 33, ELI:  
<http://data.europa.eu/eli/dir/2022/2041/oj>.

Or. en

## **Amendment 20**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 19, 20, 21, 22, 39

### **Motion for a resolution**

**Citation 11 a (new)**

*Motion for a resolution*

*Amendment*

– *having regard to Directive (EU) 2022/2381 of the European Parliament and of the Council of 23 November 2022 on improving the gender balance among directors of listed companies and related measures,*

Or. en

## **Amendment 20**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 19, 20, 21, 22, 39

### **Motion for a resolution**

**Citation 11 b (new)**

*Motion for a resolution*

*Amendment*

– *having regard to its resolution of 5 July 2022 towards a common European action on care,*

Or. en

**Amendment 20**  
**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 19, 20, 21, 22, 39

**Motion for a resolution**  
**Citation 12**

*Motion for a resolution*

– having regard to the report by Mario Draghi of 9 September 2024 entitled ‘The future of European competitiveness’ (the Draghi report),

*Amendment*

– having regard to the report by Mario Draghi of 9 September 2024 entitled ‘The future of European competitiveness’ (the Draghi report), **and the report by Enrico Letta of 10 April 2024 entitled “Much more than a Market”,**

Or. en

**Amendment 20**  
**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 19, 20, 21, 22, 39

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

*Motion for a resolution*

– **having regard to the report of the High-Level Expert Group on the Future of Social Protection and the Welfare State,**

Or. en

**Amendment 20**  
**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 19, 20, 21, 22, 39

**Motion for a resolution**  
**Citation 16**

*Motion for a resolution*

*Amendment*

– *having regard to Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms<sup>6</sup> (Pay Transparency Directive),*

*deleted*

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<sup>6</sup> *OJ L 132, 17.5.2023, p. 21, ELI:*  
*<http://data.europa.eu/eli/dir/2023/970/oj>.*

Or. en

**Amendment 20**  
**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 19, 20, 21, 22, 39

**Motion for a resolution**  
**Citation 18**

*Motion for a resolution*

*Unchanged text included in the compromise*

– having regard to the Council conclusions of 4 December 2024 on labour and skills shortages in the EU: Mobilising untapped labour potential in the European Union,

– having regard to the Council conclusions of 4 December 2024 on labour and skills shortages in the EU: Mobilising untapped labour potential in the European Union,

Or. en

**Amendment 20**  
**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15,

16, 17, 18, 19, 20, 21, 22, 39

**Motion for a resolution**

**Citation 18 a (new)**

*Motion for a resolution*

*Amendment*

- *having regard to the Council conclusions of 19 June 2025 on 'Advancing Gender Equality in the AI-Driven Digital Age: 6th horizontal review of the implementation of the Beijing Platform for Action by the Member States and the EU institutions',*

Or. en

**Amendment 20**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 19, 20, 21, 22, 39

**Motion for a resolution**

**Citation 19**

*Motion for a resolution*

*Unchanged text included in the compromise*

- having regard to the Commission communication of 20 March 2024 entitled 'Labour and skills shortages in the EU: an action plan' (COM(2024)0131),

- having regard to the Commission communication of 20 March 2024 entitled 'Labour and skills shortages in the EU: an action plan' (COM(2024)0131),

Or. en

**Amendment 21**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 23, 24, 25, 26, 27, 28, 31, 32, 33, 34, 36, 37, 39, 46, 53

**Motion for a resolution**

**Recital A**

*Motion for a resolution*

A. whereas gender equality is a fundamental value of the European Union, enshrined in Articles 2 and 3(3) TEU, **Article 8** TFEU and Article 23 of the Charter of Fundamental Rights of the European Union; whereas guaranteeing women's economic independence is key to achieving gender equality;

*Amendment*

A. whereas gender equality is a fundamental value of the European Union, enshrined in Articles 2 and 3(3) TEU, **Articles 8, 10 and 19** TFEU and Article 23 of the Charter of Fundamental Rights of the European Union; whereas **Article 157 TFEU expressly states that Member States must ensure that the principle of equal pay for male and female workers for equal work or work of equal value is applied; whereas** guaranteeing women's economic independence **and equal access to financial resources** is key to achieving gender equality **and combating gender-based violence**;

Or. en

**Amendment 21**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 23, 24, 25, 26, 27, 28, 31, 32, 33, 34, 36, 37, 39, 46, 53

**Motion for a resolution**

**Recital A a (new)**

*Motion for a resolution*

**A a. whereas Principle 2 of the European Pillar of Social Rights states that 'equality of treatment and opportunities between women and men must be ensured and fostered in all areas, including regarding participation in the labour market, terms and conditions of employment and career progression and that 'women and men have the right to equal pay for equal work and work of equal value;**

Or. en

**Amendment 21**  
**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 23, 24, 25, 26, 27, 28, 31, 32, 33, 34, 36, 37, 39, 46, 53

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

*Motion for a resolution*

*Amendment*

***A b. 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 a significant share of the gender pay gap cannot be explained by objective, observable labour market attributes such as age, experience and education, occupation or working time or other measurable characteristics, pointing to persistent discrimination; whereas tackling the pay gap requires a balanced approach that combines equal opportunities, equal distribution of care responsibilities, fighting gender stereotypes, pay transparency and effective enforcement with policies that support skills, participation and career progression, while recognising that disadvantages are compounded for women facing multiple and intersecting forms of discrimination based on factors such as sex, racial or ethnic origin, religion or belief, disability, age, sexual orientation;***

Or. en

**Amendment 22**  
**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 29, 33, 35, 38, 40, 41, 42, 43, 47, 48, 51, 54

## Motion for a resolution

### Recital B

#### *Motion for a resolution*

B. whereas in 2023, the EU gender gap in hourly pay was 12 %, with significant variations across Member States, in some cases exceeding 18 %; whereas, despite the fact that the employment rate for women continues to increase, the EU is not on track to halve its gender employment gap of 10 % by 2030 and the gap for women with children is higher at 16.5 %; whereas in 2024 only 7.7 % of men in the EU worked part-time compared to 27.9 % of women, whose main reason for working part-time was care responsibilities;

#### *Amendment*

B. ***whereas across the EU, women's earnings are disproportionately lower than men's and they are overrepresented among minimum wage earners; whereas in 2023, the EU gender gap in hourly pay was 12 %, with significant variations across Member States, in some cases exceeding 18 %; whereas this means that women are effectively working without being paid for an average of 54 to 67 days a year when compared to men; whereas, despite the fact that the employment rate for women continues to increase, the EU is not on track to halve its gender employment gap of 10 % by 2030 and the gap for women with children is higher at 16.5 %<sup>1a</sup>; whereas according to Eurostat, the gap also differs by industry and is higher in the private sector than in the public sector in a majority of Member States<sup>1b</sup>; whereas in 2024 only 7.7 % of men in the EU worked part-time compared to 27.9 % of women, whose main reason for working part-time was care responsibilities; whereas there is a specific correlation between female-dominated sectors and low levels of wages; whereas pay can reflect the value and recognition that a society places on particular kinds of work;***

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<sup>1a</sup> [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=SDG\\_5\\_-\\_Gender\\_equality](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=SDG_5_-_Gender_equality)

<sup>1b</sup> [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender\\_pay\\_gap\\_statistics#Gender\\_pay\\_gap\\_higher\\_in\\_the\\_private\\_sector](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender_pay_gap_statistics#Gender_pay_gap_higher_in_the_private_sector)

Or. en

## Amendment 22

Irena Joveva, Mirosława Nykiel

Compromise amendment replacing Amendment(s): 29, 33, 35, 38, 40, 41, 42, 43, 47, 48, 51, 54

### Motion for a resolution

#### Recital B a (new)

*Motion for a resolution*

*Amendment*

***B a. whereas pay inequalities do not always reflect the value, demand, or skills required for the work but are rather the result of persistent gender inequality; whereas undervaluation of women's work, occupational and sectoral segmentation, the gender gap in leadership, and the unequal division of unpaid care are structural factor in pay and pension gaps and requires systematic job-valuation and sectoral revalorisation exercises at EU and national level; whereas the gender pay gap is not only a matter of lower earnings but also reflects broader social, political and cultural inequalities which influence women's economic independence, career opportunities and overall well-being;***

Or. en

## Amendment 23

Irena Joveva, Mirosława Nykiel

Compromise amendment replacing Amendment(s): 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68

### Motion for a resolution

#### Recital C

*Motion for a resolution*

*Amendment*

C. whereas across the EU, women are more likely to work lower paid jobs that limit earnings and contribute to the gender

C. whereas across the EU, women are more likely to work lower paid jobs, ***the informal economy, and in historically undervalued sectors***, that limit earnings

pay *gap*;

and contribute to the gender pay *and pension gap*; *whereas 3 in 10 women in the EU work in education, health and social work, while only 8% of men are employed in these sectors<sup>1a</sup>; whereas in the EU women represent up to 80 % of healthcare and social care workforce, while they make only up to 20 % of workers in STEM (science, technology, engineering and mathematics) fields, exemplifying the persistent gender norms and stereotypes that discourage women from certain sectors<sup>1b</sup>; whereas it is imperative to recognise the value and better pay traditional female sectors such as care, health, education and social work as they are essential for society and encourage men to enter these sectors;*

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<sup>1a</sup> [https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/women-labour-market-work-life-balance/womens-situation-labour-market\\_en#:~:text=3%20in%2010%20women%20work%20in%20education%2C,h%20almost%20a%20third%20of%20men%20is](https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/women-labour-market-work-life-balance/womens-situation-labour-market_en#:~:text=3%20in%2010%20women%20work%20in%20education%2C,h%20almost%20a%20third%20of%20men%20is)

<sup>1b</sup>

<https://data.europa.eu/doi/10.2838/5262357>

Or. en

### **Amendment 23**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68

### **Motion for a resolution**

**Recital C a (new)**

*Motion for a resolution*

*Amendment*

***C a. whereas women remain significantly underrepresented in digital studies and careers, as well as in other fields of science, technology, art, engineering and mathematics (STEAM) and in employment sectors such as defence and aerospace, ICT and energy; whereas supporting women's participation in STEAM fields is crucial to closing the gender pay and pension gaps, fostering innovation, and ensuring that Europe's digital and green transitions are inclusive and equitable;***

Or. en

### **Amendment 23**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68

### **Motion for a resolution**

**Recital C b (new)**

*Motion for a resolution*

*Amendment*

***C b. whereas women are disproportionately affected by the increasing fragmentation of the labour market, including the rise in non-standard forms of employment such as temporary work, part-time work, platform work and self-employment; whereas women often play essential roles in family farming, agri-business, and community life, yet their work is frequently undervalued or informal, leading to lower lifetime earnings and inadequate pension contributions; whereas this disadvantage is further compounded for women facing multiple and intersecting forms of discrimination based on factors such as race, gender, gender identity, sexual***

**Amendment 24**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 47, 69, 70, 71, 72, 73, 74, 75, 76, 77

**Motion for a resolution**

**Recital D**

*Motion for a resolution*

D. whereas the impacts of the gender pay and employment gaps compound for women in later life as evidenced by the gender pension gap, which stood at **25.4 % in 2023**; whereas older women continue to be more exposed to poverty risks than older men in all Member States;

*Amendment*

D. whereas the impacts of the gender pay, *care* and employment gaps compound for women in later life as evidenced by the gender pension gap, which stood at **25 % in 2025<sup>1a</sup>**; *whereas it stems from accumulated inequalities throughout the course of women's working lives and from the periods of absence from the labour market as well as lower pay*; whereas older women continue to be more exposed to poverty risks than older men in all Member States<sup>1b</sup>; **whereas in 2024, 16,9% of retired women are at risk of poverty, nearly double the number of older men in poverty<sup>1c</sup>**; *whereas women generally have a longer life expectancy, as well as being more likely to require long-term care in old age<sup>1d</sup>, it is imperative to ensure that public social security and social protection systems remain robust, adequately and sustainably funded, so that they can continue to provide reliable support*;

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<sup>1a</sup> <https://eige.europa.eu/gender-equality-index/2025/country>

<sup>1b</sup>

[https://commission.europa.eu/document/download/055fdbab-5786-425e-a072-652bf53d8fe4\\_en?filename=Gender%20Equality%20Report.pdf](https://commission.europa.eu/document/download/055fdbab-5786-425e-a072-652bf53d8fe4_en?filename=Gender%20Equality%20Report.pdf)

1c

<https://ec.europa.eu/eurostat/databrowser/view/tespn100/default/table?lang=en>

1d

[https://www.un.org/esa/socdev/ageing/documents/un-ageing\\_briefing-paper\\_Long-term-care.pdf](https://www.un.org/esa/socdev/ageing/documents/un-ageing_briefing-paper_Long-term-care.pdf)

Or. en

## **Amendment 24**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 47, 69, 70, 71, 72, 73, 74, 75, 76, 77

### **Motion for a resolution**

#### **Recital D a (new)**

*Motion for a resolution*

*Amendment*

***D a. whereas female-dominated work, ensuring economic empowerment, and increasing women's participation in politics and public life must be grounded through freedom of choice and a wealth of possibilities;***

Or. en

## **Amendment 25**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 94, 96, 97, 108

### **Motion for a resolution**

#### **Recital E**

*Motion for a resolution*

*Amendment*

E. whereas the motherhood penalty, namely the pay gap between mothers and fathers as well as between women with and without dependent children, represents a

E. whereas the motherhood **pay** penalty, namely the pay gap between mothers and fathers as well as between women with and without dependent

significant barrier to both full gender equality and long-term demographic and economic stability;

*children, results from a lack of childcare facilities, too few fathers taking parental or paternity leave, working hours that are incompatible with child and elder care facilities, the unequal division of informal care at home, and cultural biases penalising mothers in the world of work; whereas women often face reduced earnings, and do not recover to the level received prior to childbirth, as well as slower career progression after having children, which directly impacts their earnings and living standards in the present and their ability to accumulate sufficient future pension entitlements; notes that the motherhood pay penalty represents a significant barrier to both full gender equality and long-term demographic and economic stability;*

Or. en

#### **Amendment 25**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 94, 96, 97, 108

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

**Recital E a (new)**

*Motion for a resolution*

*Amendment*

*E a. whereas both the Draghi and Letta reports underline that availability, affordability and quality of care services - including early childhood education and care (ECEC), long-term care and support for persons with disabilities - represent a structural barrier to labour market participation, particularly for women, and reduce the EU's overall productivity potential; whereas investments in care infrastructure and quality jobs are productive social investments that strengthen competitiveness, resilience and women's equal participation in all areas*

*of society, including employment; whereas the Work-Life-Balance Directive should be thoroughly enforced and its effect evaluated; whereas a more balanced sharing of parental leave and care responsibilities between both parents, including through well-designed non-transferable leave entitlements, is essential to promote equal opportunities for women and men, and contribute to a more gender-equal society and a modern, resilient labour market;*

Or. en

### **Amendment 25**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 94, 96, 97, 108

### **Motion for a resolution**

**Recital E b (new)**

*Motion for a resolution*

*Amendment*

*E b. whereas care is an important pillar of our society; whereas unpaid and underpaid care work for children, the elderly, sick, people with disabilities or family members and other dependents, is disproportionately carried out by women even after entry to the labour market, and remains a major driver of gender inequalities in income, career progression, and pensions; whereas care responsibilities keep approximately 7.7 million women out of the labour market, compared to just 450,000 men; whereas some countries have introduced pension credits for carers, meaning that the time spent caregiving is recognised in pension calculations;*

Or. en

## Amendment 25

Irena Joveva, Mirosława Nykiel

Compromise amendment replacing Amendment(s): 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 94, 96, 97, 108

### Motion for a resolution

#### Recital E c (new)

*Motion for a resolution*

*Amendment*

*E c. whereas the rate of poverty or social exclusion is higher for women than for men (21.9% compared to 20%); whereas time poverty limits women's opportunities to engage in long-term, full-time employment, restricting their earning potential and increasing their reliance on low-wage or part-time jobs and reduces their pension contributions and heightens their financial dependence also in old age, further exposing women to gender-based violence, in particular domestic violence;*

Or. en

## Amendment 26

Irena Joveva, Mirosława Nykiel

Compromise amendment replacing Amendment(s): 98, 99, 100, 101, 102, 103, 104, 105, 106, 107, 109, 110, 125, 337

### Motion for a resolution

#### Recital F

*Motion for a resolution*

*Amendment*

F. whereas a more competitive EU economy, with more and better jobs, combined with proactive measures, will be key to closing the gender pay and pension gaps in a sustainable and growth-oriented way;

F. whereas a more competitive **and fairer** EU economy, with more and better **quality** jobs, combined with proactive measures **for women-dominated sectors**, will be key to closing the gender pay and pension gaps, **ensuring full women's labour market participation with recommendations based on best practices**, in a sustainable and growth-oriented way **and will serve to advance in high-value**

*sectors such as science, technology, engineering, law and finance; highlights best practices particularly information campaigns like the 'orange envelope' to inform people insured by national public pension systems about their savings for their pension;*

Or. en

**Amendment 26**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 98, 99, 100, 101, 102, 103, 104, 105, 106, 107, 109, 110, 125, 337

**Motion for a resolution**

**Recital F a (new)**

*Motion for a resolution*

*Amendment*

*F a. whereas the Draghi and Letta reports stress that Europe is not fully using its available talent, particularly among highly educated women; whereas the persistence of a 'glass ceiling' in both public and private sectors constrains women's access to senior, managerial and decision-making positions; whereas gender equality must begin with equal opportunities for girls and boys from the earliest stages of education; whereas promoting girls' participation in science, technology, engineering, mathematics and digital skills is crucial to building a gender-balanced and competitive European economy;*

Or. en

**Amendment 26**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 98, 99, 100, 101, 102, 103, 104, 105, 106,

107, 109, 110, 125, 337

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

*Motion for a resolution*

*Amendment*

***F b. whereas promoting gender equality in employment and entrepreneurship, and ensuring balanced participation of women and men in the labour market, are key conditions for sustainable growth, higher productivity, innovation, and the sustainable long-term competitiveness of the European economy; whereas promoting equal opportunities for both women and men contributes to Europe's demographic and economic resilience and could substantially increase the EU's GDP per capita and fiscal sustainability;***

Or. en

**Amendment 27**  
**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 111, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 126, 127, 129, 130, 131, 132

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

*Motion for a resolution*

*Amendment*

G. whereas a dynamic, innovation-driven social market economy **rewards** skills, productivity and performance, **thereby** creating more opportunities for women to advance in high-value sectors such as technology, agriculture, industry, defence, medicine, law and finance;

G. whereas **in** a dynamic, innovation-driven social market economy, skills, productivity and performance **should be rewarded**, creating more opportunities for women to advance in high-value sectors such as technology, agriculture, industry, defence, medicine, law and finance **and others; whereas to that end this would encourage and support girls and young women to pursue education and careers in these high value sectors from an early age, helping to dismantle gender**

*stereotypes and widen future career choices; G a. whereas the at risk of poverty or social exclusion (AROPE) rate is higher among older people (aged 75 and above), pensioners with disabilities and those with long periods out of work; whereas, in 2020, the AROPE rate among retired people in the EU was 15,6 %; whereas the gender pay and pension gaps remain significant, standing at 13 % in 2020 and 29 % in 2019, respectively; whereas many older women have not built up sufficient pension entitlements and often rely on family support or survivors' pensions; whereas women's greater longevity increases the risk of living alone on a single income; whereas pensions must remain adequate and be adjusted to the cost of living, while strengthening incentives for longer participation in the labour market, to reduce old-age poverty and dependency;*

Or. en

#### **Amendment 27**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 111, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 126, 127, 129, 130, 131, 132

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

##### **Recital G a (new)**

*Motion for a resolution*

*Amendment*

*G a. whereas labour market imbalances can be reduced by upholding the principle of equal pay for equal work or work of equal value, and addressing undervaluation of women-dominated sectors and removing barriers so more women can enter high-paying, male-dominated sectors; whereas the gender pay gap is highest in such sectors; whereas society also depends on essential services such as care, which are often*

*underpaid and predominantly carried out by women; whereas pay in these sectors should be fair and sustainable to support women and their families, strengthen workforce participation and improve the status of these professions; whereas the risk of poverty and to a lesser degree financial autonomy induced by both the gender pay and pension gaps further exposes women to gender-based violence, in particular domestic violence, making it more difficult for them to leave an abusive relationship; whereas according to the UN, psychological or sexual harassment at the workplace or harassment with serious consequences in terms of personal and professional aspirations is experienced by almost 35 % of women worldwide and are harmful to women's self-esteem and their negotiating position for fairer remuneration; whereas high unemployment, weak pay growth and insecure work can affect women disproportionately; whereas this is having an adverse impact on the economic empowerment of women and on achieving equality between women and men; whereas well-designed labour market reforms, a competitive economy and sustainable public finances can support job creation and opportunity; whereas public services and social support should be targeted and effective, ensuring value for money while protecting the most vulnerable;*

Or. en

#### **Amendment 27**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 111, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 126, 127, 129, 130, 131, 132

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

**Recital G b (new)**

***G b. whereas pension systems across the EU are generally based on three pillars: state pensions, occupational pensions provided by employers, and private savings or investments; whereas women's lower earnings, career interruptions, care responsibilities and overrepresentation in non-standard forms of work often result in reduced entitlements in all three pillars, thereby exacerbating the gender pension gap and increasing the risk of poverty in old age; whereas in the care economy most jobs are performed by women while leadership and decision-making remain disproportionately male; whereas pay transparency can play a crucial role in ensuring substantial progress is made in addressing the gender pay gap, as it helps to reveal the undervaluation of women's work and to highlight gender aspects of the labour market segmentation, including through tools providing objective criteria that allow for gender-neutral assessment and comparability of the value of work in different jobs and sectors; whereas taking into account the impact of Council Directive 79/7/EEC of 19 December 1978 on Member States' possibilities to address the gender pension gap; whereas gender-responsive spending reviews can improve value for money in public budgets and better target family- and work-supporting measures;***

Or. en

**Amendment 27**

**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 111, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 126, 127, 129, 130, 131, 132

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

*Motion for a resolution*

*Amendment*

***G c. whereas job evaluation methods free from gender bias are essential to enabling jobs to be compared on the basis of their scale and complexity in order to determine the position of one job in relation to another within a given sector or organisation, regardless of whether the jobs in question are held by women or men; whereas women with disabilities face significantly worse labour market outcomes - and consequently have even lower pension prospects - than both men and women without disabilities;***

Or. en

**Amendment 27**  
**Irena Joveva, Mirosława Nykiel**

Compromise amendment replacing Amendment(s): 111, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 126, 127, 129, 130, 131, 132

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

*Motion for a resolution*

*Amendment*

***G d. whereas gender equality must be pursued through an intersectional approach that recognises how different forms of discrimination and disadvantage - including those based on age, disability, racial or ethnic origin, socio-economic status, sexual orientation, and place of residence - can worsen inequalities experienced by women and girls in education, employment, and access to social protection;***

Or. en

