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COMPROMISE AMENDMENTS

1 - 27

Draft report

Pernille Weiss

(PE699.289v01-00)

Reaching women's economic independence through entrepreneurship and self-employment

AM_Com_NonLegCompr

Amendment 1
Pernille Weiss

Compromise amendment replacing Amendment(s): 17, 45

Motion for a resolution

Recital -A (new)

Motion for a resolution

Amendment

-A *whereas gender equality is a fundamental value and key objective of the EU and a basic precondition for the full enjoyment of human rights by women and girls, which is essential for their empowerment, the development of their full potential and the achievement of a sustainable and inclusive society; whereas gender based discrimination based on stereotypes and inequalities, combined with intersectional discrimination among others due to their sex, race, ethnic or social origin or disability, sexual orientation, gender identity or gender expression has negative social and economic consequences and impacts the way women experience challenges, including in pursuing entrepreneurship and becoming self-employed;*

Or. en

Amendment 2
Pernille Weiss

Compromise amendment replacing Amendment(s): 18, 73, 78

Motion for a resolution

Recital -A a (new)

Motion for a resolution

Amendment

-A a *whereas female entrepreneurship boosts women's emancipation and empowerment; whereas in the 2014-2018 period the median annual income for full-*

time entrepreneurs was equal for men and women^{1a}; whereas women's economic independence and empowerment is central to realizing women's rights and gender equality and includes the ability to participate equally in existing labour markets, access to and control over productive resources, control over their own time, lives and bodies, self-fulfilment, and meaningful participation in economic decision-making at all levels; whereas the promotion of economic independence requires boosting women entrepreneurship and self-employment and accompanied by adequate measures to ensure women's equal participation in the labour markets, equal pay for equal work or work of equal value, access to decent work, sharing and recognition of domestic and care responsibilities;

^{1a} *OECD, 2019. The Missing Entrepreneurs - Policies for Inclusive Entrepreneurship. Paris: OECD Publishing.*

Or. en

Amendment 3 **Pernille Weiss**

Compromise amendment replacing Amendment(s): 20, 21, 22, 23, 24, 25, 81

Motion for a resolution **Recital A**

Motion for a resolution

A. whereas *female* entrepreneurs and self-employed are an under-utilised source of economic growth *and* job creation; whereas supporting *this group can* strengthen EU competitiveness;

Amendment

A. whereas *women are the most valuable and largest untapped entrepreneurial and leadership potential in Europe; whereas from 2014-2018 women across the OECD were twice as likely to start their own businesses than those in the EU^{1a}; whereas women*

entrepreneurs and self-employed *women* are an under-utilised source of *sustainable* economic growth, job creation *and innovation potential and its promotion is an important tool in fostering women's economic empowerment and independence; whereas women's economic empowerment boosts productivity, increases economic diversification and income equality; whereas self-employment needs to be recognised as a form of work which helps to create jobs and reduce unemployment; whereas studies show that women often have a different management and leadership style than men and that gender diversity in teams is beneficial for society and economy^{1b}; whereas supporting women entrepreneurs and women self-employed would also strengthen EU competitiveness and, therefore, all entrepreneurial activity that creates jobs and incomes and thus added value for business and society should be promoted by the EU and its Member States;*

^{1a} OECD, 2019. *The Missing Entrepreneurs - Policies for Inclusive Entrepreneurship*. Paris: OECD Publishing.

^{1b}https://www.researchgate.net/publication/337534934_Gender_Differences_in_Leadership_Styles_Who_Leads_more_Destructively

Or. en

Amendment 4
Pernille Weiss

Compromise amendment replacing Amendment(s): 82, 86

Motion for a resolution
Recital A a (new)

A a. whereas women in rural and disadvantaged regions are more likely to engage in entrepreneurship and self-employment than those in urban and economically prosperous regions^{1a}; whereas the employment opportunities of women in rural areas are worse than those of men in rural areas and of women in urban areas in the EU; whereas the share of self-employed women in rural areas is slightly higher than that in total areas; whereas 30% of farms in the EU are run by women, as self employed^{1b};

^{1a}[https://www.europarl.europa.eu/RegData/etudes/STUD/2019/608868/IPOL_STU\(2019\)608868_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/STUD/2019/608868/IPOL_STU(2019)608868_EN.pdf)

^{1b} ***European Parliament, 2019. The professional status of rural women in the EU. Brussels: Policy Department for Citizens' Rights and Constitutional Affairs.***

Or. en

Amendment 5
Pernille Weiss

Compromise amendment replacing Amendment(s): 27, 29

Motion for a resolution
Recital B

Motion for a resolution

B. whereas the relative scarcity of women entrepreneurs should be considered an untapped source for innovation and development, especially in the context of Europe's green and digital transformations and its economic recovery following the COVID-19 crisis; ***whereas the*** European

Amendment

B. whereas the relative scarcity of women entrepreneurs should be considered an untapped source for innovation and development, especially in the context of Europe's green and digital transformations and its economic recovery following the COVID-19 crisis: ***whereas the COVID-19***

economy has the potential to benefit from a growth in GDP of EUR 16 billion by encouraging more women to enter the digital jobs market;

crisis disproportionately affected women, particularly those working in precarious employment, feminised sectors and the informal economy, having significant economic and employment impacts on them, because of an increase in care and domestic responsibilities, restricted access to sexual and reproductive health and rights (SRHR) as well as in gender-based violence and harassment; whereas the European economy has the potential to benefit from a growth in GDP of EUR 16 billion by encouraging more women to enter the digital jobs market; whereas improving gender equality and empowering female entrepreneurship are key to accelerating and fortifying European recovery;

Or. en

Amendment 6 **Pernille Weiss**

Compromise amendment replacing Amendment(s): 32, 33, 85

Motion for a resolution **Recital C**

Motion for a resolution

C. whereas women only constitute 34.4 % of the self-employed in the EU and 30 % of its start-up entrepreneurs;

Amendment

C. whereas women only constitute 34.4 % of the self-employed in the EU and 30 % of its start-up entrepreneurs *confirming that the largest gender gaps within entrepreneurial activity are found in Europe & North America^{1a}; whereas only 34% of managerial positions in the EU are held by women^{1b}; whereas previous experience in management positions provides individuals with the necessary skills and confidence to engage in business ownership^{1c}; whereas the lack of social protection such as paid sick, maternity, paternity leave and parental leave can be problematic for self-*

employed women in several Member States; whereas self-employed women are more likely to fall into poverty;

^{1a} *<https://gemconsortium.org/report/gem-202021-womens-entrepreneurship-report-thriving-through-crisis>*

^{1b} *Eurostat, 2020. Women in Management. Luxembourg: Publications Office of the European Union.*

^{1c} *Foss, L., Henry, C., Ahl, H. and Mikalsen, G., 2019. Women's entrepreneurship policy research: a 30-year review of the evidence. Small Business Economics, 53(2), pp.409-429.*

Or. en

Amendment 7 **Pernille Weiss**

Compromise amendment replacing Amendment(s): 36, 41, 79, 80, 83, 87

Motion for a resolution **Recital D**

Motion for a resolution

D. whereas women face *more difficulties* in pursuing entrepreneurship than men; whereas barriers *include* a lack of specific training, a lower level of *self-confidence*, less access to social and business networks and difficulties in reconciling work and family life;

Amendment

D. *whereas starting and running a business is complex in the EU because of the different bureaucratic and administrative requirements and procedures which is an obstacle to encourage more women to become entrepreneurs;* whereas women face *different barriers namely of economic, legislative and social nature* in pursuing entrepreneurship than men; whereas *these barriers are constructed around gender stereotypes which contribute to gender segregation in education*, a lack of specific training, a lower level of *entrepreneurial confidence*, less access to *information, financial and government support and*

less tools for social and business networks, gender biases and difficulties in reconciling work and family life, due to the lack of care infrastructures, specially childcare and because of the stereotyping of women to carry out most of care and domestic work; whereas women are more likely than men to report flexible working hours as their motivation to engage in entrepreneurship and self-employment^{1a}; whereas female entrepreneurship and self-employment can also be a valuable instrument to reconcile work and personal life; whereas from 2014 to 2018 only 34.5% of women in the EU and 37.7% of women in the OECD felt like they had the necessary skills and knowledge to start their own business; whereas women are nearly 10% more likely to report a fear of failure than men^{1b}; whereas there is a financial literacy gap between men and women; whereas this gap acts as a barrier for women when accessing funding and overall impedes them from participating confidently in economic and financial activities^{1c};

^{1a} OECD, 2019. *The Missing Entrepreneurs - Policies for Inclusive Entrepreneurship*. Paris: OECD Publishing.

^{1b} OECD, 2019. *The Missing Entrepreneurs - Policies for Inclusive Entrepreneurship*. Paris: OECD Publishing.

^{1c} OECD, 2020. *OECD/INFE 2020 International Survey of Adult Financial Literacy*. Paris: OECD Publishing.

Or. en

Amendment 8
Pernille Weiss

Compromise amendment replacing Amendment(s): 47, 48

Motion for a resolution

Recital E

Motion for a resolution

E. whereas promoting women entrepreneurs as role models *can be useful* in encouraging women to consider entrepreneurship as a career;

Amendment

E. whereas *access to networks, mentoring and* promoting women entrepreneurs as role models, *are important* in encouraging women to consider entrepreneurship as a career *and in increasing women's economic empowerment; whereas the diversity of role models can appeal to women from diverse backgrounds;*

Or. en

Amendment 9

Pernille Weiss

Compromise amendment replacing Amendment(s): 50, 51, 54

Motion for a resolution

Recital F

Motion for a resolution

F. whereas statistics show that *female* entrepreneurs have more difficulties than men in raising finance; whereas women-led companies still account for a very small portion of investment recipients; whereas *all-male* founding teams received 93 % of all capital invested in European tech in 2018⁸ ;

Amendment

F. whereas statistics show that *women* entrepreneurs have more difficulties than men in raising finance *and capital*; whereas women-led companies still account for a very small portion of investment recipients; whereas *all-men* founding teams received 93 % of all capital invested in European tech in 2018⁸ ; *whereas only 32% of the venture capital funding was allocated to companies with at least one female executive^{8a}; whereas women's innovations are less often identified and acknowledged as innovations and promising ideas; whereas despite receiving lower financial backing women-led businesses in the CEE Region outperform in capital productivity by*

96%^{8b};

⁸ Skonieczna, A. and Castellano, L., 'Gender Smart Financing. Investing In and With Women: Opportunities for Europe', European Economy Discussion Papers, No 129, July 2020, Publications Office of the European Union, Luxembourg.

⁸ Skonieczna, A. and Castellano, L., 'Gender Smart Financing. Investing In and With Women: Opportunities for Europe', European Economy Discussion Papers, No 129, July 2020, Publications Office of the European Union, Luxembourg.

^{8a} ***European Commission and European Investment Bank, Funding women entrepreneurs: How to empower growth, 2018***

^{8b} ***Women in VC, Experior Venture Fund and Unvconventional, 2021. Funding in the CEE Region Through the Lens of Gender Diversity and Positive Impact.***

Or. en

Amendment 10

Pernille Weiss

Compromise amendment replacing Amendment(s): 56, 57, 58, 59, 61, 63, 64

Motion for a resolution

Recital H

Motion for a resolution

H. whereas only 10 % of business angels in Europe are women⁹ and only 10 % all senior positions in private equity and venture capital firms globally¹⁰ are occupied by women; whereas several studies show that investment managers tend to provide capital ***to*** those who are similar to themselves; whereas ***developing the ecosystem is key to improving*** funding conditions ***sustainably*** for women-led companies ***and creating a reliable network of female investors***;

Amendment

H. whereas only 10 % of business angels in Europe are women⁹ and ***women are especially underrepresented among private equity investors on digitalization; whereas*** only 10 % ***of*** all senior positions in private equity and venture capital firms globally¹⁰ are occupied by women; whereas several studies show that investment managers tend to provide capital ***and to hire*** those who are similar to themselves, ***leaving women and especially those from diverse backgrounds and facing intersectional discrimination among others due to their racial, ethnic or socio economic backgrounds in a clear***

position of disadvantage; whereas venture capital firms with women partners are twice to three times more likely to invest in female-led businesses^{10a}; whereas the lack of women in decision-making roles at venture capital firms is one of the primary sources of the persistent funding gap for women-driven enterprises in the EU^{10b}; whereas another major cause for the persistent funding gap for women-driven enterprises in the EU is that women are less likely than men to seek external funding such as bank loans, venture capital or funding from state programmes, and instead resort to self-funding through personal savings or funding from family members^{10c}; whereas implementing measures to achieve a fair representation of women and develop a gender-balanced financial ecosystem and creating more favourable environment at the EU level and providing adequate budgetary allocations is fundamental to create both the necessary funding conditions and the essential network of women investors for women-led companies to thrive;

⁹ EBAN, Statistics Compendium – European Early Stage Market Statistics, EBAN, Brussels, 2019.

¹⁰ International Finance Corporation, Moving Towards Gender Balance in Private Equity and Venture Capital, International Finance Corporation, Washington DC, 2019.

⁹ EBAN, Statistics Compendium – European Early Stage Market Statistics, EBAN, Brussels, 2019.

¹⁰ International Finance Corporation, Moving Towards Gender Balance in Private Equity and Venture Capital, International Finance Corporation, Washington DC, 2019.

^{10a} *Women in VC, Experior Venture Fund and Unvconventional, 2021. Funding in the CEE Region Through the Lens of Gender Diversity and Positive Impact. Online.*

^{10b} *European Commission, 2020. Gender Smart Financing. Investing In and With Women: Opportunities for Europe. Luxembourg: Publications Office of the*

European Union.

^{10c} *OECD, 2021. The Missing Entrepreneurs - Policies for Inclusive Entrepreneurship. Paris: OECD Publishing.*

Or. en

Amendment 11
Pernille Weiss

Compromise amendment replacing Amendment(s): 66, 67

Motion for a resolution
Recital I

Motion for a resolution

I. ***whereas*** six Member States have created 11 private funds to fill the gap in funding for ***female*** entrepreneurs and these funds use gender considerations in their investment criteria; whereas some of these funds have received national or EU support, which shows the important role of public policies in promoting entrepreneurship¹¹ ;

¹¹ Eurofound, Female entrepreneurship: Public and private funding, Publications Office of the European Union, Luxembourg, 2019.

Amendment

I. ***whereas*** six Member States have created 11 private funds to fill the gap in funding for ***women*** entrepreneurs and these funds use gender considerations ***that support diversity*** in their investment criteria; whereas some of these funds have received national or EU support, which shows the important role of public policies in promoting entrepreneurship¹¹;

¹¹ Eurofound, Female entrepreneurship: Public and private funding, Publications Office of the European Union, Luxembourg, 2019.

Or. en

Amendment 12
Pernille Weiss

Compromise amendment replacing Amendment(s): 76, 84

Motion for a resolution
Recital K a (new)

Motion for a resolution

Amendment

K a. whereas it is crucial that Europe has an equal amount of women and men as entrepreneurs to ensure diversification of content and products; whereas between 2014 and 2018 female-led start-ups were as likely to offer new products and services than those led by men in the EU^{1a} showing that women and men must be seen as equally performing regarding innovation; whereas encouraging more women to become entrepreneurs can improve the quality and diversity of innovations, products and services;

^{1a} OECD, 2019. The Missing Entrepreneurs - Policies for Inclusive Entrepreneurship. Paris: OECD Publishing.

Or. en

Amendment 13
Pernille Weiss

Compromise amendment replacing Amendment(s): 19, 89

Motion for a resolution
Recital K b (new)

Motion for a resolution

Amendment

K b. whereas entrepreneurship requires knowledge and skills; whereas increasing women's and girls' educational attainment contributes to women's economic empowerment and more inclusive economic growth; whereas education, upskilling and re-skilling over the life course, especially to keep pace with rapid technological and digital transformations increases their professional opportunities and is

*important for women and girls' health,
well-being and quality of life;*

Or. en

Amendment 14
Pernille Weiss

Compromise amendment replacing Amendment(s): 28, 88, 90

Motion for a resolution
Recital K c (new)

Motion for a resolution

Amendment

K c. whereas entrepreneurship should be accessible for all women including women with disabilities, elderly and those with a minoritised racial or ethnic background; whereas women with disabilities can find it more difficult to start their own businesses; whereas entrepreneurship among elderly is not being promoted despite the fact that elderly women should be seen as a valuable and unused potential to economic growth; whereas the promotion of entrepreneurship among migrant women can offer great opportunities for their integration in labour market and foster their economic independence and empowerment;

Or. en

Amendment 15
Pernille Weiss

Compromise amendment replacing Amendment(s): 93, 118, 194 part 2

Motion for a resolution
Paragraph -1 (new)

Motion for a resolution

Amendment

-1. Underlines that women's entrepreneurship contributes to increase women's economic independence, and their empowerment which is an essential precondition to reach gender equal societies and should be encouraged and promoted across the EU; notes that women's economic independence reinforces their equal participation in the labour market, offers control over productive resources and enhanced participation in economic decision-making at all levels as well as economic empowerment and self-determination which is crucial to realising women's rights and gender equality; highlights that every woman who wants to pursue entrepreneurial activity should be encouraged to take this step, since the running of a business creates jobs and incomes and thus added value for business and the entire society; calls on the Commission to step up its efforts to increase the employment rate of women in Europe and facilitate their access to the labour market, including by providing more incentives to promote women entrepreneurship;

Or. en

Amendment 16

Pernille Weiss

Compromise amendment replacing Amendment(s): 99, 100, 117

Motion for a resolution

Paragraph 1

Motion for a resolution

Amendment

1. Welcomes Commission initiatives such as Women TechEU and the European

1. Welcomes Commission initiatives such as Women TechEU and the European

Innovation Council Women Leadership Programme and the creation of various European networks for *female* entrepreneurs; urges the Commission to promote such initiatives more actively by focusing on the EU growth potential and to support the achievements of women entrepreneurs;

Innovation Council Women Leadership Programme and the creation of various European networks for *women* entrepreneurs; urges the Commission *and the Member States* to promote such initiatives more actively by focusing on the EU *sustainable* growth potential and to support the achievements of women entrepreneurs *in all their diversity*; *encourages the European Commission to strengthen various networks focusing on women entrepreneurship on European level to boost innovation and cooperation between national, EU and international networks; notes that further cross-border cooperation between women entrepreneurs can strengthen the internal market of the European Union*;

Or. en

Amendment 17 **Pernille Weiss**

Compromise amendment replacing Amendment(s): 103, 134, 146

Motion for a resolution **Paragraph 2**

Motion for a resolution

2. Calls on the Commission to include public-private partnerships in their initiatives because private companies can play a valuable role as advisors and impart relevant and specialised skills to women entrepreneurs;

Amendment

2. Calls on the Commission *and the Member States* to include public-private partnerships in their initiatives because private companies can play a valuable role as advisors and impart relevant and specialised skills to women entrepreneurs; *urges the Commission to facilitate pan-European networking of women entrepreneurs and to support their cooperation; calls on the Commission to establish programmes that foster creativity in innovation, to ensure entrepreneurship in the labour market, and to ensure that women can bring*

added value to society;

Or. en

Amendment 18

Pernille Weiss

Compromise amendment replacing Amendment(s): 105, 106, 108

Motion for a resolution

Paragraph 3

Motion for a resolution

3. Highlights the necessity and importance of recognising and promoting women entrepreneurs as role models; notes, in this regard, the European Network of Female Entrepreneurship Ambassadors, which encourages women to consider entrepreneurship as a career;

Amendment

3. Highlights the necessity and importance of recognising and promoting women entrepreneurs *and investors* as role models *and mentors and to ensure that these role models represent women in all their diversity*; notes, in this regard, *the EU Prize for Women Innovators 2021 and the European Network of Female Entrepreneurship Ambassadors*, which encourages women to consider entrepreneurship as a career; *calls on the European Commission to highlight prominent women entrepreneurs and investors as role models by launching a Europe-wide campaign raising awareness about the potential of entrepreneurship targeting predominantly women and conducting case studies of women entrepreneurs*;

Or. en

Amendment 19

Pernille Weiss

Compromise amendment replacing Amendment(s): 113, 114, 115, 116, 132

Motion for a resolution

Paragraph 4

Motion for a resolution

4. Welcomes public and private women entrepreneurship programmes in the Member States that include elements of networking, mentoring **and** training to support and advise women entrepreneurs; notes that publicly available reports and testimonials in seven Member States suggest the positive impact of these programmes; urges the Commission to collect data from all Member States and analyse the impact of **female** entrepreneurship programmes; calls the Commission to share best practices to strengthen and increase the share of women entrepreneurs and self-employed **in** the Member States;

Amendment

4. Welcomes public and private women entrepreneurship programmes in the Member States that include elements of networking, mentoring, training, **coaching and consultancy services and professional advice on legal and fiscal matters** to support and advise women entrepreneurs, **and promote their economic independence**; notes that publicly available reports and testimonials in seven Member States suggest the positive impact of these programmes; urges the Commission **and the EIGE** to collect **gender-disaggregated** data from all Member States and analyse the impact of **women** entrepreneurship programmes; calls the Commission **and Member States** to share best practices to strengthen and increase the share of women entrepreneurs and self-employed **within the EU**; **calls on** the Member States **to promote a well-developed training strategy to provide different levels of training, from awareness raising and information to specialised and advanced training and recognise the various opportunities and constraints of the specific business environment and the wide range of characteristics and needs of women entrepreneurs with specific attention to work-life balance; highlights the need for one stop shops who offer e.g. courses and training within a wide range of disciplines e.g. accounting and marketing to entrepreneurs with both a little or no experience or qualifications; notes this initiative can encourage more women to become entrepreneurs;**

Or. en

Amendment 20
Pernille Weiss

Compromise amendment replacing Amendment(s): 95, 120

Motion for a resolution

Paragraph 5

Motion for a resolution

5. Calls the Commission to make up-to-date and comparable statistics available for the purpose of analysing the economic significance of entrepreneurs and self-employed, and the various categories within entrepreneurship and self-employed with respect to industry and gender to identify the share of women entrepreneurs and self-employed;

Amendment

5. Calls the Commission ***and the EIGE*** to make up-to-date and comparable statistics available for the purpose of analysing the economic significance of entrepreneurs and self-employed, and the various categories within entrepreneurship and self-employed with respect to industry and gender to identify the share of women entrepreneurs and self-employed; ***reiterates its calls on the Commission and the Member States to improve the collection of gender-disaggregated data, statistics, research and analysis, in particular regarding the participation of women in the labour market and in areas such as informal employment, entrepreneurship, access to financing and to healthcare services, unpaid work, poverty and the impact of social protection systems; recalls the role of EIGE in this respect and calls on the Commission to use these data to effectively implement gender impact assessments of its policies and programmes, and those of other EU agencies and institutions;***

Or. en

Amendment 21

Pernille Weiss

Compromise amendment replacing Amendment(s): 101, 111, 121, 122, 123

Motion for a resolution

Paragraph 6

Motion for a resolution

6. Calls, in particular, for greater

Amendment

6. Calls, in particular, for greater

women-focused promotion of STEM subjects, digital education and financial literacy in order to combat prevailing stereotypes and ensure that more women enter these sectors *and* contribute to their development; highlights the importance of promoting education and careers in finance to women to support the development of a reliable network of *female* investors;

women-focused promotion *and awareness-raising* of STEM subjects, digital education and financial literacy in order to combat prevailing stereotypes *in education, training, school curricula and career guidance* and ensure that more women enter these sectors *which would allow for more diverse management and leadership styles that would bring an added value to these sectors and would* contribute to their development; *stresses the importance of broadening the horizon of women entrepreneurship to include more sectors than STEM and IT and to promote various forms of entrepreneurship; calls on the Commission and Member States to implement measures to improve the diversification of entrepreneurship and to promote social and collective forms of women entrepreneurship; welcomes specific training, research and studies in entrepreneurship;* highlights the importance of promoting education and careers in finance to women to support the development of a reliable network of *women* investors *and emphasises at the same time the need to empower women to be economically independent and thrive as entrepreneurs;*

Or. en

Amendment 22
Pernille Weiss

Compromise amendment replacing Amendment(s): 127, 131, 133, 136, 195

Motion for a resolution
Paragraph 6 a (new)

Motion for a resolution

Amendment

6 a. *Regrets the fact that women are under-represented in leadership positions, and highlights the need to promote*

equality between men and women at all levels of decision-making in business and management; calls for a swift negotiation process of the Women on Boards Directive; highlights the necessity to provide more and better information about entrepreneurship as an attractive career option, both for young women in school and for women outside the labour force who are considering starting or getting back into work; calls on the Commission to promote entrepreneurship support programmes for elderly people and notes that this can reach women who are left out of the labour market; emphasises the necessity to promote policies for stimulating high-growth firms as well as growth and development in medium-sized and larger businesses to ensure more women becoming entrepreneurs and support sustainable growth; calls on Member States and the Commission to further increase awareness of support policies among women entrepreneurs and to decrease bureaucratic and administrative barriers in accessing programs aimed at fostering entrepreneurship; welcomes the efforts to promote support from experts and consultants who as mentors can build up women entrepreneurs' confidence and guide them through all stages of the entrepreneurship process, taking account of all the aspects involved, including issues relating to legislation, tax, administration, economics, and accounting, as well as legal, formal, labour and recruitment issues;

Or. en

Amendment 23
Pernille Weiss

Compromise amendment replacing Amendment(s): 128, 129, 130

Motion for a resolution
Paragraph 6 b (new)

Motion for a resolution

Amendment

6 b. *Calls for the need to recognize the entrepreneurial potential of women in all sectors and education fields including the female-dominated as for example in healthcare and teaching; highlights the need to provide further training and retraining opportunities to employees and those moving from employment to self-employment; calls on the Commission to promote lifelong learning for all; highlights that the entrepreneurial dimension shall also be recognized in all youth programmes on the European level; encourages Member States and regional and local authorities to invest in reskilling and upskilling programmes targeted at self-employed women and female entrepreneurs with a specific focus on financial literacy re-skilling;*

Or. en

Amendment 24
Pernille Weiss

Compromise amendment replacing Amendment(s): 139, 140, 141, 142, 147

Motion for a resolution
Paragraph 8

Motion for a resolution

Amendment

8. Calls on Member States and the Commission to facilitate access to **funds** for women entrepreneurs and self-employed; urges the Commission to establish a European network of gender-conscious investors; considers that such a network will be able to provide women-led companies with relevant connections,

8. Calls on Member States and the Commission to **boost awareness and to** facilitate **easier** access to **finance** for women entrepreneurs and self-employed **including alternative forms of financing making sure finance is available and reach the women entrepreneurs and self-employed; notes that women entrepreneurs are more likely to use**

networks and funding opportunities;

alternative sources such as crowd lending and funding platforms; notes that in certain cases microcredits have proven to be successful in motivating more women to start their own business; acknowledging the impact of funding policies and the positive impact it can bring to women; encourages Member States and regional and local authorities to make use of the existing European Structural Funds to target and promote women entrepreneurs and self-employed women; urges the Commission to establish a European network of gender-conscious investors; considers that such a network will be able to provide women-led companies with relevant connections, networks and funding opportunities; stresses the need for awareness-raising and information campaigns regarding existing and future EU funding possibilities for women entrepreneurs, to provide tailored support to women business owners and women entrepreneurs and increase the visibility of women leaders to establish stronger role models and break existing stereotypes; urges the Commission to establish a Female Entrepreneurship Action Plan as a part of Small Business Act and as a part of it, a pan-European entrepreneurship, innovation and investment event gathering scientists, entrepreneurs, start-ups and above all, private equity investors, to accelerate new female business opportunities;

Or. en

Amendment 25
Pernille Weiss

Compromise amendment replacing Amendment(s): 154

Motion for a resolution
Paragraph 10 a (new)

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Motion for a resolution

Amendment

10 a. *Highlights the important role of microcredits in order to improve financial inclusion of women by overcoming market and social barriers in the financial market; notes that the advantage of microfinance offers the possibility for women entrepreneurs to have strong incentives for creating a sustainable business since they must repay the loan and this instrument is designed specifically for the needs of people who experience difficulties in obtaining access to conventional credit;*

Or. en

Amendment 26
Pernille Weiss

Compromise amendment replacing Amendment(s): 158, 159, 160

Motion for a resolution
Paragraph 11

Motion for a resolution

11. Calls on the Commission and Member States to systematically track and monitor gender-disaggregated data across the whole Union to ensure high-quality data on EU and national funding programmes; highlights that this could serve as a basis for more informed policy decisions in the future;

Amendment

11. Calls on the Commission and Member States to systematically track and monitor gender-disaggregated data across the whole Union to ensure high-quality data on EU and national funding programmes; ***reminds as well the importance to collect equality data in order to have information on intersecting experiences of discrimination and*** highlights that this could serve as a basis for more informed policy decisions in the future ***and for enhancing of women's economic independence; notes that a women's entrepreneurial dimension has to be recognized in the formation of business- and SME-related policies to ensure an adequate policy framework that***

*supports more female entrepreneurship
and innovation by diversity;*

Or. en

Amendment 27
Pernille Weiss

Compromise amendment replacing Amendment(s): 179, 180, 181, 182, 183, 184, 186, 190, 193

Motion for a resolution
Paragraph 13

Motion for a resolution

13. Highlights the importance of work-life balance for women entrepreneurs and self-employed; calls on Member States to support social frameworks, such as flexible childcare, that are essential to encouraging more women to take part in entrepreneurship; welcomes actions already taken by Member States on this matter; recognises national differences in social policy and respect for subsidiarity;

Amendment

13. Highlights the importance of work-life balance *and good quality and affordable social services as a prerequisite* for women entrepreneurs and self-employed; *recognises that female entrepreneurship and self-employment provides the flexibility to achieve a better work-life balance; recognises the importance of making an equal share of domestic and care responsibilities possible to achieve the work-life balance necessary for women to engage in entrepreneurship and self-employment; calls on the Commission and on the Member States to ensure a better work-life balance through better maternity, and paternity, parental and carer's leaves, flexible working hours, on-site childcare facilities and by promoting telework; highlights that working hours and working patterns in rural areas differ considerably from those in urban areas and it is important to offer childcare that is adapted to the specific needs of women in different areas;* calls on Member States *and on regional and local authorities* to support social frameworks, such as *elderly, dependents and more* flexible childcare *provisions and opportunities for parental leave*, that are essential to encouraging *and enabling*

more women to take part in entrepreneurship; ***calls on Member States to implement the Barcelona targets ensuring the coverage of those needs through investment in accessible and affordable high-quality care services and to modernise them so that women do not have to choose between family and participation in the labour market; emphasises that further enabling and improving women's possibilities to enter into entrepreneurship can play a vital role in closing the gender pay gap for Member States;*** welcomes actions already taken by ***some*** Member States on this matter ***and urges them to ensure access to quality childcare and long term care services and to promote access for self-employed and to swiftly and fully transpose and implement the Work-Life Balance Directive and calls on the Commission to monitor it;*** recognises national differences in social policy and respect for subsidiarity; ***highlights it is in the self-interest of Member States to promote family-friendly working models;***

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