



Plenary sitting

MOTION FOR A RESOLUTION

pursuant to Rule 123 (2) of the Rules of Procedure

on Combating sexual harassment and abuse in the EU
(2017/2897(RSP))

on behalf of EPP

Members responsible: Agnieszka KOZŁOWSKA-RAJEWICZ, Elisabeth MORIN-CHARTIER, Manfred WEBER, Esteban GONZALEZ PONS

European Parliament resolution on Combating sexual harassment and abuse in the EU (2017/2897(RSP))

The European Parliament,

- having regard to Directive 2002/73/EC of the European Parliament and of the Council of 23 September 2002 amending Council Directive 76/207/EEC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions,
 - having regard to Recast 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), and in particular Article 2(1)(c) and Article 2(1)(d) thereof,
 - having regard to Directive 2004/113/EC on access to goods and supply of goods and services,
 - having regard to the European Parliament resolution of 8 October 2015 on the application of 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,
 - having regard to the Staff Regulations of Officials of the European Union and the Conditions of Employment of Other Servants of the European Union, as laid down by Council Regulation (EEC, Euratom, ECSC) No 259/68 and last amended by Parliament and Council Regulation (EU, Euratom) No 1023/2013 of 22 October 2013, and in particular Article 12a thereof,
 - having regard to Rule 25(2) and (3) of the European Parliament's Rules of Procedure as well as Article 12 of the Staff Regulations of the European Parliament,
- A. whereas sexual harassment is a form of violence against women and girls which is the most extreme yet persisting form of gender-based discrimination; whereas some 90% of victims of sexual harassment are female and approximately 10% are male; whereas, in the 28 EU Member States, it is estimated that 83 to 102 million women (45%-55% of women) have experienced at least one form of sexual harassment since the age of 15;
- B. whereas harassment defined as discrimination on the grounds of sex by the EU law constitutes a breach of the principle of equal treatment between men and women and is therefore prohibited in employment, including access to employment, vocational training and promotion;
- C. whereas in all Member States the problem of sexual harassment persists; whereas combating harassment related to sex and sexual harassment in the form of a prohibition of discrimination has an added value on the EU-level;
- D. whereas different forms of sexual harassment remain a pervasive and common experience in the European Union, occurring in various spheres whereas most of its victims are female, including young female employees who are particularly exposed

and widely affected;

- E. whereas sexual harassment remains often unreported due to relative persisting low-social awareness of the issue, insufficient channels for victim support as well as perceived sensitiveness of this issue in the society, despite the existing formal procedures for tackling it in the workplace and other spheres;
- F. whereas the European Parliament has established specific structure and internal rules to address sexual harassment in the House, namely at the staff level as well as between Accredited Parliamentary Assistants and Members of the European Parliament, in order to assess possible cases and to prevent inappropriate and illegal sexual behaviour and cases of harassment;
 - 1. Strongly condemns all forms of sexual harassment and insists on effective implementation of the existing legal framework addressing this phenomenon, encouraging at the same time the EU Member States as well as public and private companies to take further measures to effectively end and prevent sexual harassment in the workplace;
 - 2. Welcomes the fact that the European Parliament adopted new rules, including creation of dedicated bodies, namely Advisory Committee dealing with harassment complaints between Accredited Parliamentary Assistants and Members of the European Parliament and its prevention at the workplace by a Bureau decision of 14 April 2014 and earlier an Advisory Committee dealing with harassment complaints and its prevention at the workplace for the EP staff, and confidential reporting as well as initiated awareness raising campaign aimed at combatting sexual harassment within the House; welcomes the fact that other EU institutions have created similar bodies;
 - 3. Welcomes initiatives such as #MeToo movement aiming at reporting cases of sexual harassment and violence against women; points out a necessity to follow dedicated and legal procedures established to address sexual harassment cases in the workplace;
 - 4. Calls on the EU Member States to implement measures setting up and ensuring effective functioning of dedicated committees investigating reported cases on sexual harassment as well as providing support to victims, with specialised advisory members and staff, which may include – when possible - legal advisers, medical experts and confidential counsellors;
 - 5. Calls on the EU Member States to strengthen human resource capacity of equality bodies supervising discriminatory practices through adequate resources sufficient to ensure their effective functioning;
 - 6. Calls on the Commission and the Member States, by creating effective monitoring systems, to take supervisory and control measures to improve confidential collection of data on cases of harassment and discrimination on the grounds of sex and ensuring confidential hearing and protection of victims;
 - 7. Calls on the Commission to propose clear measures to combat sexual harassment at the workplace more efficiently as well as to closely monitor the effectiveness of national complaint bodies and procedures in the context of the implementation of the gender

equality directives;

8. Calls on the Commission to assess, exchange and compare the existing best practices and to disseminate the results of this assessment as regards the effective measures sexual harassment in the workplace;
9. Stresses the importance of dedicated training and campaigns raising awareness about the existing formal procedures on reporting sexual harassment in the workplace as well as victim's rights this way enforcing the principle of dignity at work and promoting zero tolerance approach as a norm;
10. Instructs its President to forward this resolution to the Council, the Commission and the governments and parliaments of the Member States.