

## EQUAL OPPORTUNITIES CALENDAR

29-30 June

Tenth anniversary of the Advisory Committee on Equal Opportunities

2-4 July

TUC/ETUC Seminar in Oxford on "Job Evaluation: an Equality Perspective"

4-7 July

COPA Women's Section seminar in Bruges on "The Impact of CAP Reform on Women Farmers".

9 July

Working meeting of the National Women's Councils of the twelve EC Member States, called at the initiative of the WIC (Women's International Council) to discuss the launching of an information campaign on the French referendum on Maastricht

9-10 July

Conference in Strasbourg by the Women of the Left Intergroup on "Women and work: times, ideas and legislation at national and European levels"

9-12 July

Global Forum of Women 1992 conference in Dublin on "New Visions of Leadership"

15 July

Working Party of the Advisory Committee on the Reform of Structural Funds and its Implications for Equal Opportunities.

31 July

The European Commission, as part of the reorganization of Directorate-General X (Information), decided to transfer the activities of its Women's Information Service to DG V (Employment, Industrial Relations and Social Affairs).

## COMMISSION OF THE EUROPEAN COMMUNITIES

### ADVISORY COMMITTEE

The Advisory Committee on Equal Opportunities met on 29 and 30 June in Brussels with Joanna Foster (United Kingdom) in the chair. This committee, set up in 1982 to assist the European Commission in its task of devising and introducing policy to promote equal opportunities between men and women, is composed of representatives of national equality organizations, with employer and employee bodies, the Council of Europe, COPA (Committee of Professional Farming Organizations) and the ILO (International Labour Office), attending meetings as observers. Agnès Hubert, Head of the Equal Opportunities

# WOMEN OF EUROPE NEWSLETTER

NEWS

ON THE EQUALITY POLICY  
OF THE EUROPEAN COMMUNITY

Dear Readers,

*On the eve of the Single Market, various questions are back on the agenda. Will 1993 represent a challenge and a new source of opportunities for Women? Or, with the Treaty of Maastricht ratified in all Community countries, will women once again find themselves in a less favourable position than men? You know, dear readers, that right now more than 60 million women are economically active in the European Community. How many of them will genuinely benefit from the new market which will be opening up in just a few months' time? Equality must become a reality. Not only in employment.*

*You know that the Community already has the necessary legal framework with which to apply the principle of equality, but you are also very well aware that legislation alone is not enough to promote equality.*

*Women must continue vigilant. The various networks established over the years have played a key role in presenting and upholding women's positions in the various Commission departments. These networks must be expanded and supported.*

*As we enter the new Citizens' Europe, we need to reaffirm women's place in society and their role in the decision-making process. This is why Mrs Vasso Papan-dreou, the EC Commissioner for Employment, Industrial Relations and Social Affairs, is inviting female personalities to take part in a Conference on "Women in Power" to be held in Athens in early November. More about this in a later issue.*

Anne-Blanche Harito

Unit, reported to the Committee on recent work and developments in the field of equality at Community level. Committee members set out the official positions of their respective countries on the draft directive on maternity, which the June Council of Ministers (see Women of Europe Newsletter no. 27) failed to adopt. The Committee decided to write to Commissioner responsible for Social Affairs, Papandreou, expressing its concern at the Council's position and reiterating its opposition to maternity being placed in the same category as sickness.

### Women and Structural Funds

The Committee chairwoman was also requested to write to President Delors, asking the Commission to extend the Community's NOW initiative to the end of the Third Action Programme. The Committee also wants to emphasize its concern to see greater account taken of women's needs in the reform of the Structural Funds. Copies of this letter have been sent to the European Commissioners responsible for the Structural Funds, the President of the European Parliament, the Chairwoman of the European Parliament's Women's Rights Committee and to those responsible for structural funds and women's rights at national level, to ensure as wide a distribution as possible.

Lily Boeykens, Chairwoman of the International Women's Council, reported to the Committee on the conference on "Changing Families in a Changing Society", held in Brussels last February, in preparation for International Year of the Family (1994). Ms Boeykens also highlighted the key role of the father in the family.

The European Year of the Elderly and of Solidarity Between Generations was presented by Odile Quintin, Head of the European Commission's "Social Security and Protection" Unit. She also presented the conclusions of the conference on "Europe 1993 - Enterprises and Families: Business and the Family: What Strategies to bring them together?" held in Brussels in March 1992 (see Women of Europe Newsletter no. 26).

Marie Tziranis, who heads the "Positive Action Programme for Female Staff Unit" in the European Commission, presented the general guidelines of the Second Positive Action Programme for the European Commission's female staff.

### 10 Fruitful Years

At a reception given by her to celebrate the Committee's tenth anniversary, Ms Papandreou emphasized the excellent work accomplished by the Committee and its increasingly important role in Member States and the European Commission. Ms Papandreou insisted that 1992 is crucial for Europe and women, who will be hardest hit by rising unemployment and job losses in agriculture and a vulnerable textile industry. "The challenge for women

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## WOMEN'S PAY: MAKING THE INVISIBLE VISIBLE

*Despite equal pay legislation, female workers throughout the European Community on average earn between 14% and 40% less than men. The pay differential between men and women is a clear sign of the absence of equal treatment between men and women on the labour market, says the European Commission. Accordingly, it is drawing up a Memorandum to clarify the concept of equal pay for work of equal value and provide guidance on the criteria to be taken into account in job evaluation and job classification.*

Consultation with the social partners has just begun and one of the early highlights has been a joint ETUC/TUC seminar held on 2-4 July in Oxford. Funded by the Commission, the seminar brought together equal pay experts from Europe as well as Canada, Australia and New Zealand, to examine how pay discrimination can be eradicated and how to ensure that women's work, so often invisible and unrewarded, can be made visible and positively valued.

Keynote speaker Michael Rubenstein, co-editor of the *Equal Opportunities Review*, warned that it is vital that the potential conflict of interest between job evaluation as a management tool for preserving the status quo and job evaluation as a device for achieving equal pay be recognised and urged the Commission to reflect this in its Memorandum. The simple truth, as Rubenstein pointed out, is that "you cannot maintain the *status quo* and change the *status quo* at the same time and neither can you change pay relativities without changing the pay hierarchy." He called on the Commission to produce in the Memorandum "a detailed and specific catalogue of the ways in which discrimination can occur."

Discrimination can occur both in the design and the implementation of the scheme. So "every step in the job evaluation process must be looked at closely," emphasised Sue Hastings from the Trade Union Research Unit. She did not believe that there was such a thing as a gender neutral job evaluation scheme but "it is possible to achieve something that is much more gender neutral and much less discriminatory than most of the schemes today."

In her view discrimination may arise in the type of scheme, the choice of factors, factor measurement and weighting systems and the compilation of job descriptions. The potential for discrimination did not stop there, however. Hastings stressed that the need for vigilance is as great after the evaluation as it is before.

Clare Burton, Commissioner for pay equity in Queensland, Australia, emphasised that there is no point in attempting to devise a job evaluation system free of sex bias from scratch. Instead initial efforts should be concentrated on modifying existing schemes by firstly, "broadening the range of indicators that are used to establish the extent of the factors within jobs; and secondly building into the systems equivalent dimensions of female-dominated job classes to those that are already captured through the factors and their existing definitions." She also called for an effective enforcement mechanism. "The proper application of a job evaluation system relies upon skilled practitioners and it relies upon implementers being willing, as well as able, to carry out steps in the process so that the outcomes are consistent and fair. But the overwhelming lack of expertise in the area, combined with the power relationships among, and the vested interests of, organisational players make this eventuality unlikely without some regulation of mechanism to enforce the meeting of standards.

Speakers were particularly critical of proprietary schemes and the role of management consultants. Such a scheme was found by the Ontario Pay Equity Tribunal not to be gender neutral because it

failed to accurately describe, value and make visible the work of nurses, said Mary Cornish, a lawyer in Ontario. She and academic Pat Armstrong outlined the innovative Ontario pay equity legislation which focuses on the pay inequality that women collectively face rather than the individual inequality, requiring employers to develop "pay equity plans", comparing male job classes with female job classes using a "gender neutral comparison system" (GNCS).

According to Cornish the Pay Equity Tribunal "has set a groundbreaking course for establishing pay equity standards in the world – standards which focus on making visible and positively valuing women's work." In the Tribunal's view one of the key requirements of a GNCS "is to make visible those job characteristics that were previously not visible and thus not valued... and positively value them." This not only means identifying the differential job characteristics of male and female work," said Cornish, "but also the alternate forms of the organisation of women's work."

A number of speakers emphasised that job evaluation and classification is not the only strategy for achieving equal pay. Indeed, Jill Rubery, Co-ordinator of the EC Network "The position of women in the Labour Market", urged the Commission to go beyond Memorandums and Directives aimed at equal pay. Stressing that policies to improve women's pay must be situated "in the context of the dynamics and development of our own institutions of pay determination," she called "for more attention to be paid to Directives designed to implement general principles of fair labour standards, than to policies with an explicit gender dimensions."

The Commission intends to submit the Memorandum to the Council of Ministers during the course of next year.

Gary Bowker, Co-editor, *Equal Opportunities Review*

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is one of quality through equality", Joanna Foster said in her speech. 1992 should see equal opportunity move in from the sidelines to become a dominant issue of economics and social justice.

Contact: Els Van Winckel, *Equal Opportunities Unit*.

### WOMEN IN THE NEW LÄNDER

As part of the programme to integrate women from the new German Länder into the European Community, a meeting on women and the labour market is being held in Brussels in October. Aimed at politicians responsible for women's employ-

ment and vocational training, this seminar will follow the pattern of earlier study days. The latest of these was aimed at lawyers and looked at Community legislation in the field of equal opportunities. Information: Els Van Winckel, *Equal Opportunities Unit*.

### 1992 EMPLOYMENT REPORT

In July, the European Commission published its fourth report on employment in Europe. The report looks at the characteristics of employment as well as prospects and policies in the twelve Member States, and confirms the conclusions of the

"Women and Employment" network of experts, featured in "Women of Europe File no. 36".

Even though 9 million new jobs were created between 1985 and 1990, the Commission remains concerned at persistent unemployment within the Community, which has begun to rise once again and which "threatens to become a central problem for the European Community throughout the '90s".

### Unemployment

Analysing the relationship between this growing unemployment and falling employment, the Commission notes that a "large number of people have 'disappeared' from the working population". A



considerable proportion of these are women who, according to the Commission, are likely to return to the work market when employment prospects improve. The size of the unemployment problem varies from one region to the next, but it affects women more than men (except the United Kingdom). According to the report, in many Member States at least twice as many women as men are out of work, whilst the gap between the two has tended to widen since 1985. In April 1992, 7 million women in the Community were out of work (12% of the female working population compared with 8% for men).

The number of women in work has increased substantially over the last 20 years, but women still represent on average only 40% of the European workforce. Female employment rates follow different patterns from male ones, reflecting, according to the report, the responsibilities which women have to assume as mothers. Employment declines from age 25 onwards and begins to pick up again at around 35. Throughout the Community, with the exception of Denmark, figures vary according to whether women are married or single. Employment rates also vary according to levels of education.

### Women in services

The period 1985-1990 was also marked by the expansion of the service sector, in which women quickly took a dominant role, and which has become a major employer of women. 75% of working women are employed in the service sector (compared with 51% of men), and almost half the jobs in this sector are now occupied by women. During this period, the portion of women working in other sectors has changed only marginally.

At the same time, female employment is concentrated in a smaller number of sectors and professions, with one third of all working women to be found in just three professions (health services, distribution and education) and half in six. This phenomenon of concentration increased during the 1980s.

### Part-time and low-paid work

Another feature of female employment is the number of women working part-time (an average of 28% of women compared with 4% of men). Part-time working is particularly common in the Netherlands and the United Kingdom, which alone account for 42% of part-time women workers within the Community, but is much less frequent in southern Europe (10% in Italy, Spain and Greece). According to the report, the gap between men's and women's salaries "has tended to narrow only moderately since the mid-1970s". In 1990, in non-manual jobs in the manufacturing industry, women's average salaries were no more than 68% of men's in any

one Member State. Women in manual jobs earn on average 75 to 80% of the male wage, compared with 65 to 70% in the service sector and 75 to 80% in the banking sector. Once again, the report fails to note any general narrowing of this gap between 1985 and 1990.

The upheavals in Central and Eastern European countries have led to an economic slowdown and a massive rise in unemployment. Even if in these countries the percentage of women in work is still above the Community average, the report notes a definite fall-off in female employment since the reforms in Bulgaria, Czechoslovakia and Hungary, with female unemployment rising more rapidly than male unemployment throughout this area.

Much of the report is devoted to unemployment benefit policies and measures to combat long-term unemployment. The Commission notes that, as a general rule, public expenditure on providing an income to unemployed workers is "much higher" than spending on "active" measures, such as training and job creation. In 1990, Member States devoted on average less than 1% of GDP to such measures. Report available from DG V/B/1 – Structural employment Policy and Labour Market Unit.

## INFORMATION AND COMMUNICATION

### WOMEN FARMERS AND THE CAP: CONCERNS

Meeting in Bruges (Belgium) from 4 to 7 July, the Women's Section of COPA (Committee of Agricultural Organizations in the European Community) expressed its concern at the effects on women farmers of the reform of the Common Agricultural Policy (CAP). The meeting gave women farmers an opportunity to express their fears regarding the long-term prospects for farming and farm families. The national reports presented at the meeting highlighted the primary consequences of the reform, including declining farm income, reducing numbers of family farms, and an increase in part-time farming.

### Alternatives requiring funding

Proposed alternatives include both seeking work outside the farm and developing new activities. Even though 20 to 30% of farmers' wives work outside the farm, employment possibilities are scarce in rural regions and women farmers need training. This need for training includes diversification of farming activities such as farm tourism and direct sales. Women farmers emphasized the importance of

mutual assistance and associative structures in facing the increase in professional tasks, whilst expressing once again a fear of having to shoulder ever greater responsibilities.

Finally, women farmers adopted a list of recommendations aimed at securing the future of rural areas. In particular, they demand that sufficient budget resources be made available to compensate the loss of farm income resulting from policy changes, and that steps be taken to ensure that CAP reform is applied in a non-bureaucratic fashion. If farm tourism and crafts can indeed supply additional income, access to training must be improved to enable women farmers to enter these activities. Rural infrastructures must also be developed. At the same time, women farmers underlined the importance of being involved with regional negotiating bodies so as to avoid their interests being systematically neglected.

*Information: COPA Women's Section, 23-25 Rue de la Science, B-1040 Brussels.*

### SOLAR MOBILE

Under the PETRA Programme, and with support from the Women's Information Service, women students from Ireland, France and Luxembourg have created a "solar mobile" monument, powered by solar energy and dedicated to Europe. This highly symbolic monument, constructed to stimulate young women's training in technical sectors, has been offered for sale to the European institutions. So far, there have been no takers; it is still for sale. *Information: Mrs P. Linter-Bock, Lycée Technique des Arts et Métiers, 19 rue Guillaume Schneider, L-2522 Luxembourg.*

### EUROPE IS WOMAN

The exhibition on "l'Europa donna", organized by the National Council of Italian Women in 1989 with the help of the European Commission's Women's Information Service, has gone on tour. The exhibition, which is currently touring Italy, traces the history of the European Community and the policy of equal opportunities for men and women, as well as the activities of women's associations, via documents, photos and publications. Much of the visual material is in the form of covers from Women of Europe.

*Useful address: Prof. Maria Pia Roggero, Presidente del Consiglio Nazionale, Donne Italiane, Via Paolo Uccello, 16, I-Milano 20148.*



## EUROPEAN COURT OF JUSTICE

### The Bötzel Judgment

The request for a preliminary ruling filed by the Berlin Landesarbeitsgericht related to the compatibility of certain provisions of the German Works Council Constitution Act

(Betriebsverfassungsgesetz) of 15 January 1972 with Treaty Article 119 and Directive 75/117/EEC on equal pay.

At the end of June, the Court of Justice ruled in favour of a German female nurse who accused her employer of failing to respect the principle of equal treatment of men and women in its methods of compensating training undertaken during working hours. Mrs Bötzel, a part-time worker for the Arbeiterwohlfahrt, received training pay covering only her normal number of working hours, and not for training carried out outside these hours. Mrs Bötzel was of the opinion that, since part-time employees were mainly women, this difference constituted de facto gender-based discrimination. The Court judged that the legislation in question is contrary to Treaty Article 119 and Directive 75/117/EEC, unless the Member State can establish that said legislation is justified by objective factors which are totally unconnected with gender-based discrimination.

The Court also made reference to its earlier rulings (Rinner-Kühn Judgement of 1989, and the 1990 Barber Judgement). (Case C-360/90: Arbeiterwohlfahrt der Stadt Berlin - vs - Monika Bötzel).

*Useful address: Court of Justice of the European Communities, Plateau du Kirchberg, L-2925 Luxembourg.*

## EUROPEAN PARLIAMENT

### WOMEN FROM LESS-FAVOURLED URBAN DISTRICTS

During the last week in June, a seminar organized in Brussels by Christa Randzio-Plath (Soc., Germany) together with the "Friedrich-Ebert Stiftung" brought together women from the least favoured districts of cities such as Hamburg, Liverpool, Dublin, Lisbon and Malaga. Participants expressed their need to network with other women experiencing the same problems of marginalization and expressed

their desire to make their voice also heard at European level. Participants from the most

peripheral regions criticized the Community's poverty and equal opportunities programmes for failing to take sufficient account of real life situations and for ineffective application.

### EMPLOYMENT AFTER 1992

At its July plenary session in Strasbourg, the Parliament adopted the report on the post-1992 European labour market presented by Willem van Velzen (Soc., Netherlands). In its resolution, the Parliament insisted particularly on the need to implement equal opportunities. It would like to see measures introduced to make family life compatible with full-time employment. In particular, it demands structural measures to optimize the provision of childcare, to provide sufficient maternity benefits and leave, to extend the right to temporary career breaks and to promote part-time working and more flexible working hours. Based on the principle of solidarity with young people and the aged, the report demands that women receive a separate guaranteed income and greater opportunities for initial, continuing and post-vocational training.

The Parliament invited the Commission to make urgent progress on various surveys, such as elderly people living alone and on abuses in the sub-contracting and temporary work sectors. It also demanded that measures be introduced, directed at employers, to curtail work undertaken without proper social protection and emphasized the need to grant immigrant workers the same conditions of employment as EC nationals and to take steps to avoid legal immigration turning into clandestine immigration. Joining the debate, Commissioner for Social Affairs Vasso Papan-dreou reminded those present that unemployment remains the greatest challenge facing the Community. She also warned of the need to remain vigilant and combat every form of discrimination.

*Useful address: European Parliament, 97-113 rue Belliard, B-1040 Brussels, or Plateau du Kirchberg L-1919 Luxembourg.*

### SEMINARS

**"Women, power, politics and development"**, International Forum, 8-11 September, Seville, Spain

Information: Isabel Pastor, Instituto de la Mujer, C/Almagro 36, E-28010 Madrid, Tel.: 34.1 347.79.04

**Summit of National European Women's Councils** from the twelve members of the International Women's Council, 11 September, Paris, to increase women's know-

ledge and awareness of Europe and the Treaty of Maastricht

Contact: Colette Krader, CNFF, 9 rue de Lens, F-9200 Nanterre, Tel. (33.1) 40.39.90.82

**Fourth Conference of Local and Regional Women Councillors**, 10 September, Heidelberg (Germany), organized by the Council of European Communes and Regions.

Information: Barbara Müller, Council of European Communes and Regions - German section - Kaiserswerther Str. 199/201, D-4000 Düsseldorf-Golzheim.

**Working Parents and Childcare:** policies and services in European Community Member States and Nordic countries, 23-25 September, Copenhagen

Information: Danish Ministry of Social Affairs, Stotsholmsgade 6, DK-1216 Copenhagen

### Access to Equality between Women and Men in the European

Community, European Symposium, Louvain-la-Neuve (Belgium), 30 September to 3 October

Information: Michel Verwilghen, Département de Droit

International et Européen, U.C.L., 2 Place Montesquieu, B-1348 Louvain-la-Neuve, tel. (32.10)47.47.76

**"Women: a vital resource"**, IRIS Forum on women's vocational training in Europe, Brussels, 7-10 October.

Information: IRIS Bureau, CREW, 21 rue de la Tourelle, B-1040 Brussels. Tel.: (32.2) 230.51.58/230.58.37

**Congress on Community Initiative Programmes (CIPs)**, Athens, 19-21 October

Information: Celia Alexopoulou, Commission of the European Communities, European Social Fund, Coordination, Evaluation, Control Unit, 200 rue de la Loi, B-1049 Brussels

### PUBLICATIONS

**Lone-parent families in the European Community**, V/1175/92-GB, also available in French, from the Equal Opportunities Unit, Commission of the European Communities, 200 rue de la Loi, B-1049 Brussels.

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