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REPORT

drawn up on behalf of the Committee on Women's Rights

on the 1992 Single Market and its implications for women
in the EC

Rapporteur: Mrs Marijke VAN HEMELDONCK

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PART A: MOTION FOR A RESOLUTION

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PE 143.485/fin./Part A

A Series: Reports - B Series: Motions for Resolutions, Oral Questions - C Series: Documents received from other Institutions (e.g. Consultations)

*	= Consultation procedure requiring a single reading	**II	= Cooperation procedure (second reading) which requires the votes of a majority of the current Members of Parliament for rejection or amendment
I	= Cooperation procedure (first reading)	*	= Parliamentary assent which requires the votes of a majority of the current Members of Parliament

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By letter of 1 August 1989 the Committee requested authorization to draw up a report on the 1992 Single Market and its implications for women in the EC.

At the sitting of 13 September 1989 the President of the European Parliament announced that the committee had been authorized to report on this subject.

At its meeting of 22 September 1989 the committee appointed Mrs M. van Hemeldonck rapporteur.

At its meetings of 19 and 20 September, 30 and 31 October and 29 November 1990 the committee considered the draft report.

At the last meeting it adopted the motion for a resolution unanimously.

The following took part in the vote: Crawley, chairman; Domingo Segarra, vice-chairman; Van Hemeldonck, rapporteur; Breyer (for Van Dijk), Catasta (for Napoletano), Gröner, Kostopoulos, Mebrak-Zaïdi (for Belo), Nordmann (for Salema), Oddy (for Dury), Pack, Pollack and Rønn.

The explanatory statement will be published separately.

The report was tabled on 6 December 1990.

The deadline for tabling amendments will appear on the draft agenda for the part-session at which the report is to be considered.

A
MOTION FOR A RESOLUTION

on the 1992 Single Market and its implications for women in the EC

The European Parliament,

- having regard to the conclusions of the Forum of the Committee on Women's Rights on 'Women and Employment in the 1990s' (PE 140.187),
 - having regard to the Commission's Third Action Programme for Women,
 - having regard to the conclusions of the Forum of the Committee on Women's Rights on childcare (25/26 June 1990),
 - having regard to the Commission communication of 5 December 1989 on an action programme to implement the Community Charter of basic social rights for workers,
 - having regard to the European Trade Union's pioneering statement on collective bargaining (April 1990),
 - having regard to Rule 121 of its Rules of Procedure,
 - having regard to the report by the Committee on Women's Rights (A3-0358/90),
 - having regard to the report and conclusions of the seminar of Women and the Completion of the Internal Market, held in Dublin on 14-16 February 1990,
 - having regard to the recommendations of its Committee of Inquiry into Racism and Xenophobia of July 1990,
 - having regard to the findings of the Commission's 1988 labour market survey on women in the labour market,
- A. having regard to the aims of the EC as laid down in Article 3 of the Treaty of Rome and Article 130a of the Single European Act,
- B. whereas the completion of the Single Market will lead to greater internal mobility and an increase in production and strengthen the EC's economic position, and should therefore have positive consequences in the social, economic and cultural spheres for all citizens of the EEC, both men and women, and for non-nationals living in EC territory,
- C. whereas the directives based on Article 119 of the Treaty of Rome and the Commission campaigns, in particular, have done much to improve the situation of women in all Member States and have also had a positive effect on women's legal status in the Member States,
- D. whereas, however, these campaigns have lost their momentum to a worrying extent over the last few years, so that women in the Community still have a long way to go to catch up with men economically, socially and politically,

- E. mindful of the double economic and social handicap of women, particularly women in the most isolated regions, the wives of migrant workers and women belonging to ethnic and other minorities, and the lack of an appropriate policy in this field,
- F. regretting that the Council's directives, resolutions and recommendations on women are being inadequately implemented, and that the Commission, the Council and the Member States have failed to implement Parliament's resolution of 16 September 1988, Doc. A2-166/88 (OJ No. C 262, p. 181),

I. Starting on equal terms

- 1. Stresses that it is only if all the recommendations made in resolution A2-166/88 are put into practice and the Commission, the Council and the Member States are pursuing coordinated positive policies in favour of women by 1 January 1993 that men and women can enter the Single European Market on equal terms;
- 2. Calls on the Commission, the Council and the Member States to draw up all draft laws, regulations and campaigns in the context of the Single European Market in such a way that no laws or measures which discriminate against women, maintain existing inequalities or give rise to other inequalities are passed;
- 3. Calls on the Commission to bring pressure to bear on the Governments of the Member States to introduce race relations legislation to provide legal protection from racial discrimination;
- 4. Calls on the Commission to carry out a survey of all women who will be affected by the new internal market regulations, concerning measures to be drawn up;

II. Opening up the entire labour market

- 5. Calls on the Commission as guardian of the Treaties to ensure that the Member States open up all sections of the labour market to men and women alike;
- 6. Calls on the Commission to present the model programme for women returning to paid work requested in the resolution (OJ 305, 14 October 1987);
- 7. Calls on the Commission to draw up a directive abolishing age limits for recruitment purposes;
- 8. Urges the Commission once more to pass the necessary legislation and to adopt the views approved by the European Parliament on 15 June 1990 (A3-134/90) and 24 October 1990 (A3-241/90);
- 9. Calls on the Commission to present a directive prohibiting all forms of unprotected work and to draw up measures to combat illegal work;
- 10. Calls on the Commission to present a directive on positive action in the field of employment and an action programme to promote equal opportunities for women in employment;

11. Calls on the Commission to draw up a list of measures such as quotas to combat direct and indirect discrimination against women in access to employment, employment contracts and promotion;
12. Calls on the Commission to draw up a professional statute for women working on farms and in other family undertakings and to amend Directive 86/613/EEC as recommended in its Resolution of 16 March 1989 (OJ No. C 63, p. 163);
13. Urges the Commission to direct additional fundings as an extension to existing schemes to provide specialized advice and training to women who have started their own businesses in how to adapt to the wider internal market;

III. Valuing work equally

14. Calls on the Commission to draw up an EEC-wide system of job classifications which evaluates men's and women's work objectively and makes allowance for factors such as mobility, unsocial working hours, dignity of the employee, workload, noise and the like;
15. Calls on the Commission to put forward proposals defining the concepts of identical work and equivalent work;
16. Points out that women do the lion's share of unpaid work in the family and society, and calls for greater efforts to divide these tasks more equally between men and women, in order to improve the social infrastructure for childcare and care for the sick, the elderly and the disabled;
17. Calls on the Commission to put forward proposals to adapt and regulate working hours in such a way as to facilitate a better division of the available time between paid work, the family, leisure time, education and in-service training;
18. Asks all the Member States to set up offices to deal with complaints about discrimination, to institutionalize the right to submit complaints at EC level and to grant trade unions the right to pursue complaints on behalf of women workers;
19. Calls on the Commission to draw up a proposal for a directive on the rights of women working with new technologies;
20. Recalls its resolution of 8 July 1988 on equal opportunities in the field of education and vocational training and believes that there is a need for the structural funds to target specific programmes on women;
21. Points out to the Commission that the concerns of R and D programmes should include the development of procedures, techniques and products to lighten women's workload, both paid and unpaid;
22. Stresses the significance of the IRIS programme for women's vocational training and hopes that it will be properly funded;
23. Appeals to the Commission to develop, together with the two sides of industry, suitable, practical and appropriate vocational training methods, under the auspices of, inter alia, the FORCE programme;

24. Appeals to the Commission to promote research to underpin effective technological education for adults;

IV. Mobility

25. Sees, in women's considerable interest in programmes such as ERASMUS, YES and COMETT, proof that women seize opportunities provided that they are as accessible for women as for men;
26. Hopes that the transnational measures taken under the FORCE programme will take into account the specific problems facing women: refusal to recognise equivalent diplomas, lack of social infrastructure and childcare facilities, and part-time work;
27. Advocates the drawing up of proposals to offer the accompanying partner the opportunity of employment as well;
28. Whereas 90% of European management staff employed in France, Germany, Spain, Italy, the Netherlands and Belgium believe that it is primarily the responsibility of these Member States to draw up a plan for the employment of the partners of transnational workers;

V. Opening up isolated regions

29. Calls on the Commission, within the framework of the ERDF, to combat all adverse effects for women of existing programmes;
30. Calls on the Commission to use the ERDF to set up or support programmes aimed at women which, thanks to their small scale and distribution over a wide area, would benefit women in isolated regions;
31. Calls on the European centre for the Development of Vocational Training (CEDEFOP) to devote particular attention to setting up education and training programmes which can be used in isolated regions and which use all modern media;
32. Calls on the Commission and the Member States to encourage and help fund and advise on the setting up of local women's cooperatives;
33. Hopes that LEDA initiatives targeted specifically on women will be set up and that the REGIS and POSEIDON programmes for the islands and most isolated regions and overseas territories will take women's interests in these regions into account and ensure they enter new training schemes and new sectors, such as tourism;

VI. Education and training

34. Given that women are under-represented in the higher status jobs and are held back by specific handicaps such as their dual responsibilities at work and in the family, their more restricted mobility and long-term unemployment, efforts should be made to ensure that at least 50% of the training programmes funded by the Social Fund are devoted to women;

35. The Member States must consult their national equal opportunities commissions at each stage when setting up, implementing, following up and evaluating education and training programmes;
36. Advocates a particular effort to ensure that women account for half of all participants in programmes such as Eurotechnet, Comett, Force, Delta, Petra, Lingua, Erasmus and Tempus;
37. Hopes that the IRIS network will be involved in each of these programmes and that the FORCE programme will give particular attention to part-time workers;
38. Calls on the Commission and the Member States to encourage, fund and advise schemes providing training, information and careers advice for black and ethnic minority women, to help them to adapt to new regulations and to the new employment market created by 1992;

VII. Quality of life

39. As the cost of labour has fallen each year since 1985, sufficient financial resources are now available to extend the social and family dimension of the Internal Market by
 - (a) expanding childcare infrastructure and facilities and issuing a framework directive on childcare;
 - (b) supporting and reinforcing local social structures and taking the lack of such structures into account when disbursing ERDF funds;
 - (c) protecting the status of mothers and parents through a directive and a code of conduct, inter alia;
 - (d) issuing a directive to curb sexual harassment and ensure the dignity of workers at their place of work;
 - (e) upgrading the public transport network and adapting it to fit in with women's daily routines, bearing in mind that poor public transport can lock women into local labour pools with artificially depressed wages;
40. Calls on the Commission to conduct a comparative study into the compatibility of marriage law, legal provisions concerning divorce, particularly as regards the sharing of pension rights in the event of divorce, the rights of children and family law in general in the various Member States with a view to drawing up procedures which lead to the harmonization of these rights and have equivalent legal effects;

VIII. The advantages of lower prices and improved technology

41. Welcomes the predicted fall (up to 10%) in the prices of domestic appliances, communication equipment, vehicles and the like, which will benefit women as consumers with less purchasing power, provided that the Commission ensures that the producers do not form price agreements;

42. Welcomes the fact that it is now possible to decentralize public administration and the production of common consumer goods, which may lead to more employment for women in their own area, even in rural areas;
43. Hopes that specialized educational and informative television channels will be set up and that applied technology to save time and lighten domestic chores will be developed;

XI. Minorities

44. Supports the recommendations made in Report A3-0195/90 (Ford report on racism) with regard to the situation of the wives of 'guest workers' and women immigrants;
45. Asks the Commission to take account both of the gender dimension and of ethnic minorities in the production of statistics;
46. Calls on the Commission to include the gender perspective in its public education campaigns designed to combat racism;

X. Genuine political rights and participation

47. Calls on the Member States to take steps to promote the equal representation of women in all areas of political and social decision-making;
48. Notes with dismay that the number of women Members of Parliament in Europe has fallen, and appeals to all citizens to vote for women as well as men and to support quotas;
49. Calls on all Member States to set up a permanent commission on women's rights and to endow it with the necessary financial, administrative and legal resources;
50. Instructs its President to forward this resolution to the Council, the Commission and the governments of the Member States.

