

EUROPEAN PARLIAMENT

# Working Documents

1983-1984

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5 January 1984

DOCUMENT 1-1229/83/A

## Report

tabled by the Committee of Inquiry into the Situation  
of Women in Europe

on the situation of women in Europe

### A - MOTION FOR A RESOLUTION

Mrs CINCIARI RODANO, chairman of the committee of inquiry  
and coordinating rapporteur

Mrs GAIOTTI DE BIASE            rapporteurs  
Mrs VAN DEN HEUVEL  
Mrs PANTAZI-TZIFA  
Mrs WIECZOREK-ZEUL  
Mrs VON ALEMANN  
Mrs SPAAK  
Mrs MAIJ-WEGGEN  
Mr EISMA  
Mrs SQUARCIALUPI  
Mrs MARTIN  
Mrs LENZ  
Mrs LIZIN  
Miss HOOPER  
Mrs LE ROUX  
Dame Shelagh ROBERTS  
Miss DE VALERA  
Mr ESTGEN  
Mrs MACCIOCCHI

PE 86.199/fin./A



In response to the request tabled by Mrs Anne-Marie LIZIN and 109 other signatories pursuant to Rule 95 of the Rules of Procedure, on 8 July 1981 the European Parliament decided to set up a Committee of Inquiry into the Situation of Women in Europe.

That committee held its constituent meeting on 15 October 1981 and selected 18 topics of inquiry which it allocated as follows:

1. to Mrs GAIOTTI DE BIASE:  
Application of the first two Directives (Directive on equal pay and Directive on equal treatment) and proposals designed to supplement them;
2. to Mrs VAN DEN HEUVEL:  
The implementation to date of the third Directive (Social Security, target date - 1984);
3. to Mrs PANTAZI:  
Situation of women in Greece;
4. to Mrs WIECZOREK-ZEUL:  
Reduction and reorganization of working time;
5. to Mrs VON ALEMANN:  
Vocational training for women in Europe;
6. to Mrs SPAAK:  
Introduction of new technologies and their effect on employment for women;
7. to Mrs MAIJ-WEGGEN:  
Position of women with respect to the review of the European Social Fund;
8. to Mr EISMA:  
Women and health;

9. to Mrs SQUARCIALUPI:  
Migrant women and wives of immigrants;
10. to Mrs MARTIN:  
Problems encountered by self-employed women, particularly in agriculture,  
trade and crafts;
11. to Mrs LENZ:  
Situation of women in the European Community institutions;
12. to Mrs LIZIN:  
Women in the Third World and European aid;
13. to Miss HOOPER:  
Information policy and women;
14. to Mrs LE ROUX:  
Maternity, parental leave and pre-school facilities;
15. to Dame Shelagh ROBERTS:  
Taxation: special problems encountered by women;
16. to Miss DE VALERA:  
Problems of women in less-favoured regions;
17. to Mr ESTGEN:  
Education of girls in the European Community;
18. to Mrs MACCIOCCHI:  
Place of women in the decision-making centres.

This motion for a resolution, compiled from the various reports of inquiry, was considered by the committee of inquiry at its meetings of 29/30 November 1983 and 19/20 December 1983.

The motion for a resolution was unanimously adopted on 20 December 1983.

The following took part in the vote: Mrs CINCIARI RODANO, chairman; Mrs VAYSSADE, Mrs LENZ and Dame Shelagh ROBERTS, vice-chairmen: Miss DE VALERA, Mr EISMA, Mr ENRIGHT (deputizing for Mrs MACCIOCCHI), Mrs GAIOTTI DE BIASE, Mrs Van den HEUVEL, Miss HOOPER, Mrs LIZIN, Mrs MAIJ-WEGGEN, Mrs PHLIX (deputizing for Mr ESTGEN), Mrs SPAAK and Mrs WIECZOREK-ZEUL.

The report was tabled on 22 December 1983.

The Committee of Inquiry into the Situation of Women in Europe hereby submits to the European Parliament the following motion for a resolution, together with explanatory statement and 18 reports of inquiry

MOTION FOR A RESOLUTION

on the situation of women in Europe

The European Parliament,

- having regard to its resolution on the position of women in the European Community of 11 February 1981<sup>1</sup>,
- having regard to the setting up on 8 July 1981 of a Committee of Inquiry into the Situation of Women in Europe and, in particular, to its terms of reference<sup>2</sup>,
- having regard to the new Community action programme on the promotion of equal opportunities for women (1982-1985)<sup>3</sup>,
- having regard to its resolution of 12 May 1982<sup>4</sup> on this action programme,
- having regard to its resolutions on:
  - . a regulation amending the Regulation establishing a European Regional Development Fund<sup>5</sup> (Doc. 1-948/81)
  - . the proposal for a directive on voluntary part-time work<sup>6</sup>,
  - . unemployment in the Community<sup>7</sup>,
  - . the Commission's memorandum<sup>8</sup> (COM(82) 809 final) and draft recommendation<sup>9</sup> (COM(83) 543 final) on the reduction and reorganization of working time,
  - . the proposal for a review of the European Social Fund (COM(82) 425 final)<sup>10</sup>,
  - . vocational training policies for the 1980s (COM(82) 637 final) and the new information technologies (COM(82) 296 final)<sup>11</sup>,
  - . the draft directive relating to temporary work (COM(82) 155 final)<sup>12</sup>,
- having regard to the Council resolution of 12 July 1982 on the promotion of equal opportunities for women<sup>13</sup>,
- having regard to the Council resolution of 11 July 1983 concerning vocational training policies in the European Community in the 1980s<sup>14</sup>,
- having regard to the report tabled by the Committee of Inquiry into the situation of Women in Europe (Doc. 1-1229/83),

<sup>1</sup>OJ No. C 50, 9.3.1981

<sup>2</sup>OJ No. C 234, 14.9.1981

<sup>3</sup>Doc. 1-927/81 - COM(81) 758 final

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- <sup>4</sup>OJ No. C 149, 14.6.1982
  - <sup>5</sup>Doc. 1-61/82 and Doc. 1-102/82, OJ No. C 125, 17.5.1982 (adopted on 22 April 1982)
  - <sup>6</sup>Doc. 1-540/82 and OJ No. C 267, 11.10.1982 (adopted on 16 September 1982)
  - <sup>7</sup>Doc. 1-87/83 and OJ No. C 135, 24.5.1983 (adopted on 28 April 1983)
  - <sup>8</sup>Doc. 1-71/83 and OJ No. C 135, 24.5.1983 (adopted on 28 April 1983)
  - <sup>9</sup>Doc. 1-909/83 (adopted on 18 November 1983)
  - <sup>10</sup>Doc. 1-61/83 and OJ No. C 161, 20.6.1983 (adopted on 17 May 1983)
  - <sup>11</sup>Doc. 1-1363/82 and OJ No. C 161, 20.6.1983 (adopted on 17 May 1983)
  - <sup>12</sup>Doc. 1-1314/83 and OJ No. C 242, 12.9.1983 (adopted on 6 July 1983)
  - <sup>13</sup>OJ No. C 186, 21.7.1982
  - <sup>14</sup>OJ No. C 193, 20.7.1983

1. (a) Notes that its resolution on the position of women in the European Community of 11 February 1981 has demonstrated the scale of the problems faced by women in the Community and provided the political basis for the formulation by the Commission of the European Communities of the 1982-1985 action programme for equal opportunities,
  - (b) points out, however, that few of the measures called for in that resolution have been followed up with specific action by the Commission, the Council or the majority of the Member States, and deplores this fact, but recognizes that the Commission has set up the Advisory Committee on Equal Opportunities for Men and Women,
  - (c) calls for the interim report on the outcome of the measures taken as part of the action programme to be submitted within the time-limit laid down;
2. Emphasizes that investigations conducted by the Committee of Inquiry into the Situation of Women in Europe reveal that:
  - (a) the number of women entering the labour market continues to rise, but unemployment amongst women, and especially young women, is increasing far more rapidly than the number of jobs,
  - (b) the financial crisis in the social security systems and the budgetary problems faced by the Community and the Member States are adversely affecting women's living conditions and are leading to a cut-back in social services or to an increase in the charges for those services,
  - (c) the introduction of the new technologies represents a threat to women's jobs;
3. Stresses that as a result of this situation, the tangible progress achieved the 1970s in the implementation of equal rights is threatened, the traditional division of roles according to sex is likely to be reinforced again, and there is a danger of a return to reactionary thinking;

4. Believes that the Community and the Member States should pursue the following priority objectives:
- (a) safeguarding the progress made towards equality and achieving real equality of opportunity,
  - (b) safeguarding women's jobs and giving women the opportunity to work in new sectors,
  - (c) equal responsibilities for men and women in political, cultural, social and family life;

#### CHAPTER I

##### The defence and development of equal opportunities

###### I. A. Application and Improvement of the Directives

###### Directives: 75/117/EEC and 76/207/EEC

5. Calls on the Commission, with regard to Directive 75/117/EEC on equal pay,
- to submit proposals laying down objective criteria for the definition of the concept of equal work,
  - to ensure that the Member States do not adopt legislation which calls into question the principles set out in that Directive;
6. Calls on the Commission, with regard to Directives 75/117/EEC on equal pay and 76/207/EEC on equal treatment, to submit proposals designed to:
- define the concept of indirect discrimination;
  - establish the principle of shifting the burden of proof;
  - identify, on the basis of the study it has carried out, which activities (and, where appropriate, training courses) should not be covered by Directive 76/207/EEC,
- and to submit to the European Parliament a report summarizing the progress made in implementing those Directives;



7. Calls on those countries that have not yet correctly transposed Directives 75/117/EEC and 76/207/EEC into their legislation to do so without delay;
8. Calls on the Commission to publish as soon as possible a study on the state of protective legislation and invites the Member States to amend their legislation in accordance with Directive 76/207/EEC on equal treatment;
9. Calls on the Commission to propose in future identical protective standards for men and women (excluding such exceptions as the protection of pregnancy and motherhood);

Directive 79/7/EEC

10. Reminds the Member States that the granting, calculation and/or the maintenance of social security benefits on the basis of the family unit are contrary to the letter and spirit of the Directive on equal treatment in matters of social security (79/7/EEC);
11. Calls on the Commission, with regard to Directive 79/7/EEC on equal treatment in matters of social security
  - to submit without delay the report referred to in the first indent of paragraph 2(d) of the resolution on the position of women in the European Community of 11 February 1981 on the progress made in each Member State during the transitional phase of implementation of that Directive,
  - to institute proceedings immediately against any Member State that adopts measures clearly in violation of that Directive, pursuant to Article 169 of the Treaty;
12. Takes note of the principles defined in action 4 of the 1982-1985 action programme and calls on the Commission to submit at an early date the proposals provided for therein on extending equal treatment in matters of social security to the areas which currently do not fall within its scope (family allowances, survivors' pensions) or for which exemptions may be made (retirement age, increases in long-term benefits, retention of benefits by women who have brought up a child, possibility of opting out of a state scheme);

13. Recalls the need to set up in each Member State equal opportunity institutions, services or committees with real powers and able to act effectively in order to:
- monitor current trends in an appropriate manner,
  - submit new proposals for the better incorporation in law and in practice of the principle of equal pay,
  - define and combat factors of indirect discrimination which to date, the Commission has been unable to tackle,
  - provide the necessary resources to meet its request<sup>1</sup> that the Member States report to the Commission every two years on the extent to which the Directives have achieved their declared aims;
14. Calls on the Commission, in view of the forthcoming accession of Spain and Portugal to the EEC, to submit to Parliament a report on the situation of women in those countries, with particular reference to existing legislation on equal pay, equal treatment and equality in matters of social security;

I. B. New Community legal instruments

15. Believes that new Community legal instruments are needed and calls, therefore, for the rapid adoption of:
- the directive drawn up by the Commission on the implementation of the principle of equal treatment for men and women in occupational social security schemes (COM(83) 217 final),
  - the directive drawn up by the Commission on parental leave and leave for family reasons (COM(83) 686 final) which must not create any discrimination whatsoever;
16. (a) Welcomes the Commission's proposal to undertake a comparative analysis of taxation systems, with a view to taking appropriate measures should this analysis show that the systems in effect in certain Member States have any adverse effect, even indirect, on equal opportunities for women, and trusts that such measures will include a directive on equal treatment for men and women in fiscal legislation, as called for by Parliament in its resolution on the position of women in the European Community of 11 February 1981;

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<sup>1</sup>Second indent of paragraph 2(b) of the resolution of 11 February 1981

- (b) calls on the Commission, in its analysis and in the measures to be proposed, to take into account:
- (i) the conclusions and recommendations set out in the report of the Committee of Inquiry into the Situation of Women in Europe concerning the special problems encountered by women with regard to taxation, and,
  - (ii) in particular, that the tax system should be neutral as between the married couple where only one partner is in paid employment and the married couple where both partners are in paid employment, with a mandatory system of independent taxation for husband and wife as the long-term objective of fiscal reform,
- (c) calls on the Council, following its approval of the general objectives of the Commission's Action Programme on the Promotion of Equal Opportunities for Women, the aim of whose action is 'to implement the principle of equal treatment by revising income tax systems which appear to have an indirect adverse effect on women's employment, their right to work and their promotion in employment', to adopt the appropriate measures to achieve this aim on the basis of the proposals to be submitted to it by the Commission;

17. Believes that all regulations and legislative, administrative or professional provisions which directly or indirectly violate the principle of equal treatment for self-employed women, especially in family businesses, agriculture, trade and craft industries, should be abolished and calls on the Commission, therefore, to draw up a draft directive designed to guarantee for women in such professions:
- a professional statute that gives them the same rights as their husbands in the business,
  - their own social security rights, particularly as regards the protection of pregnancy and motherhood, equivalent to those of other women workers; the determination of such rights and the calculation of the ensuing obligatory social security contributions should be based on the actual work done,
  - replacement services at work when they are on maternity or sick leave, attending training courses or on holiday;

### I. C. Positive action

18. (a) Calls for the rapid application of the positive measures set out in the new action programme and requests the Commission to encourage the process of change, starting with key sectors (such as the civil service) or significant sectors (such as banking and the health service),  
  
(b) calls on the Commission, on the basis of the studies already carried out, to draw up a directive requiring an increase in all the Member States in the number of the positive pilot projects undertaken,
19. Calls on employers' and trade union organizations to take greater account of the problem of equal rights for women in professional life and invites the trade union organizations to guarantee women appropriate representation at all decision-making levels and to encourage the setting up of specific structures (such as committees, coordination activities and delegations) to study the problems of women workers and the promotion of equal opportunities;
20. Deplores the increasing reluctance of the Member States to implement and further develop legislation in favour of women's rights, as demonstrated by their response to the Community Action Programme on Equal Opportunities;
21. Considers that if there is to be effective equality of opportunity, social welfare services for women must be strengthened;

### I. D. Education and vocational training

22. Deplores, in relation to the education and vocational training of girls, the lack of action by the Council on the Communication from the Commission of 9 February 1976 and on the Communication on Equal Opportunities in Education and Training for Girls of October, 1978 (COM(78) 499 final), and further deplores that the Commission has not taken the action called for by Parliament in its resolutions on the position of women in the Community of 11 February 1981 and on the new Community action programme of 12 May 1982;

23. Stresses the urgent need for coordinated action in this sector and points out that the increase in unemployment among girls and young women is above all due to inadequate schooling,
- (i) calls on education authorities to review teaching materials, especially school textbooks, in order to eliminate undesirable sexist stereotypes therefrom,
  - (ii) calls on the Commission:
    - to step up the media campaign designed to promote awareness among men, women and children in an endeavour to change the ways of thinking of parents and others involved in bringing up and educating children,
    - to encourage the Ministers of Education meeting in Council to adopt joint measures to achieve full equality of opportunity in education, basing their action on the following principles:
      - (a) guaranteed equality of access to all courses of education and vocational training,
      - (b) the abolition, where it still exists, of the unjustified divisions into single-sex schools for girls or boys,
      - (c) the implementation of specific programmes to motivate girls to choose a more varied range of occupations,
      - (d) and, in this context, a review of vocational guidance for girls,
      - (e) the taking of measures to facilitate a fully coeducational system of further education,
      - (f) the taking of measures to ensure that women are properly represented in leading administrative posts at all levels,
      - (g) the training or retraining of female teaching staff for fields where they are currently under-represented, to ensure that teachers of both sexes provide instruction in all subjects, including mathematics and scientific and technical subjects,
      - (h) increased recruitment of male teaching staff for nursery and primary schools;

24. Reiterates its request<sup>1</sup> for a conference between the competent authorities in the Member States to be organized in the very near future with a view to analysing the ways in which equality of opportunity for girls can be incorporated into national educational policies and the ways in which the Community can contribute thereto;
25. Invites the Ministers of Education in the Member States to introduce courses preparing boys and girls equally for their respective obligations as citizens and parents and to include in teacher-training syllabuses certain courses which emphasize the importance of education for women's emancipation, and asks them to submit a report on this subject every two years to the European Parliament;
26. Would like the Commission of the European Communities to draw up a report summarizing all the measures which it has taken in the field of vocational guidance, vocational training and adult education;
27. Calls on the Commission to draw up a programme for the development of vocational training with a view to improving women's initial opportunities by:
- . ensuring equal access to all places on job-training schemes, particularly for highly-qualified occupations,
  - . removing sexual barriers to access to certain training schemes,
  - . providing career guidance at an earlier stage and by organizing vocational training courses for girls which will enable them to learn manual skills and acquire technical knowledge,
  - . guaranteeing the right of women to vocational and advanced training both during and after periods spent bringing up children, by:
    - guidance provided by specially trained counsellors,
    - the drawing up by the Commission of pilot programmes:
      - . to train counsellors of this kind,
      - . to set up support systems during vocational training,
    - the provisions of guidance and support for women resuming employment after a break;

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<sup>1</sup>Resolution of 11 February 1981, para. 34

28. Invites the Commission to follow closely the implementation of national training programmes and recommends the Member States to pay particular attention to the participation of women by introducing social services designed to support the organization of courses and the creation of posts for counsellors on equality who give psychological guidance when courses are being selected;

29. Asks

(a) the Statistical Office of the European Communities to produce an updated version of the study entitled: 'The Economic and Social Position of Women in the Community',

(b) the Statistical Office of the European Communities and the Commission to carry out a study to define the data required to assess women's vocational activities more accurately;

## CHAPTER II

### The defence and development of the employment of women

30. Believes that to develop the employment of women it is necessary to take action in the following areas:

- (a) specific measures for the employment of women,
- (b) measures in the field of the new technologies,
- (c) proper utilization of Social Fund resources,
- (d) reduction and reorganization of working time;

#### II. A. Specific measures for the employment of women

31. Stresses the need to include in the measures adopted to revive the economy and employment, special measures to encourage the employment of women by:

- offering low-interest loans and tax incentives to SMUs in industry, the craft trades and business, to cooperatives and, in Greece, to popularly funded undertakings as defined under Article 205(6) of Law No. 1065/80 of the Hellenic Republic,
- granting aid to cooperatives organized by women,
- promoting, by the granting of appropriate aid, the recruitment of women by undertakings, particularly in the non-traditional sectors and in particular those connected with the introduction of new technologies,
- granting subsidies for the development of the infrastructures and social services needed by working women which may also create jobs because of the need to improve and extend crèche, pre-school and nursery school facilities;

32. (a) Invites the Commission and the Council, with regard to the less-favoured regions, to draw up integrated development programmes in the regions with high levels of unemployment among women and to allocate greater resources for this purpose,

(b) urges:

- that a certain percentage of the resources allocated by the Community to the financing of integrated programmes in Greece should be earmarked



- for areas of activity which create jobs for women;
- that those funds be doubled when integrated actions relate to areas faced by specific problems (frontier regions, islands, etc.);
33. Invites the Commission to draw up a check list with a view to assessing the impact on the employment of women of projects submitted to the ERDF and advocates a wide-ranging publicity campaign on the Community aid available for less-favoured regions and how it can be obtained, directed mainly at the women's associations in those regions;
34. Deplores the Council's slowness in taking a decision on the amendment of the ERDF Regulation and invites it to take account of the proposals made by Parliament and adopted by the Commission on the situation and employment prospects of women<sup>1</sup>;
35. Believes
- that equal opportunities for women living in less-favoured regions cannot be achieved unless the increasing disparities between those regions and the more developed ones are eliminated,
  - that to achieve equal opportunities for women working in the rural environment of the Mediterranean regions, EAGGF Guarantee Section aid for the production of fruit and vegetables in those regions must be increased;
36. Calls on the Commission and the Member States in accordance with its resolution of 28 April 1983 on employment :
- to ensure that women are neither directly nor indirectly discriminated against when registers of job-seekers are drawn up, for instance by the allocation of points to heads of families, account being taken of the equal responsibilities of parents vis-à-vis their children,
  - to ensure that employment agencies apply the principles of the Directive on equal treatment;
37. Requests that the problem of national employment services or regional employment agencies be tackled at Community level through an active manpower policy and through the mobility and retraining of workers who have been made redundant or are seeking employment, by the introduction into those services and agencies of suitable structures to guarantee equal treatment such as the Danish equal opportunities advisory service;

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<sup>1</sup> See resolution on the ERDF Regulation, OJ No. C 125, 17.5.1982

38. Calls for financial aid from the EAGGF to be granted to the governments of those Member States which are taking measures to ensure that where it exists, the system of social and economic counsellors for women farmers in the least-favoured regions functions properly;
39. Calls on the Commission to submit to Parliament at an early date the report it requested in its resolution on the position of women in the European Community of 11 February 1981<sup>1</sup> on the scale and nature of the work traditionally executed at home in the Member States;

#### II. B. New technologies

40. Calls on the Commission to carry out studies:
- (a) on the repercussions for the employment of women of agreements reached between the social partners on the new technologies, and
  - (b) on the expansion of work at home connected with information techniques;
41. Calls on the Commission to record and provide liaison for all measures taken within the Member States for the training of women in the new technologies and to ensure that the most successful experiments are repeated throughout the Community, notably with the aid of the ESF;
42. Calls on the Commission to draw up a specific vocational training programme which will include in particular positive measures in all employment sectors currently undergoing technological reorganization and to increase awareness of these changes among the social partners and among women's movements;

#### II. C. The European Social Fund

43. Emphasizes that care must be taken to ensure a balanced allocation of resources from the European Social Fund between men and women, including projects in favour of other groups over the age of 25 (long-term unemployed, migrants, the handicapped, etc.) and requests that until this balanced allocation has been achieved, specific additional projects for women should continue to receive aid from the ESF;

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<sup>1</sup>OJ No. C 50, 9.3.1981, para. 17

44. Requests the Commission to indicate clearly in its annual report on the ESF, by Member State and by budget heading, how the resources of the Social Fund have been allocated between men and women, and how they have been utilized, and proposes to ask the Commission to block any future finance from the ESF for Member States that do not adhere to the principle of balanced allocation;
45. Calls on the Commission, particularly within the framework of the ESF:
- (a) to take measures to improve the quality and standard of training facilities given primarily to women in the industries undergoing industrial innovation processes and in service undertakings following the introduction of new technologies, and to ensure that training for 'women's' occupations directly affected by new technologies are adapted,
  - (b) to encourage the proportional participation by men and women in programmes for the training of instructors and specialists for industries which produce new technologies,
  - (c) requests the Commission that account be taken of the fact that in the less-favoured and backward regions of the Community, and in particular in Greece, measures to provide training in the new technologies are still restricted owing to the low level of education among women and considers it desirable, therefore, that resources be earmarked specifically for the training of those women in traditional occupations;
46. Requests the Commission and the Member States, in the context of the European Social Fund and the EAGGF:
- (i) to provide for specific measures for vocational training, retraining and further training for women who are self-employed or who would like to become so, particularly in agriculture, business and the craft trades, with particular reference to business management;
  - (ii) to grant aid for the launching and operation of replacement services in agriculture and to set up experimental replacement services in the craft trades and business sectors;

II. D. Reduction and reorganization of working time

47. Calls for the objective of a significant reduction in weekly and/or annual working hours to be set in the short term in order to encourage the employment of women and for a binding legal instrument to be proposed that provides for concerted action in all the Member States so that working time can be reduced at national level and on an industry-wide basis by common agreement between the social partners;
48. Points out that a reduction in working time will have the desired effect on employment only if:
- it is implemented as quickly as possible,
  - it is on as large a scale as possible so that further recruitment is necessary,
  - it takes the form of a reduction in weekly working hours with a view to the attainment of the objective of a 35-hour week,
  - due account is taken of the need to work towards economic recovery;
49. Stresses that the new concept of the male and female roles makes it necessary, in reducing the working week and reorganizing working time, to reduce the length of the working day and recommends the social partners to take account of this method of reducing working time in their agreements;
50. Calls on the Commission to submit a proposal for a directive restricting overtime working; certain activities with seasonally determined peaks may necessitate a prolongation of working hours, but such overtime must be compensated for at other times of the year;
51. Advocates, in the interests of women, who frequently belong to the lower and intermediate wage brackets, that the income and purchasing power of the lower and intermediate wage brackets should be safeguarded;
52. Requests the Commission to support and propose pilot projects involving new ways of organizing working time;

53. Emphasizes once again the importance of a general directive being adopted to regulate voluntary part-time working and the new forms of flexible working hours, so that this process does not take place at the expense of full-time employment for women, and calls on the Council to adopt the directive as soon as possible;
54. Criticizes the fact that in the essential areas, the Commission has failed to take account of the amendments to the proposal for a directive made by Parliament in its resolution of 16 September 1982<sup>1</sup>;
55. Considers that part-time women employees should enjoy the same rights and social security benefits as full-time women employees;

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<sup>1</sup>OJ No. C 267, 11.10.1982

### CHAPTER III

#### Equal responsibilities between men and women in political, cultural, social and family life

##### III. A. Women in the decision-making centres

56. Emphasizes that the number of women in positions of responsibility in government, parliamentary, trade union and university institutions and in senior positions in the mass media, the magistracy, the diplomatic service and major cultural organizations has increased, albeit not far enough, and varies according to the sectors and the countries involved, that for this reason, there are still too few women in positions where decisions are taken and that discrimination between men and women becomes more acute the further one goes up the hierarchical structure;
57. Suggests that as part of the action programme, the Commission:
- (i) conduct inquiries into the continued discrimination against women in the decision-making centres of the Member States' political, cultural and social life,
  - (ii) organize a conference on the measures to be taken to achieve a fairer distribution of positions of responsibility and to increase public awareness of this problem,
  - (iii) make grants available for study and further education, in order to help women attain the highest level of political, social, scientific, intellectual and artistic achievement;
58. Calls on all the organizations involved in political, social and cultural life in the Member States to bring about genuine equality by ensuring the balanced representation of women at all levels;
59. Calls on the Member States to prove their commitment to the attainment of full equality for women on the occasion of the next appointments to the Commission;
60. Stresses, however, that an essential prerequisite for the total abolition of discrimination against women in political, social and cultural life is a radical change in the traditional image of the respective roles of men and women;

III. B. Free and responsible motherhood

61. Considers that the maternal role of women should not serve as a pretext for social discrimination;
62. Calls on the Commission to draw up a proposal for a directive designed to harmonize the provisions governing the protection of women during pregnancy and the period immediately following childbirth, with regard to leave, social security benefits, health care and employment protection, by bringing them into line with the provisions which are most favourable;
63. Calls on the Member States to abolish any discrimination against the recruitment of pregnant women, since such discrimination violates Directive 76/207/EEC on equal treatment;
64. Calls on the Member States to provide counselling services for pregnant women and infants in those regions of the Community where such services scarcely exist, in particular rural districts and the most deprived urban areas;
65. Calls on the Member States to adopt measures designed to make hospital childbirth facilities more human and more modern (for example, by allowing fathers to be present in the delivery room);

III. C. Work in the home

66. Calls on the Commission to conduct a study into the economic and social value of work in the home and the likely legal implications, particularly as regards social security rights;

III. D. The right of women to health

67. Calls on the Commission, in view of the high mortality rates among women from cancer of the breast and the cervix,

- (a) to promote coordination between social, and in particular, women's organizations in the Member States, to improve information on prevention,
  - (b) to promote the organization and carrying out of screening measures among the population for the early detection of such cancers, and
  - (c) to submit an appropriate recommendation to the Council;
68. Regrets that the Commission has not yet taken action on Parliament's previous requests<sup>1</sup> referred to below with regard to:
- (a) the coordination and encouragement of experiments and surveys concerning the present and the prospective situation in the field of sex education for young people and adults and advice on marital and family matters,
  - (b) the coordination and encouragement of current research into new methods of contraception for men and women (taking account of results obtained in the United States and Sweden), their effectiveness and the physiological and psychological side-effects of the methods currently practised;
69. Invites the Commission to submit proposals on the harmonization of legislation on the availability of reliable methods of contraception and invites the Member States to make those means available to men and women and young people of either sex (irrespective of their civil status);
70. Calls on the Member States to take measures designed to authorize the presence of a member of the child's family, a member of a hospital visitor's association or a person appointed by the family in children's wards;

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<sup>1</sup>Resolution on the position of women in the European Community of 11 February 1981 - OJ NO. C 50, 9.3.1981, para. 37



III. E. The dignity and the rights of women

71. Calls on the Commission to conduct research into:

- the frequency of cases of maltreatment of women and children and their causes;
- the frequency and forms of sexual violence against women and violence committed by adults against children;
- the criminal laws in force on the subject in the Member States in order to ascertain whether they take account of the dignity and rights of women and children;

72. Invites the Member States:

- to consider sexual violence as an offence in respect of which criminal proceedings may be brought not only by the injured party but also by the public authorities,
- to allow women's associations to institute an ancillary civil action in proceedings brought on a charge of sexual violence for the protection of human dignity,
- to make women police officers available for women to contact,
- to provide police officers with adequate training vis-à-vis such offences with a view to bringing about a change in attitude,
- to foster cooperation between welfare bodies, women's movements and police forces;

73. Calls on the Ministers of Justice of the Member States meeting in Council to provide for improvements in prison conditions and rules as they relate to women, in particular as regards:

- contact between imprisoned mothers and their children,
- provision for the wives and children of imprisoned men,
- training and rehabilitation of women offenders, including the availability of half-way houses on release;

74. Calls on the Commission, the Council and the governments of the Member States to eliminate any discrimination against women in the area of nationality and the passing on of nationality from parent to child;

75. Supports the mutual recognition and enforcement in all the Member States of child custody, paternity and alimony judgments;

#### CHAPTER IV

##### Increasing public awareness of women's rights

76. Recalls that women, as the majority of the population and the electorate, have brought about important changes and have specific needs with regard to information; recalls, also, the positive results of the specific campaign undertaken prior to the 1979 direct elections which augur well for the similar campaign which should precede the 1984 elections;
77. Asks the Commission to determine, by means of colloquies, conferences, studies and pilot projects, the most appropriate means of informing women of legislative initiatives which affect them taken at Community or national level;
78. Calls on the Council to give financial support to the initiative taken by Members of the European Parliament to encourage and facilitate exchange visits by women's organizations within the Community so that they may exchange information and collaborate in sectors which concern them;
79. Calls on the budgetary authorities, namely the Council and Parliament, to ensure that adequate budgetary provision is made in order to increase the number of staff dealing with women's affairs and considers that this department should be established as an autonomous unit within the Commission's information departments;

80. Calls on the Council and, through it, on the governments of the Member States to take account of the conclusions and recommendations of the committee of inquiry concerning information policy and women, and appeals to the radio, television, and press organizations at European, national and regional levels to take account of the integration of women at all levels of social and professional life, thereby endeavouring in their portrayal of women and of the issues affecting them to reflect accurately the realities of the situation of women in Europe and make the public at large aware of the positive value of furthering the cause of women;

## CHAPTER V

### The rights of migrant women

81. Requests the Commission, in order to deal with the social and cultural isolation of migrant women and migrant working women, their position on the fringes of society, the poor record of achievement in the matter of equality of the sexes and the high level of unemployment among such women, to ensure that
- (a) any programme designed to improve the condition of migrant women includes basic training that also provides information on their rights and obligations,
  - (b) the European Social Fund pays closer attention to the training of instructors from the migrant women's countries of origin,
  - (c) to this end, emigrant organizations are also financed and studies conducted to identify the fields in which migrant women encounter the biggest obstacles;
82. Calls furthermore on the Commission:
- (a) to identify those Member States in which the residence permit of a married woman is dependent on that of her husband and what consequences this has in the event of a divorce,
  - (b) to verify whether the provisions concerning migrant women from third countries do not have a discriminatory effect with regard to the conditions governing family reunification or the restrictions imposed after such reunification,
  - (c) to request the Member States, in agreement with third countries, to enact provisions equivalent to those contained in Regulation (EEC) No. 1408/71 which provide for the payment of family allowances to be made to persons actually maintaining a child(ren), should one of the parents fail to meet his/her obligations,
  - (d) to verify and call for the early implementation of the Directive on language teaching for the children of migrant workers,
  - (e) to speed up work concerning the second generation of migrants and to provide support and encouragement for adolescents so that guidance is not limited to the traditional choice of short training courses,
  - (f) to verify the readiness of the Member States to implement the action programme on equal opportunities for women with regard to migrant women and the initiatives they have taken on this subject,

- (g) to make available adequate financial assistance for housing programmes for migrant workers, paying particular attention to single-parent families,
- (h) to update the action programme in favour of migrant workers and their families in order to create, with the Council, a framework for harmonizing the migration policies applicable to the citizens of third countries which would make real protection for them and their families possible by means of a Community policy which would lay the basis for a European statute for foreign workers;

83. Condemns vigorously all forms of racism and xenophobia and calls on the Council of Ministers of the European Communities to reiterate that condemnation;
84. Calls similarly on the Council finally to adopt the draft directive on the illegal traffic of workers and the directive on the right of residence for nationals of the Member States in the territory of another Member State, to resolve as a matter of urgency the problem of the right of Community migrant workers to vote and stand for election in the forthcoming European elections and implement the resolution on voting by Community migrants in local elections, extending that right to non-Community workers, and to invite the Member States to adopt effective policies with regard to migrant families, in particular as regards family reunification and the availability of housing;

## CHAPTER VI

### Women and development policy

85. Deplores the fact that:
- (a) development projects have not always led to an improvement in the situation of women in the developing countries and that in some cases, particularly in the case of some projects to increase production of agricultural products for export or projects to adapt the marketing network, they have exacerbated it,
  - (b) where agricultural development projects fail, it is frequently because no account has been taken of the special role of women in the agricultural economy of the developing countries;

86. Calls for the situation of women to be included as a priority issue in the negotiations for the new Convention of Lomé and calls on the working party set up by the ACP-EEC Consultative Assembly to give a progress report to the next meeting of that Assembly;
87. Considers that the objective of lightening the domestic chores of women in the developing countries, particularly in rural areas, through the introduction of appropriate techniques is of general importance for the development of those countries (preventing the destruction of the forest heritage, etc.) and that to obtain the best results from the introduction of machinery (such as mills, pumps, etc.) and new agronomic techniques, it is essential to involve and train women as well as heads of families and heads of undertakings;
88. Recommends that the Commission and the Member States improve their concept of development aid to take account of women's problems by:
- increasing the proportion of aid allocated for projects specifically designed to help women,
  - giving priority to improving the situation of women in rural areas,
  - assisting projects for the training of women and supporting women managers' organizations and for informing and increasing the awareness of the female population;
89. Calls for women and couples to be trained so that they can establish themselves in outlying villages as part of on-the-spot training of specialists (advisory officers, agronomists, intermediate-level health workers);
90. Calls for no development cooperation project to be planned, designed, carried out or completed in future unless its impact on women at each stage has been taken into account and suggests that experts on the situation of women and, possibly, women should participate in the delegations from donor and recipient countries alike both when projects are being drawn up and when aid is granted.

To this end, the Commission and the Member States must adopt administrative rules which:

- establish specific criteria for the evaluation of projects receiving assistance from the EDF, EIB or CID<sup>1</sup> which determine whether the projects in question are likely to improve the situation of women,
- require project promoters to make a meticulous check to ensure that account is taken of women's problems throughout the lifetime of the project and to carry out evaluations before and after to assess the effect of the project on women;

91. Calls for specialized departments to be set up within the Ministries for Overseas Development;
92. Calls for special support to be given to projects designed to assist women refugees, particularly coloured women from southern Africa who have fled to neighbouring countries;

## CHAPTER VII

### Women in the Community Institutions

- 93.(a) Calls on the Community institutions to set an example with regard to constructive measures to promote equal opportunities for women by putting into effect the following recommendations:
  - (i) improvements must be made as regards the announcement and the provision of information concerning notices of competition. They should be more widely distributed and the wording used should be more neutral so as to enable more women to take part in competitions,
  - (ii) the age limits for competitions and other recruitment procedures should be fixed in more flexible fashion,
  - (iii) care should be taken to ensure equal representation of women on all selection boards and promotion committees and in the joint committees,
  - (iv) similar or equivalent activities within an institution or in various institutions should be graded on a uniform basis so as to afford equal opportunities and better promotion prospects,

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<sup>1</sup>Centre for Industrial Development

- (v) the number of further and advanced training courses on offer should be increased, especially where they lead to qualifications for high-grade and innovatory activities, particularly in categories D, C and B,
- (vi) it should be made easier for all officials to reconcile their family and professional commitments more satisfactorily,
- (vii) with regard to survivors' pensions, the principle of equal treatment must be observed for men and women,
- (viii) action must be taken to increase awareness with a view to achieving equal opportunities,
  - within the institutions
  - within personnel management,
  - among female staff,
- (ix) a women's promotion chart should be drawn up with the objective of ensuring a fair balance between male and female officials and other staff in all grades and in all career brackets,
- (x) committees on equal opportunities, consisting of representatives of the Administration and the staff, must be set up for the purpose of giving advice on personnel management,
- (xi) an annual report should be submitted which compares with the number of male officials:
  - the number of female officials and their grades,
  - the number of female officials promoted in each grade,
  - the number of female applicants and their qualifications,
  - the number and grade of female officials serving on the various committees,
  - the number and grade of female officials attending the various training courses,



(b) calls on

- (i) all the institutions to appoint a member of staff responsible for the implementation of measures taken to guarantee equal opportunities,
- (ii) the Staff Committees to support the above proposals and make greater efforts to have some of the positions it occupies on the various bodies filled by women,
- (iii) the European Parliament's political groups, within the framework of their staff policy, to give a firm lead in the achievement of equal opportunities for women by being the first to put these proposals into practice,
- (iv) the Commission to draw up proposals for amendments to the Staff Regulations to enable these measures to be implemented,
- (v) the committee responsible to examine the extent to which these measures have been implemented and report back to Parliament before 1985;

#### CHAPTER VIII

##### Final considerations

- 94. Calls for the total resources earmarked for women under the Community budget to be adjusted in order to implement successfully the policies referred to in this resolution and also, to this end, for the staff in the departments responsible for the Community's policy vis-à-vis women to be increased;
- 95. Notes that the Commission intends to submit to the Council other legal instruments and proposals, in response to the resolution of 11 February 1981, on which the European Parliament will be asked to deliver its opinion, and therefore instructs the committee of inquiry to continue to carry out the tasks referred to under point (a) of its terms of reference until the end of the present parliamentary term;
- 96. Notes the 18 reports of inquiry submitted by the Committee of Inquiry into the Situation of Women in Europe and decides to publish them in a brochure in the official languages of the Community and to distribute it in the Member States;

97. Hopes that the Parliament which will be elected in June 1984 will set up a standing committee on women's rights so as to ensure that the Community patrimony is safeguarded and equal opportunities developed further;
98. Calls on all women in the European Community - through their representatives - to embrace the cause of peace both at European and at international level and to spearhead a European campaign to set up an international dialogue on peace so as to save what is most precious, namely mankind;
99. Instructs its President to forward this resolution to the Commission, the Council and the governments of the Member States.