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CREATION OF THE SINGLE MARKET AND WOMEN'S EMPLOYMENT

PART 1

DEVELOPMENTS AND PROBLEMS

1990 is an important date in equal opportunities policy. It marks the 15th anniversary of the first directives on equal treatment in the labour market and the end of the second action programme on equal opportunities.

Despite the major efforts in recent years to change laws and attitudes concerning the equality between the sexes, there is still a great deal of progress to be made where it is most needed, namely the labour market. Most women are still isolated in traditionally female sectors, occupying poorly qualified and lower paid jobs.

This type of discrimination has resisted all the changes in recent years to the structure of the labour market, despite the continual increase in the number of working women which is mainly the result of economic development but also the result of the major social changes affecting the family, and of demographic trends in Europe.

The appearance of married women on the labour market is the major new phenomenon of the last quarter-century. It is an irreversible trend which must be taken into account in any analysis of the labour market in 1992 and beyond.

The 166 million women in the European Community make up 51.3% of its population. In 1987, there were 55.4 million working women, who accounted for approximately 39% of the entire workforce. 48 million women were employed and over 7 million were unemployed.

The vast majority of working women are in paid employment (83% of women in the Community of Twelve).

They are concentrated in certain sectors or occupations, usually the least qualified, suffer many types of discrimination and form one of the most vulnerable groups to economic fluctuations.

During the past decade, the main growth area in women's employment has been so-called 'atypical' work such as part-time employment, temporary employment and non-contractual work where there is much less social welfare provision.

THE COMMUNITY LEGISLATIVE FRAMEWORK

The Treaty of Rome only contains one article, namely Article 119, devoted to women. It provides for equal pay for men and women for equal work.

* Since the Member States proved reluctant to comply with an obligation which derived directly from the Treaty, the Council adopted **the directive on equal pay for men and women** in 1975. It entered into force in February 1976 (Directive 75/117/EEC, published in OJ No. L 45/75).

The main provisions of the directive, adopted in 'Women's Year' are as follows: the abolition, for equal work or work considered to be of equal value, of all forms of discrimination based on sex and relating to any of the aspects or conditions of remuneration (particularly the classification of occupations); the right of all workers to consider themselves victims of discrimination to legal redress, the protection of workers against dismissals which constitute a reaction by the employer to a complaint or to legal proceedings, and information for workers on measures adopted pursuant to this directive.

- * Following its resolution of 21 January 1974, the Council adopted the directive of 9 February 1976 on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions (Directive 76/207/EEC, published in OJ No. L 39/76), which entered into force on 12 August 1978. The purpose of this directive was to ensure application of the principle of equal treatment in the areas referred to in the title and the removal of any form of discrimination based on sex, directly or indirectly, particularly by reference to marital or family status. Although this directive offers the same guarantees as Directive 75/117/EEC (right of redress, protection against dismissal, and information) and provides for positive action, it nonetheless allows the Member State to exclude certain occupations, and all measures relating to maternity, from its field of application.
- * The first directive on the progressive implementation of the principle of equal treatment for men and women in matters of social security (Directive 79/7/EEC, published in OJ No. L 6/79), which entered into force at the end of 1984, applies to all statutory schemes providing protection against the risks of illness, disability, old age, occupational accidents and diseases, and unemployment; it does not apply to survivors' benefits or family benefits; it does not restrict the Member States' right to exclude certain sectors from its field of application.
- * In June 1984, the Council adopted a resolution on action to combat unemployment amongst women (OJ No. C 161/84)
- * In December 1984, the Council adopted a recommendation on the promotion of positive action for women (OJ No. L 331/84), without however, incorporating the European Parliament's proposal that the European Social Fund should be used as an instrument for promoting equality in employment, and without adopting a directive on the subject, which the European Parliament had requested from the outset (OJ No. C 315/84).
- * In June 1985, the Council adopted a resolution containing an action programme on equal opportunities for girls and boys in education.
- * In July 1986, following repeated demands by the European Parliament, the Council adopted a proposal submitted by the Commission back in 1983 for a second directive on the implementation of the principle of equal treatment for men and women in occupational social security schemes.

This directive, which has not yet entered into force, is intended to complete social security legislation which was restricted in the first directive to statutory schemes, by extending the principle to occupational schemes (Directive 86/378/EEC, published in OJ No. L 225, 12.8.1986).

* On 11 December 1986, the Council adopted a directive on the application of the principle of equal treatment between men and women engaged in an activity, including agriculture in a self-employed capacity (OJ No. L 359, 19.12.1986). This directive, which is to enter into force by 1991, also contains provisions relating to motherhood and social security.

PROBLEMS IN IMPLEMENTATION

The task of incorporating Community directives into national legislation falls to the Member States. In its report of December 1988, on the application of Directive 79/7/EEC on equal treatment in matters of social security, the Commission highlights certain difficulties in the implementation of the directive, resulting primarily from the nature of the obligations placed on the Member States. Not only must the latter adopt measures to incorporate the formal content of the directive into national law, they are also required to amend a number of laws, regulations or administrative provisions relating to social security in order to ensure their compliance with the principle of equal treatment.

Another problem is that there is no clear definition of the concept of social security even though it is defined, for the purposes of the directive in question, by Regulation EEC 1408/71 on social security for migrant workers. It is a concept which can be extended almost infinitely since it can include any initiative adopted by a Member State for the purposes of providing material assistance to its citizens.

Even defined narrowly, the concept of social security includes an assortment of different 'schemes', some comprehensive and some limited, and all governed by their own specific provisions which are not always harmonized.

Further difficulties derive from the directive itself, which raises problems of interpretation, which the Court of Justice will certainly be called upon to clarify.

ACTION BY THE EUROPEAN PARLIAMENT AND THE ACTION PROGRAMMES ADOPTED BY THE COUNCIL

The European Parliament has pursued the question of equal opportunities from the beginning but its action has been far more incisive and specific since the direct elections by universal suffrage.

It immediately set up an ad-hoc committee on women's rights which drew up a report on the situation of women in the European Community.

On 11 February 1981, the European Parliament adopted an important resolution on the subject (published in OJ No. C 50/81, 11.2.1981), which went far beyond the narrow sphere of application of Article 119 of the Treaty, and served, in particular, as a basis for drawing up the Commission proposal to the Council, dated 9.12.1981 for a 'new Community action programme on the promotion of equal opportunities for women in 1982 - 1985' (published in OJ No. C 178, 15.7.1982).

The Commission submitted proposals for three directives, on the basis of this programme on:

- * occupational social security schemes (adopted by the Council, as we have seen, on 24 July 1986);
- * parental leave (COM(84) 361 final, proposal amended following the opinion of the European Parliament). This proposal is still being considered by the Council which does not have the agreement of all the Member States;
- * the implementation of the principle of equal treatment in self-employed occupations (adopted in a limited form by the Council on 11 December 1986).

The Commission also presented a memorandum on income taxation and equal treatment for men and women (COM(84) 695 final). The European Parliament had emphasized its preference for a proposal for a directive on the subject.

On the basis of the results and experience acquired under the action programme, and encouraged by the lead being taken by the European Parliament in the field of equal opportunities, the European Parliament Committee of Inquiry tabled a resolution on 17 January 1984 (published in OJ No. C 46/84) containing a series of specific requests for:

1. the application and improvement of the directives;
2. the provision of new Community legal instruments, such as the proposals for directives pending in the Council on parental leave and leave for family reasons, instruments regulating part-time work and temporary work, and directives on equal treatment in income tax systems, individual social security rights, etc.;
3. positive action, to increase the number of women in sectors not traditionally occupied by women, and in all decision-making bodies, e.g. in trade unions, and political parties. To achieve this, it is necessary to expand social services which enable women to play an active role in society (e.g. day nurseries, services for young people and services for the elderly, etc.);
4. education and vocational training to improve women's qualifications and increase their numbers in key sectors of the labour market;
5. The defence and development of the employment of women, with the aid of specific measures for their employment, with a view to the development of new technologies for which specific training for women is necessary. Funding from the European Social Fund acquires strategic importance in pursuing this aim and a fairer distribution of funds between programmes of interest to both sexes is essential.

The resolution of 17 January 1984 also considered the new forms of employment which have taken up a much larger share of the labour market in recent years, and called for measures to reorganize and reduce working hours, stressing the need for part-time work to be shared more equally between the two sexes and all forms of discrimination in social protection for part-time workers to be abolished.

One section of the resolution is devoted to equal responsibilities between men and women in political, cultural, social and family life. It stresses the need for more women in decision-making centres, emphasizes motherhood as a free choice not an instrument of social discrimination, and underlines the economic, as well as the social, value of domestic work, the importance of research into the causes of certain diseases which affect women in particular, the dignity of women, and the need to defend them against all forms of violence.

It also stresses the need to raise public awareness, particularly amongst women, of the rights of women and the role of the European Community in defending them, and declares its aim of paying particular attention to defending the rights of migrant women in Europe.

Encouraged by the results achieved by the programme, the Commission forwarded to the Council a new medium-term Community programme 1986-1990 (COM(85) 801 final) which was officially approved in the Council resolution of 26 June 1986 (OJ No. C 203, 12.8.1986).

This programme is designed to promote real equality of opportunity in economic, social and cultural life. It defines the responsibilities of the various parties concerned (the European Community, national and regional authorities, social and professional groups) and highlights the need for more extensive consultations at Community level on the political action needed to promote the status of women. It lays down eight basic objectives:

1. Improved application of existing provisions, including a review of the provisions relating to the burden of proof in cases of discrimination at work. This proposal, firmly backed by the European Parliament, is currently being considered by the Council.
2. Education and training, particularly in science and technology, as an essential means of promoting women's employment in more highly qualified sectors which do not traditionally employ women;
3. Employment, which has always been emphasized by the European Parliament as a means of achieving the social emancipation of women (see European Parliament opinion on the Action Programme in OJ No. C 120/86).
4. New technologies, and the need to assess their impact on women's work;
5. Social protection and social security; the European Parliament had already voiced its conviction that women should acquire individual rights (to pensions, health care, etc.), which should not be related to their family status.
6. Sharing of family and occupational responsibilities, with particular emphasis on child-care facilities during working hours which are tailored to the requirements of working mothers;
7. Increasing awareness - changing attitudes: information, particularly through the mass media, aimed at eliminating the stereotyped presentation of women in their traditional roles;

8. Improvement of Community concertation, with a view to contacts with Members of the national parliaments aimed at making all politicians aware of the need for effective legislation to defend women's rights. These measures to increase awareness should be extended to unions, employers and all the parties involved in industrial relations. The European Parliament has put its proposals into action, with the organization in February 1989 of a forum on '1992 and the labour market for women' which provided a highly constructive precedent for this type of meeting.

DEVELOPMENTS FOLLOWING THE ADOPTION OF THE 1986 - 1990 ACTION PROGRAMME

As one of its measures to implement the medium-term programme, the Commission sent the Council a Communication, dated 31 March 1987, on vocational training for women (COM(87) 155 final). This lays down the main lines of action, at national and EEC level, and provides for arrangements to fund a network of demonstration projects. The Commission followed this up, on 24 November 1987, with a recommendation to the Member States on vocational training for women, in which it stressed the urgent need to direct training for women, and girls in particular, towards the new technologies - (COM(87) 2167).

The Commission also submitted a proposal for a directive completing the implementation of the principle of equal treatment for men and women in statutory and occupational social security schemes, and a proposal for a directive on altering the burden of proof in cases of discrimination brought before the national courts.

With regard to the burden of proof, the Court of Justice of the European Communities recently gave an interesting interpretation of Directive 75/117/EEC, when it ruled (Case 109/88, Judgment delivered on 17 October 1989) that, in cases in which an undertaking's wage system did not meet the criterion of transparency, the burden of proof showing that wage practices were not discriminatory belonged to the employer.

After repeated demands by the European Parliament, the Council, in its resolution of 22 December 1986 on employment growth (OJ No. C 340/86) stated its commitment to equality and called on the Member States to implement the Community's medium-term programme and develop measures to promote a wider choice of occupations and encourage women to set up businesses.

RECENT EUROPEAN PARLIAMENT REPORTS ON THE OBJECTIVES OF THE ACTION PROGRAMMES

The last two years have been creative and successful ones for the European Parliament Committee on Women's Rights. Not only has it held discussions and carried out studies, it has also tabled highly significant reports in plenary, and the forum in February 1989 on the consequences of the single market of 1992 for women in the labour market will have an impact on future choices.

Speakers at the forum on 'The market of 1992, a challenge for women' included members of the national parliaments, with responsibility for women's rights, members of the European Parliament Committee on Women's Rights, and representatives of women's organizations, unions and the mass media.

The discussions revealed a consensus on the benefits of Community legislation on equality, while at the same time highlighting the gap that so often exists between the laws and their implementation.

Furthermore, indirect forms of discrimination persist in all the Member States and measures to monitor the implementation of the directives are often lacking.

With regard to equal pay, large gaps between men's and women's earnings are still the order of the day, amounting to 40% in some countries, and the problem of classifying occupations is still unresolved.

The discussions showed up the urgent need to complete European legislation, particularly on parental leave, individual taxation, the regulation of flexible work, and the acquisition of individual social security rights (pensions, health, etc.).

Some of the committee's reports were particularly relevant:

Recommending that 1990 be declared 'European Year for Equal Opportunities in Education and Vocational Training', the European Parliament called on the Member States to establish special advisers on equal opportunities in educational and vocational guidance services and employment agencies (Doc. A 2-68/88, OJ No. C 235, 12.9.1988).

On the subject of equality in Spain and Portugal, the European Parliament called for measures to promote the rapid application of the Community directives on equality in these new Member States. It recommended the establishment of permanent bodies in employment offices to ensure the effective application of Community legislation on equal opportunities. The Commission was also asked to increase the allocations from the European Social Fund for projects of interest to women (Doc. A 2-67/88, *ibidem*).

In a resolution on the charter on the rights of pregnant women, announced by the Commission, the Parliament stated clearly that it would prefer a directive on social protection during motherhood. Such a directive should serve to increase national provisions for rights during pregnancy and in childbirth to the level of those in force in the most advanced Member State. In other words a **charter on the rights of pregnant women**, applicable in every Community country, should be drawn up (Doc. A 2-38/88, *ibidem*). The appointment of more women doctors to care for women in childbirth, vocational training for midwives, and medical research into the causes of infertility should also be promoted in all the Member States.

Four important resolutions on equal rights were adopted during the European Parliament's part-session in September 1988.

The proposal for a directive completing the implementation of the principle of equal treatment for men and women in statutory and occupational social security schemes, on which Parliament delivered its opinion, should lead to the acquisition of individual social security rights. This means that every citizen should have individual rights, irrespective of his or her family status. In addition, pensionable age should be the same for both sexes, although provision should also be made for a flexible pension system, open to both women and men (Doc. A 2-159/88, OJ No. C 262, 10.10.1988).

With regard to the application of Council directives, resolutions and recommendations concerning women, the European Parliament proposed that a third medium-term action programme be drawn up, to strengthen equality where it was most needed, in education and vocational training, employment and the use of new technologies (Doc. A 2-166/88, *ibidem*). Parliament stressed the need to adopt new directives on equal treatment with regard to income tax, the reorganization of working time, and equal treatment in all types of atypical work (part-time work, temporary work, home-working, etc.). The Commission agreed to draw up a third action programme.

A quota system should be used to regulate the numbers of women in decision-making bodies: political parties should draw up lists of candidates on the basis of a clear-cut and monitorable quota system aimed at achieving numerical equality between men and women (Doc. A 2-169/88, *ibidem*).

The number of women in universities and research centres should also be increased and the Member States are called on to take positive steps to this end (Doc. A 2-158/88, *ibidem*).

During its part-session in December 1988, the European Parliament adopted a legislative resolution containing its opinion on a proposal for a directive on the burden of proof in the area of equal pay and equal treatment for women and men (COM(88) 269 final, OJ No. C 176/88). This proposal for a directive provides that, if a complainant opens legal proceedings on the basis of a rebuttable presumption of discrimination, it then falls to the other party to prove that the principle of non-discrimination has not been infringed.

Since the concept of rebuttable presumption does not exist in the laws of all the Member States, the European Parliament preferred to make it more explicit in its opinion, attributing the burden of proof to the respondent where an individual 'showed a fact or a series of facts which would, if not rebutted, amount to direct or indirect discrimination'.

The European Parliament and the Commission were united in their emphasis that positive actions to redress imbalances in a particular sector should not themselves contravene the principle of non-discrimination (Doc. A 2-298/88, OJ No. C 12, 16.1.1989).

The European Parliament also considers it necessary to remove current discrimination regarding the rights of farmers and of their spouses and collaborating spouses and helpers. To this end, it calls for Directive 86/613/EEC to be amended to consider spouses working in agricultural and other family businesses as joint partners in the business, with equal professional status.

The main result would be that women working in family businesses would enjoy the same rights to social protection in the event of pregnancy, sickness, or other such circumstances as are usually accorded to female employees and they would therefore be eligible for maternity leave and replacement services (Doc. A 2-416/88, OJ No. C 96/89, 17.4.1989).

During its part-session in April 1989, the European Parliament adopted a resolution on the exploitation of prostitution and the traffic in human beings (Doc. A 2-52/89, OJ No. C 120/89, 16.5.1989). A common policy must be adopted by all the Member States in order to combat prostitution and eliminate the traffic in persons. Such a policy must have the aim of repressing those who engage in the exploitation of human beings, entice them into prostitution and thus reduce their freedom of action.

It must also have the social aim of providing health care and employment opportunities for the victims of prostitution with a view to bringing about their social rehabilitation.

Other resolutions adopted in plenary concerned the children of mothers in prison (Doc. A 2-51/89, OJ No. C 158/89, 26.6.1989), the situation of handicapped women, aid for women in cooperatives, and the status of helping spouses.

The debates on the adoption of these and other resolutions of the European Parliament on women's rights threw up ideas for new proposals on this subject.

The extensive exchange of ideas, and the flow of proposals resulting from it, prompted the Commission to take action and decisive results were achieved largely as a result of these joint efforts.

A crucial development this year is the creation of a European Lobby of Women's Associations which, with the support of the Commission, will act as our elective body for influencing decisions taken at Community level more effectively in favour of women.

PART II

THE INCREASING PARTICIPATION OF WOMEN IN THE LABOUR MARKET

This phenomenon, a feature of Europe in the past quarter-century and particularly in the past decade, concerns different categories in the different Member States.

In the Netherlands, for example, it concerns married women over 25. In Spain it concerns younger women under 25, both married and unmarried.

It is in fact statistically proven that, from 1975-1980 onwards, the annual growth in female employment has exceeded the total growth in employment in almost every country.

Even during the period 1980-1985, when the employment growth rate started to decline, the women's rate was still rising by comparison with that for men.

However an insuperable obstacle to the growth in women's employment in every country is the problem of child care.

It is easier for women without children to enter the labour market and they make up a larger share of the workforce, in every country except five: Belgium, Denmark, Greece, France and Portugal.

With the exception of Denmark, which has large numbers of day nurseries, the employment rate decreases as the number of children under ten increases.

This inverse correlation appears to apply less to part-time work.

In some sectors featuring this type of 'atypical' employment, the rate of part-time employment among women with three children may be higher than the rate of employment among women working full-time and mothers of two young children.

This is because, in most Member States, the decision to have a third child reduces the chances of obtaining a job at least as much as the decision to have a second. In many states, it reduces them considerably, as for example in France, Belgium and Denmark.

In France, the employment rate among mothers of two children is 78% of the rate for women with one child. The employment rate of mothers of three children is only 34% of that for mothers with one child.

Women have resisted unemployment more successfully than men, largely because they are employed mainly in the services sector, which is expanding, and in small undertakings, which are less vulnerable to sudden reorganization.

In many countries, women's employment has benefited from the fact that it is concentrated in the public sector, which is less prone to redundancies and contraction than the private sector.

CONTINUING DISCRIMINATION

Discrimination is still found above all in the major sectors of industry and in the division of tasks within undertakings.

As we have seen, approximately three-quarters of women work in the services sector in Europe, rather than in agriculture or industry.

On the other hand, they are concentrated in a limited number of occupations, which are poorly paid and have low status. Although girls achieve the best results at school, they then find themselves restricted, at work, to no more than twenty or so occupational categories.

The stereotypes which we try to stamp out at school quickly re-emerge at work, where it seems that women always end up being restricted to executive tasks instead of being given tasks involving creativity or initiative.

The industries which have increased the level of female employment are those which are expanding: the agri-foodstuffs industry, electronics, graphics, and publishing.

These are also the sectors in which growth has resulted from a fall in labour costs rather than an increase in capital investment.

With the new technologies, many repetitive tasks traditionally performed by women have been automated and only time will tell whether women are obtaining more highly qualified jobs as a result of appropriate vocational training.

The European Parliament's efforts and recommendations on the subject have been supported by Council recommendations to the Member States to promote non-traditional vocational training.

The Commission has also tried to influence the Member States through the European Social Fund guidelines, to expand non-traditional training for girls seeking their first jobs and women who wish to retrain in order to return to the labour market.

NEW FORMS OF EMPLOYMENT

Some analysts seem convinced that by encouraging the growth in occasional, atypical, and marginal employment we have effectively destroyed a large number of traditional, full-time jobs which were stable and provided by a single employer.

To begin with, it was thought that this type of employment met the needs of female workers who wanted to fit their working hours in with their family commitments.

It was only when this type of atypical employment (temporary or part-time) began to spread amongst male workers as well that it was realized how dangerous and unstable the situation had become.

Even before this type of work became widespread, women had been affected by another type of non-traditional employment.

Home-working, selling direct to friends and neighbours, and piece-work are also examples of atypical work.

In addition to this type of atypical employment, there are now less traditional forms such as job sharing (one post occupied by two part-time workers), which make the situation even more complicated.

The Commission initiated a study of these atypical forms of employment and the final report by the network of experts, 'Women at Work' was published in April 1989.

In its conclusions, the report deplores the lack of statistics on female employment, particularly concerning these categories of work, and also concerning forms of employment which have long been in existence such as temporary work and night work.

The report highlights the great variety of situations and the huge differences between atypical forms of employment on the various labour markets, and shows at the same time that in most cases, they have traditional features already encountered in the past.

Traditional types of atypical work seem to be back in favour, for example piece-work, which is disguised as self-employment.

There is no national research to show conclusively whether these forms of employment are contributing to the gradual fragmentation of the labour market. However, there are indications of a correlation between certain types of atypical employment and certain sectors of the labour market.

This correlation is clear in the case of part-time work and the segregation of female employment, but it is also evident in vocational training programmes for young people. There are also indications of segregation within part-time work and temporary work.

A common feature of all these types of atypical employment is that, in an economy afflicted by high unemployment, they imply considerable insecurity of employment and marginalization, even though they cannot be considered per se as synonymous with insecurity at work.

They certainly provide less complete social welfare provision for the very reason that they escape state control and lend themselves to approximate or incomplete social security schemes.

Because of the instability and inadequate social protection which these jobs usually offer they should be more highly paid, not - as is too often the case - less well paid than contractual jobs. Higher wages are paid only for night work and highly skilled jobs.

The correlation between atypical employment and female employment is irrefutable and it is this type of work which has made a significant contribution to the increase in female employment.

It must therefore be recognized that the mass entry onto the labour market of women has not served to end their segregation.

THE ROLE OF PUBLIC ADMINISTRATIONS

Public administrations have played a major role in the development of atypical employment, to varying degrees in the different countries.

In the Member States in which collective bargaining plays a major role these forms of work have spread during periods of unemployment without becoming official. However, where they have been 'regulated' by public administrations they have in a sense become part of the official labour market and have acquired a minimum level of protection. They have also been adopted in public enterprises.

It is impossible to forecast the future development of this type of work. Atypical employment of this nature is usually expected to disappear in periods of full employment.

It is also possible that some measures, such as training programmes for young job seekers, will become routine and a prerequisite for entering the labour market.

It is, therefore, clearly important to regulate this sector to avoid disrupting the functioning of the Single Market and the free movement of labour within the Community.

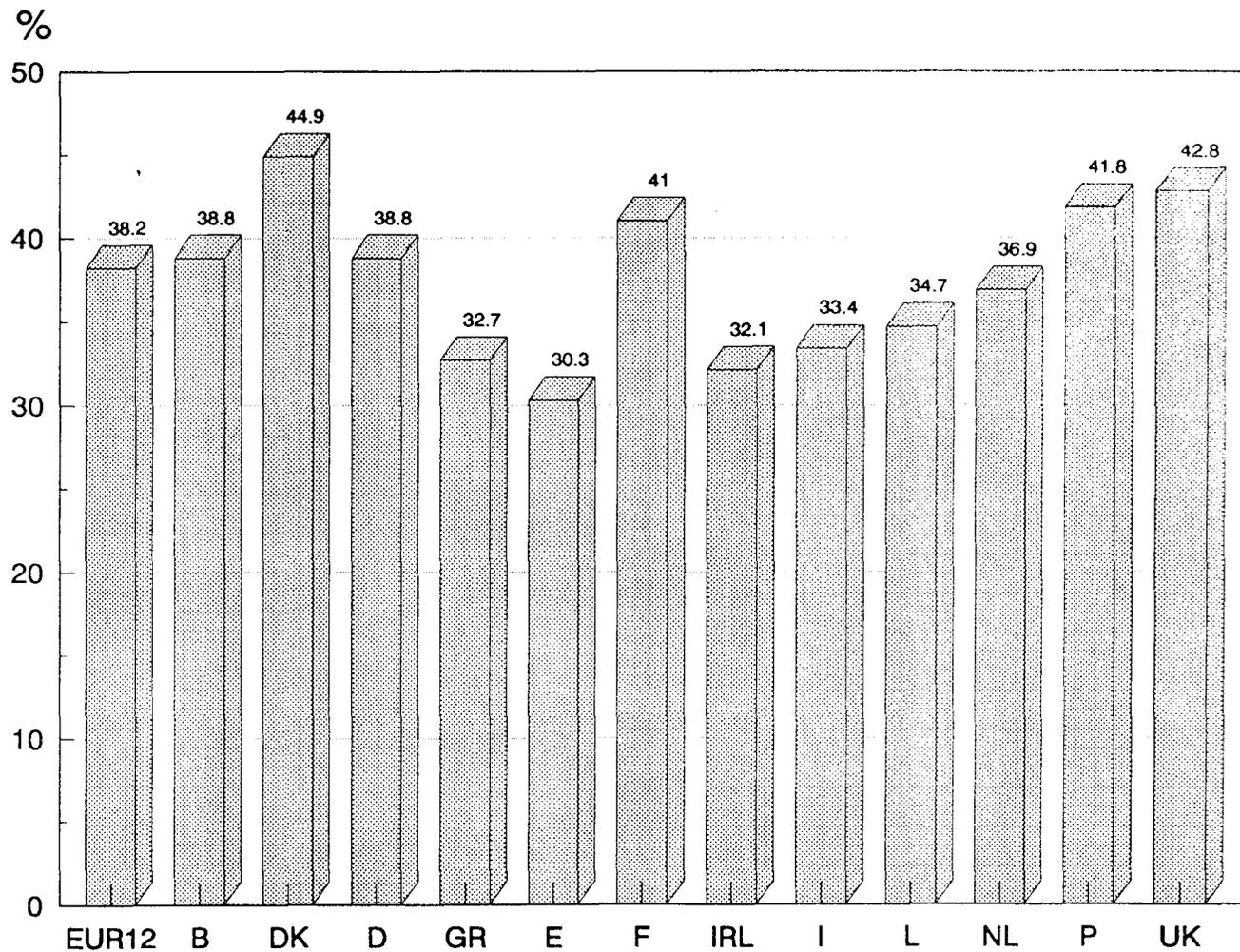
It would be sufficient to establish minimum requirements for protection, covering all types of work, so that there would no longer be any need to talk of atypical or non-contractual employment. This would not deprive the market of the freedom to continually invent new formulae for and types of employment, and would guarantee all workers the minimum protection needed to give them individual social security rights.

The proposed social charter, promoted by Commissioner Vasso Papandreou, is a step in this direction and gives the Commission a leading role in the Community's social and economic policy. Another step in this direction is the establishment of a European employment survey to monitor the labour market, decided by the Council of Ministers for Employment and Social Affairs at its meeting in Brussels on 30 November 1989, and designed to prepare the labour market for the requirements of the Single Market.

The proposed Social Charter, welcomed and sponsored by the European Parliament, has supporters in all the political parties of the twelve Member States of the Community and provides the most appropriate response to the challenge presented by 1992 to workers in Europe.

SHARE OF WOMEN IN TOTAL EMPLOYMENT, 1988

	Total employment (^{'000})	Women employed (^{'000})	%
EUR12	130,828.0	49,964.0	38.2
B	3,759.0	1,460.0	38.8
DK	2,740.0	1,231.0	44.9
D	27,366.0	10,607.0	38.8
GR	3,835.0	1,255.0	32.7
E	12,118.0	3,671.0	30.3
F	21,708.0	8,909.0	41.0
IRL	1,091.0	350.0	32.1
I	21,493.0	7,187.0	33.4
L	174.8	60.6	34.7
NL	6,032.0	2,223.0	36.9
P	4,299.0	1,795.0	41.8
UK	28,212.0	11,215.0	42.8

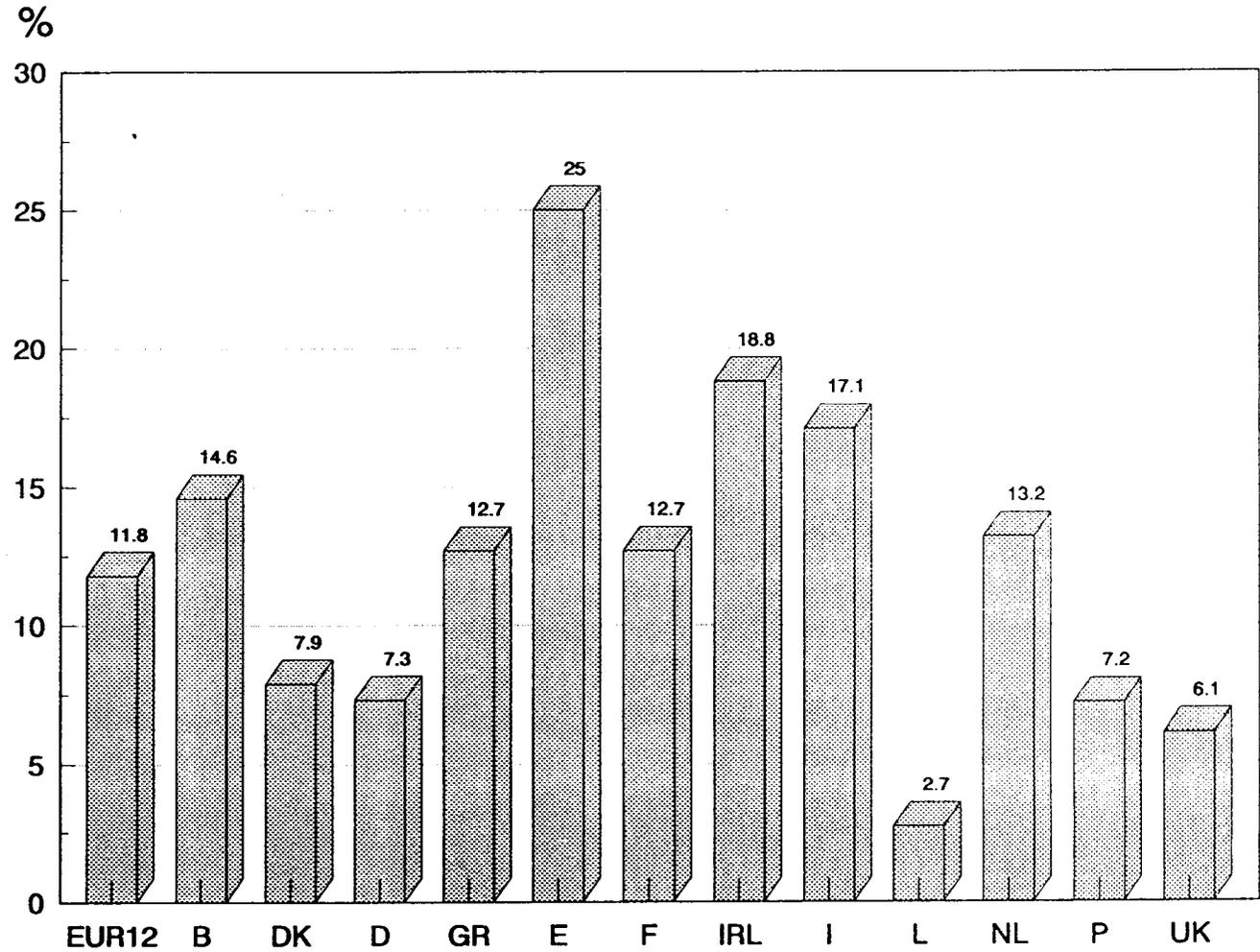


Source: EUROSTAT
Production: European Parliament Statistical Service

FEMALE UNEMPLOYMENT, 1989

(Share of women available for work but registered as unemployed)

	Number ('000)	%
EUR12	6,004	11.8
B	147	14.6
DK	87	7.9
D	751	7.3
GR	122	12.7
E	1,204	25.0
F	956	12.7
IRL	142	18.8
I	1,100	17.1
L	1	2.7
NL	273	13.2
P	93	7.2
UK	1,128	6.1



Source: EUROSTAT
Production: European Parliament Statistical Service

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