

COMMISSION OF THE EUROPEAN COMMUNITIES

COM(85) 641 final

Brussels, 29 November 1985

Report from the Commission to the Council

on the implementation of the new Community action programme
on the promotion of equal opportunities for women
(1982-1985)

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REPORT ON THE IMPLEMENTATION OF THE NEW COMMUNITY
ACTION PROGRAMME ON THE PROMOTION OF EQUAL OPPORTUNITIES
FOR WOMEN (1982-1985)

I. INTRODUCTION AND PRELIMINARY OBSERVATIONS

1. On 9 December 1981, the Commission submitted to the Council a Communication on a New Community Action Programme on the Promotion of Equal Opportunities for Women, 1982-1985.

In its Resolution of 12 July 1982, which gave broad approval to the programme, the Council requested the Commission to submit an interim progress report on the implementation of the new programme, based in particular on information provided by the Member States.

The Commission presented this progress report to the Council on 5 January 1984 (doc. COM(83) 781 final).

The Commission also undertook to submit by 1 January 1986, a preliminary report on action undertaken both by the Member States and by the Commission itself.

In order to help governments to draw up their respective reports, the Commission sent them a questionnaire in August 1984.

2. This report is, then, based on the replies submitted by nine Member States (1) to the questionnaire drawn up by the Commission. The time taken for these replies to reach the Commission varied greatly, which prevented it from presenting this report, as it would have liked, in good time before the World Conference closing the United Nations Decade for Women. In some cases, however, the Commission used other additional sources of information so as not to overlook or even conceal, aspects which it would have been unhappy to omit.

(1) B, DK, D, GR, F, I, L, NL, UK

These sources consisted either of replies to questionnaires restricted to specific topics but covering them in greater detail, or information of acknowledged importance (laws, regulations, experts' reports, etc.

The comment made when the progress report was prepared, regarding the marked difference between the replies in respect of their volume and the number of changes listed, is still valid today.

Apart from a few exceptions, the principle adopted by the Commission was to mention only changes to legislation or positive actions which had occurred since the adoption of the Action Programme. Some of the particulars communicated by the Member States have not, therefore, been included in this report, either because they predated the period in question or because they related only to plans or projects which were confirmed to be far from completion.

It often proved difficult to assess certain changes in legislation because information on the situation before the changes or explanatory technical data were lacking.

The report is not, then, intended to be exhaustive. Instead the Commission has tried to pinpoint the most significant aspects of the main developments that have occurred in the field in question in the Member States. It also wanted to avoid any duplication of information contained in studies, reports, communications or memoranda drawn up for or by the Commission on specific topics and has referred to them where appropriate. Moreover, in the case of some topics, particularly positive actions, it will later have to draw up a more detailed report (1) on positive actions implemented, promoted or encouraged by the Member States.

(1) Pursuant to the Council Recommendation of 13 December 1984 on the promotion of positive action for women.

II. IMPLEMENTATION OF ACTIONS 1 TO 16 BY THE MEMBER STATES

ACTION 1 - MONITORING OF THE APPLICATION OF THE DIRECTIVES

"The Member States should create new bodies or consolidate existing structures for the promotion of women's employment and/or equal opportunities and should encourage such bodies to set up more systematic networks for information exchanges and consultation".

In Belgium, the experts responsible for monitoring the application of Community Directives on equal treatment are accorded administrative facilities by the Ministry of Employment and Labour (organization of meetings of working parties, collaboration of officials, consultation at national level by the Commission for the Employment of Women, etc.).

In accordance with Article 135 of the Law of 4 August 1978, two commissions were set up to give opinions at the request of courts hearing cases relating to the equal treatment of men and women. One is responsible for questions relating to the private sector and the other for the public sector.

In France, Law No 83635 of 13 July 1983 set up a National Council for Equal Treatment between Men and Women at Work, attached to the Ministers responsible for Women's Rights, Labour, Employment and Vocational Training (Title II).

"The task of the Council is to take part in the formulation, implementation and application of policy on equal treatment between men and women at work" (Article L 330.2).

Decree No 84-136 of 22 February 1984 laid down the composition, powers and operating procedures of the National Council. It is a quadripartite consultative committee (State, two sides of industry, experts) chaired by the Minister for Women's Rights. Its task is to monitor the implementation of the Law of 13 July 1983 on equal treatment at work and to constitute a forum for debate on this subject. It must be consulted on draft laws and decrees concerning equal treatment and special working conditions for either sex. Three specialized committees have already been set up (special measures, guidance, training and employment, studies).

In Greece, Law 1414/84 set up the following multi-level administrative structure :

1. An office for the equality of men and women in each labour inspectorate

This office is responsible for the following :

- a. monitoring application of Law 1414/84, recording instances of discrimination and at the same time notifying them to the department for the equality of men and women (see below),
- b. co-operating with and informing the departmental committees for equal treatment,
- c. drawing up and submitting reports in January and July of each year describing the activities of the previous six months and problems encountered in applying the provisions on equal treatment, and setting out proposals for solutions to such problems.

2. A department for the equality of men and women in the "Working Conditions" directorate of the Ministry of Labour, which is responsible for the following :

- a. collecting data and statistics on the situation of women employees in Greece and monitoring the application of special measures to promote equal opportunities for men and women and the elimination of inequalities in industrial relations,
- b. informing employers, workers, trade unions and womens' organizations of measures taken to promote equal treatment at work,
- c. collaborating with the Council for the Equality of Men and Women and drawing up draft laws and administrative instruments on equal treatment for men and women at work (Article 8 (1)).

3. A department for the equality of men and women attached to the National Labour Council of the Ministry of Labour

The role of this department is to give opinions on draft laws, administrative acts and, in a general way, all questions relating to equal treatment for men and women at work referred by the relevant departments. It consists of the Secretary General of the Ministry of Labour, acting as chairman, a representative of the "Council for the Equality of Men and Women",

a senior official in the "Working Conditions" directorate of the Ministry of Labour, a workers' representative and a representative of the employers. The competent official from the Ministry of Labour's central administration acts as rapporteur.

The members of the department and their deputies are appointed by the Minister for Labour. At least three members must be women (Article 9).

4. The Council for the Equality of Men and Women was set up by Article 6 of Law No 1288/82.

This Council is a State body financed from the budget of the Cabinet Minister but under the direct control of the Prime Minister. Apart from the chairman there are eight members, although this number is not fixed. The Law lays down that the Council Chair must always be held by a woman.

This is a consultative body set up to promote and achieve equality in law and in practice. Its task is to present appropriate measures that the State or decentralised bodies, as well as the two sides of industry, must take to achieve the objectives for which the Council was set up and to monitor the implementation of these measures.

In Ireland, an Inter Departmental Working Party on Women's Affairs and Family Law Reform was set up to assist the Minister of State for Women's Affairs. A report on its activities will be presented to the Government in 1985.

From an institutional point of view, this inter-departmental working party is counterbalanced by a Joint Committee (i.e. of the two Houses of Parliament) on Women's Rights. This Committee examines and prepares laws of specific interest to women and studies discriminatory factors or obstacles to equal opportunities which it may recommend eliminating.

It should be noted that the budget for the Employment Equality Agency, set up in 1977 under the Minister for Labour, was quadrupled in 1983.

In Italy, a Decree of 8 December 1982 set up a National Committee on the application of the principle of equal treatment as between men and women.

It took up its duties following a decree by the Ministry of Labour of 2 December 1983, published in Official Gazette No 196 of 18 July 1984.

The Committee meets under the aegis of the Ministry of Labour and pursues the following objectives : eliminating all obstacles to genuine equality of men and women at work and promoting access to employment and vocational advancement for women. The Committee, which is chaired by the Minister for Labour, is made up of representatives of the two sides of industry and experts. Its main tasks will be :

- examining and formulating proposals on general questions relating to the application of the principle of equal opportunities pursuant to the Law No 903 of 9 December 1977, by suggesting ways of eliminating all instances of discrimination and the obstacles to the achievement of equality;
- monitoring on a permanent and systematic basis the application of legislation on equal treatment and working conditions for women, so as to promote and co-ordinate appropriate measures;
- formulating proposals to develop and improve the legislation in force and align it with other existing laws;
- preparing, after prior consultation with the two sides of industry, codes of conduct aimed at setting out rules which conform to the principle of equal treatment and detecting any instance of discrimination, even indirect;
- expressing opinions on law reforms relating, directly or indirectly, to women's working conditions;

- working for the elimination of all forms of discrimination reported and complained of, even by individuals :
 - . by proposing solutions to disputes,
 - . by encouraging attempts at conciliation between the parties with the help of competent bodies,
 - . by giving opinions and technical advice to victims of discrimination or to organisations,
 - . by publicizing measures to eliminate discrimination.

- issuing opinions at the request of the competent ministers on problems inherent in the application of the laws in force on equal treatment for men and women at work;

- ensuring that women are properly represented, possibly through the election of their own delegates, in committees and international, national and local public bodies dealing with employment and vocational training problems whose activities correspond to the Committee's objectives;

- giving opinions on policies, actions and measures, perhaps already approved by the parties concerned and the competent authorities, publicizing them or, again, promoting them in the international and Community institutions working towards equal treatment and equal opportunities;

- collecting and disseminating all information on the activities of the Committee concerning the position of women.

In the Netherlands, the Emancipatieraad (Emancipation Council) has since 1981 been the Government's external advisory body on policy matters. The Government is now obliged to seek the opinion of the Council in good time on any question relating to equal treatment.

In the United Kingdom, the Advisory Committee on Women's Employment (ACWE), (1)

(1) One of the three major equal treatment bodies in the United Kingdom, the other two being the Equal Opportunities Commission and the Women's National Commission.

responsible for advising the Secretary of State for Employment on questions relating to women has been reactivated, but on a more limited scale.

It now has only 21 members (instead of 27) from organisations representing workers and employers, political parties and specialists in this field. According to the United Kingdom report, it was felt that a smaller body could become a forum for discussions.

It should be remembered that the Federal Republic of Germany has still not set up an equal opportunities committee which is independent of the Government. There is a Directorate for Women's Affairs within the Federal Ministry for Youth, Family Affairs and Health, which in March 1984 gained a new specialized service. In the Länder governments, the services with special responsibility for women's affairs have been improved, either through better organisation, greater powers or an increase in staff and financial resources. Such changes were announced by the Länder of Berlin (appointment in October 1984 of a women's affairs representative attached to the Senator for health, social affairs and the family); Hamburg (appointment of a State adviser on women's affairs who takes part in Senate meetings on a regular basis); Hessen; Lower Saxony (division of the Women and Family Office in the Ministry of Social Affairs into two larger services); Rhineland Palatinate (establishment in 1983 of the Interministerial Commission on Women's Affairs, which was granted a budget in 1984).

In a number of towns (Cologne, Bonn, Kassel, Bielefeld and Gelsenkirchen), equal treatment bodies have been set up since 1982.

In other countries, no significant changes were announced as regards bodies officially empowered to deal with questions of equal treatment and equal opportunities.

ACTION 2 - LEGAL REDRESS IN RESPECT OF EQUAL TREATMENT

"The Member States should intensify their information campaigns and step up their efforts to set up special bodies or encourage existing bodies to advise and assist female workers in availing themselves properly of the means of redress provided for in national legislation on equal treatment".

The Belgian Minister for Employment and Labour issued a revised version of a brochure explaining Title V of the Law of 4 August 1978 and entitled "Equal treatment for men and women. A law which concerns you".

Under Article 135 of the Law of 4.8.1978, two joint committees were set up in the private (Royal Decree of 17.2.1981) and public (Royal Decree of 2.3.1984) sectors to give opinions at the request of the competent court on disputes relating to discrimination at work on grounds of sex.

The Commission for the Employment of Women is planning to organize a seminar in 1985 to make members of the legal professions aware of the problems raised by the laws on equal treatment at work, including questions of pay and social security.

In France, Law No 83 635 of July 1983, amending the Labour and Penal Codes on the question of equal treatment for men and women at work, made substantial improvements as regards the exercise of the right to equal treatment at work, in particular by laying down the following :

1. an obligation to display in the undertaking certain provisions of Law No 83 635 : Articles 123.1 to 123.7 and the decree of the Council of State on activities excluded from the provisions on equal access to employment;
2. the right of representative trade unions within the undertaking to institute legal proceedings on behalf of a male or female worker who is the victim of an infringement of Articles 123.1, 140.2 and 140.4 of Law No 83.635;

3. a discriminatory dismissal, i.e. as a reprisal for a legal action brought to enforce rights to equal treatment, is null and void. In such cases, reinstatement in a firm is a legal right and the employee is considered never to have left the post. (Article 123.5).

If the employee refuses to continue to fulfil his contract of employment, the labour tribunal grants him or her compensation equal to at least six months' wages, payable in addition to redundancy pay;

4. in the case of a dispute concerning discrimination as regards pay, the employer must inform that court of the grounds for this state of affairs. In forming its opinion, the court also takes account of the case presented by the worker, who is granted the benefit of any doubt (Article 140.8).

The National Council for Equal Treatment at Work, which is responsible among other things for monitoring the application of policy on equal treatment at work, will receive the two-yearly reports drawn up by the labour inspectorate services, which are expressly entrusted with the task of monitoring the application of the Law and establishing infringements (Articles 12 and 13 of the Law) of Article 416 of the Penal Code (discrimination as regards recruitment and dismissal).

Moreover, a correspondent has been appointed by each regional Director for Labour and Employment to monitor the application of the Law.

The Greek Law 1414/84, in conformity with the Directive, establishes a system of legal redress against discrimination at work on grounds of sex which provides for civil and administrative penalties. The trade organisation to which the injured person belongs may bring the action on his or her behalf. Article 6 of the Law prohibits an employer from dismissing a worker who has attempted to enforce his or her rights to equal treatment either before a tribunal or by any other means. Discriminatory dismissal is declared null and void; the employer must continue to pay the dismissed worker.

Moreover, the labour inspectors monitor the application of the law on equal treatment, as they do for all labour law.

On the question of information for workers, the trade unions are entitled to inform workers of the content of Law 1414/84 and employers are obliged to accord the facilities to do so.

The Ministry of labour is obliged to provide trade unions and all workers with information on the Law.

The Council for Equality of Men and Women has taken the step of making the public aware of what the law on equal treatment offers, among other things by preparing brochures on equal treatment rights.

The Irish Government is continuing to organize campaigns to make the public aware of the equal treatment laws, the Anti-Discrimination (Pay) Act 1974 and the Employment Equality Act 1977. Brochures have been published for employers and workers. They have also been distributed to the general public, along with posters and folders, all free of charge.

In the Netherlands, a "Reparatie nota" on equal treatment for men and women, which contains proposals for improving the effect of the legislation in force, is currently being debated in the Lower House.

The Government of the Federal Republic of Germany notes a growing awareness on the part of its Departments, particularly the employment services which are responsible for ensuring that the laws and practices are observed.

The advisory and placement services of the Federal Labour Office are trying increasingly to offer women jobs in technical occupations, and, more generally, skilled jobs whatever the sector. They check that vacancy notices conform to the principle of equal treatment and where the vacancy is restricted to men, they have instructions to put forward suitable women as well. (In some cases, aids to encourage the employment of women are granted : payments to cover interview costs or integration aids).

In December 1983, the United Kingdom changed the procedures for bringing (and pursuing) complaints regarding inequalities in matters of pay before the labour tribunals.

The tribunal will henceforth instruct an independent expert to investigate disputes in this field, question the complainant and the employer and obtain any other relevant information. His or her conclusions will be sent to the parties for their observations before being heard in session. This procedure is slower.

A new guide on the Equal Pay Act and a small brochure have been prepared by the Department of Employment and are available free of charge.

Moreover, the Equal Opportunities Commission has placed advertisements in the mass circulation newspapers to persuade employees who have been victims of discrimination (the advertisements state that they are in most cases women) to at least find out about their right to seek redress under the Equal Pay Act.

ACTION 3 - REVISION OF NATIONAL AND COMMUNITY PROTECTIVE LEGISLATION

"The Member States should continue their efforts to revise protective legislation as provided for in Articles 3(2) (c) and 5(2) (c) of Directive 76/207".

By Royal Decree of 26 July 1984 repealing the previous provisions of 1968, the Belgian Government, acting in accordance with the opinions given by the National Council for Health, Safety and the Improvement of Working Conditions and by the Commission for the Employment of Women, lifted the prohibition to employ women on :

- painting work involving the use of white-lead and lead sulphate;
- work involving the lifting of loads exceeding 27 kg occasionally and loads exceeding 15kg regularly.

ILO Convention No 89 concerning night work of women employed in industry was not denounced in 1982 and will, thus, apply in Belgium for a further period of ten years.

Discussions on improving the provisions on night work are continuing in committees on which the two sides of industry are represented.

The Government of the Federal Republic of Germany states that in the framework of a new law on working time (BD No 401/84), it has checked that provisions on the protection of women at work are consistent with Directive 76/207 and with the continuing need for protection. The Government is proposing the following :

- As far as underground work in mines and quarries is concerned, the ban is maintained albeit with a possible derogation for women employed in the medical and social services who need to go underground only occasionally or who are carrying out a period of practical training of limited duration.
- The ban on employing women in the building industry is to be lifted on production of a medical certificate issued not more than six months before recruitment by a doctor declaring that the person concerned is fit to carry out the work.
- The ban on employing women to drive heavy vehicles with more than eight seats and a load capacity of 3.5 tonnes is to be lifted. However, women

drivers are still to be prohibited from lifting more than 10 kg.

- The ban is maintained on the employment of women in "hot zones" in blast-furnaces, steel works, iron works, rolling-mills, presses and forging shops for iron, steel and other metals which are not cold processed.

- The specific ban preventing women working on sea-going vessels from lifting excessive weights is to be terminated provided that they are expressly authorized by individual order for a particular vessel or certain specific work.

- The same rules are to be applied to men and women in the following areas :

- . normal daily and weekly working hours,
- . preparatory and additional work,
- . overtime,
- . holiday and Sunday working.

- The law on seafarers is to be repealed (Article 93).

In Greece, Law No 1414/84 made a number of changes to the legislation on the protection of women at work :

1. Common rules were adopted with regard to the use of certain machines in the following long-standing provisions :

- Article 33 of the Royal Decree of 14/26.8.1913 implementing Law 429 on the employment of women and minors in factories, workshops, commercial establishments and shops of all types;
- Article 21 of the Royal Decree of 16.3.1923 on hygiene and cleanliness in grape warehouse;
- Article 4 of the Royal Decree of 10.9.1937 on the safety of workers employed in woodworking factories.

2. The same minimum age is now applied to both men and women for access to certain occupations considered dangerous and governed by the following provisions :

- Article 36 of the Royal Decree of 14/26.8.1913 referred to above
- Article 37 of the Royal Decree of 14/16.8.1913
- Sole Article of the Presidential Decree of 18/23.12.1926 on the employment of women and minors in tobacco processing factories
- Sole Article of the Presidential Decree of 11/17.10.1932 on the employment of women and minors in brass foundries.

- Article 15 of Royal Decree 464/68 on health and safety rules concerning workers in printing works, graphic arts workshops and paper processing plants
- Article 22 of Royal Decree 590/1968 on health and safety rules for workers in factories and workshops making lead accumulators.

In France, Article 6 of Law No 83-634 of 13 July 1983 on the rights and obligations of public servants reaffirmed the principle of equal treatment for all citizens as regards access to public posts and sets out identical rights and obligations for public servants of either sex.

The Government declares, then, that there are no longer any protective measures for women apart from the derogations based on Article 2.2 of Directive 76/207 (separate recruitment for certain bodies).

The French Government is currently the subject of infringement proceedings.

For the remainder, the Government has introduced no new protective provisions since Law No 83-635 of 13 July 1983 and a Technical Committee, in operation since 16 July 1984, has been set up within the National Council for Equal Treatment at Work. This Committee will review all the existing protective provisions.

The rules regarding the period considered as night work from which women are banned have been eased (cf. Order 84-41 of 16 January 1982 on working time, which authorizes flexible hours).

To put an end to any instances of discrimination between men and women, Ireland abrogated ILO Convention No 89 concerning night work of women employed in industry (revised) on 26 February 1982 (entry into effect ^{after} Employment one year). Accordingly, the restrictions provided for in the Conditions of Act 1936 were lifted. Women may now work nights provided that they obtain authorization from the Minister for Labour.

As regards the manual lifting of loads which are currently limited to 16 kg for adult women and 24.2 lb for girls aged between 16 and 18 (Factories Act, 1955), the Government requested, among other things, the opinion of the Employment Equality Agency which advised against changes in the present circumstances but recommended that mechanical aids and medical examinations be improved, as well as the protection of pregnant women.

The Government has introduced an order in parliament lifting the ban on the employment of women in mines (Mines and Quarries Act 1965) and other occupations involving working underground (geologists, mineralogists, ergonomists, radiologists, etc.).

In Italy, Law 903 of 1977 (Article 5) abolished all protective legislation with the exception of a ban on night work between midnight and 06.00 hours in factories and craft undertakings. Collective agreements may amend or lift this ban in the light of special production requirements (reasons of a strictly economic nature), specific conditions and internal organization.

In the Netherlands, a draft law revising the law on employment and in particular the rules on night work is being debated in the Lower House. Arrangements have been introduced for a three-year transitional period allowing women to work nights under certain conditions.

In a move towards equal treatment for men and women at work, the Government has announced its intention to amend a number of laws, including those on safety at work and the loading and unloading of sea-going vessels (stuwadoorswet).

The United Kingdom Government sought the opinions of the Equal Opportunities Commission and the Health and Safety Commission (joint body) to back up its proposals for changes to the laws on the protection of women at work, to take account of the principle of equal treatment and equal opportunities for men and women.

- Mines and quarries

Section 124(1) of the Mines and Quarries Act 1954 extended the ban on the employment of women in mines and underground workings (with the exception of some non-manual activities) to open-cast mines.

Section 21 of the Sex Discrimination Act 1978 includes this provision while also limiting the ban on underground working. The provisions of Section 132 on the employment of women and young persons in mines may be combined with others restricting the employment of women and young people. The working hours of women working in mines and quarries will be brought into line with general policy in the sector.

- The Control of Lead at Work Regulations 1980 entered into force on 18 August 1981. Amendments will bring them into line with Directive 82/605/EEC of 28 July 1982.

- Manual lifting of loads

Exists only in four industrial sectors.

However, a new series of proposals will be presented to the Health and Safety Commission with a view to eliminating discrimination.

ACTION 4 - EQUAL TREATMENT IN MATTERS OF SOCIAL SECURITY

"The Member States should take steps to extend the principle of equal treatment to social security schemes which are exempt from the provisions of Directive 79/7 or which are not covered by it".

(These are survivors' pensions and family allowances within areas excluded from the scope of the abovementioned Directive, retirement age, increases in long-term benefits, maintenance of rights of women who have brought up a child, certain derived rights concerning old-age and invalidity pensions).

In Belgium, the law of 15 May 1984 introducing measures to harmonize pension schemes replaced the survivors' pension for widows of public sector employees with a pension for the surviving spouse.

Moreover, the head of household pension may now be obtained by any recipient of an employee's or self-employed person's pension whose spouse, male or female, is a dependant.

On the question of family allowances, the order of precedence where there are several beneficiaries other than the insured person (which in the past placed the mother last) has been amended as follows : father, mother, stepfather (Royal Decree No 122 of 30 December 1982 amending the co-ordinated laws on family allowances for employees).

Royal Decree No 207 of 13 September 1983 equalized the daily and monthly contributions payable by male and female employees.

A number of proposed reforms have been presented by the Belgian Government.

Since 1 January 1984, widows' pensions and supplements in Denmark have been replaced by an early retirement pension granted under the same conditions to both men and women on the basis of their needs.

The Dutch Government has notified a number of proposed laws to change the social security scheme applicable to widowed people and orphans, and the general law on old-age pensions (from 1 April 1985, benefits have been granted on a 50:50 basis to each spouse). Finally, a plan for an overall revision of the social security system is being drawn up, which, according to the Government, should focus more on the principle of individual rights in matters of unemployment benefits. An analysis of the law once adopted will give a clearer picture of this development.

The United Kingdom Government has notified a number of changes, some of which are in line with the principle of equal treatment for men and women, while others are more likely to reinforce the men at work/women at home division.

The former, however, include the following :

- The increased allowance for a person with a dependent child is now granted to men or women.
- Since November 1984, a number of instances of discrimination have been eliminated from the war pensions scheme.
- Also since that date, a new severe disablement allowance has been open to both men and women whatever their marital status and the condition that women must not even be capable of running their household has been withdrawn. The disablement allowance is now granted only if contributions have been paid previously.

Since November 1983 a couple with one or more dependent children have been able to claim a family income supplement where either the man or the woman is in full-time employment. Previously, this supplement was paid only on the basis of the father's income.

However, the United Kingdom Government is intending to make use of the derogations allowed by Directive 79/7, particularly as regards the following :

- The retirement age (65 for men and 60 for women), the harmonization of which, with its inevitable consequences, would impose too great a financial burden on the State.
- Under the Home Responsibilities Protection Scheme (HRP), years spent at home bringing up a child are included in the calculation of the basic retirement pension. (The beneficiaries of this scheme are generally women, men have to claim it where necessary).
- The payment of a special retirement pension to a woman when she reaches the age of 60 is based on the contributions of her husband, who is not entitled to a reciprocal arrangement. The Government is maintaining this arrangement on the grounds of positive discrimination.
- Increases in long-term disability, old-age, accident at work or occupational disease benefits for dependent wives under the age of 60 are not granted to dependent husbands. The Government has announced that these provisions will be revised in 1985/86.
- Married women or widows who were granted the privilege of paying reduced contributions to the old-age pension insurance scheme when they were employees or no contribution at all when they were self-employed may still retain this option under certain conditions. The Government estimates that by the year 2021 there will be no more women in this position.

Luxembourg has nothing to report apart from the fact that since the law of 20 May 1983, family allowances have been granted to both male and female civil servants under the same conditions.

In Greece, Law 1469/84 offers a system of continued insurance cover for spouses, who were covered only indirectly through their partner during their marriage, after the marriage has been dissolved, subject to certain age conditions and exclusions. This insurance covers sickness benefits.

The French family benefit scheme now includes benefits for families with young children, including the young child allowance, which replaces the present pre- and post-natal allowances and family supplement and will be paid up to a certain ceiling from the third month of pregnancy for 80% of families until the child reaches the age of 3.

The parental allowance for bringing up children is paid to any person temporarily giving up their occupation on the birth of a third child : around FF 1,000 per month for a maximum of two years (see Action 8).

In October 1984, a law was adopted to facilitate the recovery of unpaid maintenance debts. A system for the recovery of the orphans' allowance from the recovered pension has also been organized.

The Government of the Federal Republic of Germany states that it has presented a draft law to bring the rules on survivors' pensions in line with the principle of equal treatment for men and women, i.e. by abolishing the special conditions that widowers had to meet to receive the survivors' pension.

At the same time, a year spent in bringing up children will be taken into account for the first time when calculating and revising the retirement pension for the parent concerned.

On the other hand, the Government has no plans to harmonize the retirement age (a case concerning this matter was brought before the Federal Constitutional Court), stating that the difference is justified by the excessive burden on women holding a job and looking after the home.

ACTION 5 - APPLICATION OF THE PRINCIPAL OF EQUAL TREATMENT TO SELF-EMPLOYED
WOMEN AND TO WOMEN IN AGRICULTURE, PARTICULARLY IN FAMILY
UNDERTAKINGS

"The Member States should eliminate, in accordance with Directive 76/207, the constraints preventing application of the principle of equal treatment to self-employed women and to women in agriculture".

In Belgium, the matter is said to be under examination.

Luxembourg and Denmark had no comments to make.

The Irish Department of Social Welfare has published a document proposing that social security benefits be extended to self-employed persons. Account is being taken of these proposals in the National Pensions Plan.

Participation in agricultural training courses and in the Farm Modernization Scheme is proceeding without discrimination between men and women.

The seminar on equal opportunities in agriculture and in self-employed occupations (see Commission part) was held in Dublin on the initiative of the Minister of State for Women's Affairs, since it was felt that greater awareness of this problem was still necessary.

In France, Law No 82-596 of 10 July 1982, relating to the spouses of operators of craft and commercial undertakings, themselves working in the family business, laid down three types of status applicable to spouses helping in a business.

Spouses either employed or in partnership are given membership in their own right either to the general social security scheme or to the scheme for self-employed workers, while spouses acting as helpers may become members on a voluntary basis and acquire their own right to an old age pension. However, the acquisition of individual social security rights or entitlement to use relief services or compensation in the event of widowhood or training, retraining, etc., is proving difficult to harmonize with labour law or collectively agreed provisions.

With regard to sickness and maternity insurance for self-employed workers in non-agricultural occupations the above law introduced two benefits :

- the daily maternity allowance and the allowance for a relief service applies to two categories of beneficiary :
 - . women who themselves are engaged in an industrial, commercial or craft occupation or a liberal profession and are personally members of the self-employed scheme;
 - . spouses helping in industrial, commercial or craft occupations or in a liberal profession;
- the daily maternity allowance is a flat-rate allowance intended to compensate in part for financial loss resulting from the mother or the adoptive parents' need to stop work and corresponding to FF 3,450 in 1982; it is increased in line with the statutory minimum wage.

The allowance for a relief service is intended to compensate for expenses incurred in replacing the persons concerned by paid staff in the occupational activity or household work normally performed by those persons. The interruption of such activity must last at least one week but may not exceed twenty eight days. The allowance is calculated on the basis of the real cost of replacement up to a ceiling of FF 3,450 subject to increases in line with the statutory minimum wage.

Lastly, Decree No 456 of 28 March 1982 improved conditions for the grant of the relief service allowance (created by the 1977 budget law) which enables women running or helping to run a farm, family helpers or spouses to interrupt their occupation on a temporary basis and to be replaced in this occupation in the event of a confinement as follows :

- greater flexibility for the period during which a relief worker may be engaged;
- additional leave of 14 days in the event of an illness arising from pregnancy and 14 days to be taken after confinement in the event of multiple birth;
- reimbursement rate : 90% of actual expenditure with no ceiling;
- for the birth of a third child, expenditure on a relief service is reimbursed in total up to a ceiling, if the person concerned gives up all activity and is replaced for a minimum of two weeks.

Moreover, in 1983 the Ministry for Agriculture, in collaboration with the Ministry for Women's Rights published a handbook on the rights of women farmers, to inform women in agriculture of their rights and related prerogatives.

In the Netherlands, the Ministry for Economic Affairs, Social Affairs and Employment and the Ministry for Agriculture and Fisheries set up a joint committee on 1 February 1985 with instructions to draw up an opinion on the situation of women working in family businesses, small and medium-sized enterprises and in the agricultural sector. After listing the problems, the committee will submit proposals in December 1985 on ways of dealing with them.

In the Federal Republic of Germany, the Federal and Länder authorities have taken measures to reduce overall working hours for women in agriculture.

An effort was also made with regard to training in 1983, one third of all apprentices being female.

According to the Government, British women do not suffer any discrimination as compared with men exercising a self-employed occupation, including agriculture. The proposal for a Council Directive on the application of the principle of equal treatment as between men and women engaged in an activity, including agriculture, in a self-employed capacity, and on the protection of self-employed women during pregnancy and motherhood has already been implemented by British legislation. However, to encourage women to set up small businesses or co-operatives, a number of projects providing training and expertise have been set up.

ACTION 6 - TAXATION AND THE EMPLOYMENT OF WOMEN

"The Member States should eliminate from their taxation systems any provisions constituting indirect discrimination in respect of equal opportunity for women in employment, under Article 2(1) of Directive 76/207."

No amendments were reported in Belgium, Ireland, the United Kingdom or Luxembourg.

In Denmark, men and women have been treated in the same way since 1983 under a system of separate taxation of income.

In France, two improvements are worth mentioning :

- child-minding expenditure may be deducted from the taxes paid by single parents and married couples, where both spouses work full-time;
- the system of deducting part of the income used for certain expenditure (repayment of a mortgage) has been amended so as not to place married couples at a disadvantage compared with couples living together.

In Ireland, despite the judgement in the Murphy case (Supreme Court, 25 January 1980) which declared unconstitutional the measures relating to income aggregation contained in the Income Tax Act of 1979, it is still more advantageous to opt for joint taxation with splitting (and this what most couples choose).

Since the 1982 report of the Commission on Taxation, the situation has remained the same.

The British Government takes the view that the taxation system does not penalize women wishing to work nor couples with two incomes. However, the Government declared itself ready to revise the system if it were proved that the present rules had the adverse effects alleged.

In March 1985, the Chancellor of the Exchequer announced his intention of revising the system for taxing income with a view to introducing separate taxation. A Green Paper is to be drawn up by the end of 1985.

The German Government takes the view that the taxation system does not entail any discrimination as regards working married women since they may choose freely between joint taxation under the splitting system and separate taxation.

In the Netherlands, since 1 January 1985, married men and women fulfilling the same conditions are entitled to the same earned income tax allowances.

The amount exceeding the maximum contribution for retirement and survivors' pensions - which are deducted at source under the Dutch taxation system - is repaid to the married woman instead of to her husband as from 1985.

This coincides with the fact that from this date contributions are paid separately by each individual.

The tax on income from movable and immovable capital will be payable on the income of the member of the couple whose income is the highest (previously it was always calculated on the husband's income).

N.B. The Dutch system is in the second phase of a three-phase process apparently intended to make it more egalitarian.

ACTION 7 - IMPROVEMENT IN LIVING AND WORKING CONDITIONS, PARENTAL LEAVE,
LEAVE FOR FAMILY REASONS

"The Member States should examine the possibility of extending parental leave and leave for family reasons (in parallel with efforts to consolidate public facilities and services), taking account of trends towards a new distribution of work and non-work time".

In Belgium, the economic recovery law of 22 January 1985 contains a chapter devoted to career breaks by workers in the private sector.

These breaks may be requested to bring up a young child but also to take care of a sick parent, to travel, to pursue studies for a continuous period (maximum one year) or in the form of part-time work.

An allowance corresponding to the minimum unemployment benefit may be granted to the worker providing that the employer replaces him or her by an unemployed person in receipt of benefit. Social security rights are maintained except with regard to incapacity for work. Workers who interrupt only on a part-time basis are treated in the same way as part-time unemployed persons with regard to the supplementary allowance and social security rights.

Previously, a Royal Decree issued on 12 April 1983 (1) had facilitated the granting to fathers also - of a voluntary career break or the voluntary transition to part-time work of those wishing to raise a child.

In Denmark, a law issued on 29 November 1983 but which will not be completely operative until July 1985 provides that the father, like the mother, may be granted parental leave of 10 weeks following on maternity leave.

The allowance granted for parents taking this leave is calculated according to the same rate as the maternity leave allowances.

In France, Law No 84-9 of 4 January 1984 relating to parental leave for bringing up children and to half-time work for parents of a young child makes major changes in the previous system in force since the Law of 12 July 1977 :

(1) amending the Royal Decree of 20 December 1963 on unemployment.

- it is intended for all employed persons in the private sector regardless of the size of the firm;
- it grants the right to parental leave or to half-time work to the father as well as to the mother (Law of 17 July 1978 authorizing the father to take this leave if the mother did not want it or could not take it).

The same law introduces paid leave to bring up children (FF 1,000 per month for two years) for the legitimate or adoptive parents of a third child.

Entitlement is conditional on completion of two years of employment in the 30 months preceding application.

Entitlement to benefits in cash and in kind under the sickness - maternity insurance scheme are retained for a period to be fixed in due course by decree.

For civil servants, a circular dated 20 July 1982 grants both parents leave of absence for up to 12 days per family per year.

The Law of 11 January 1984 grants the right to parental leave to the father, just as to the mother, and improved the conditions of re-employment at the end of this leave.

Luxembourg civil servants have the right, since the Law of 14 November 1983, to unpaid leave following maternity leave or leave for an adoptive child to be taken within one year. A temporary civil servant may be employed depending on the requirements of the service. Luxembourg civil servants may also work half-time for a maximum of one year (counting as full-time work) if this does not conflict with requirements of the service.

Lastly, for reasons duly justified and in particular for the care of a sick child, permission to work part time may be granted. Re-employment may be requested if there is a vacancy at the time. A draft regulation provides for the granting of a period of additional leave for each dependent child.

- A proposal for a law intended to introduce parental leave for workers in the private sector was put before the Chamber of Deputies on 7 June 1983. This proposal is intended to amend the Law of 3 July 1975 so as to
 - . allow parents to harmonize their working and family life;
 - . give both parents an equal opportunity to devote themselves to the up-bringing of their child;

to grant workers in the private sector rights similar to those of civil servants.

This would mean entitlement to unpaid leave of a maximum of two years with priority for re-employment (but no guarantee).

On 11 January 1984 a draft law to introduce adoption leave for employees in the private sector was put before the Chamber of Deputies.

This eight-week period of leave for the reception of a child under seven years is, however, reserved for the mother.

In Greece, Law No 1483/84 acknowledges that working people who have family commitments have additional responsibilities and that a policy for their protection respecting the principle of equal treatment for men and women, should be thought about.

The persons which the law regards as dependent on other members of the family are children, including adopted children, under the age of 16, and over 16 years if their health calls for special care, a handicapped or sick spouse, parents, and unmarried brothers and sisters unable to look after themselves.

If these dependent persons fall ill, workers in the private sector may obtain additional leave of up to six days per year for one dependent, eight days per year for two, ten days for more than two people. These workers are also entitled to four days leave per year for any reason concerning the upbringing of their children under the age of 16.

Where the dependent child is mentally handicapped, shorter working hours with a proportional reduction of salary may be arranged.

In firms employing more than 100 people, workers who have been employed for at least one year are entitled to parental leave of up to three months per year for each child under two and a half years of age. Each parent has a separate right to this leave. Though unpaid, this leave is counted as a period of employment for the purposes of calculating salary, holidays and redundancy allowances.

Provision is also made for re-employment in the same job or an equivalent one.

The Irish Government lists a number of types of short-duration leave for family reasons to help employees/civil servants harmonize their working and family life in the event of :

- unforeseen illness of close relatives or, exceptionally, more remote relatives : three paid days per year; five days in the event of a serious illness of a spouse;
- the death of a close relative or, exceptionally, or a more remote relative : three day's paid leave.

In the event of the death of a spouse, the number of days may be increased to five.

For a death occurring abroad, ten days are granted.

- urgent family events :

special leave of a maximum of two months may be granted in special circumstances. Where these circumstances are aggravated by the death or serious illness of a close relative, leave may be extended by four months;

- the need to visit a member of the family who is seriously ill abroad.

The granting of these special types of unpaid leave is, however, subject to the requirements of the service and should remain occasional; the paid leave is counted as full-time service, the unpaid is not.

Since 1982, a civil servant may take five days' paid leave for his or her marriage and one week of unpaid leave immediately before or after the marriage (the same applies to workers in the private sector).

If a civil servant is transferred to a new location, his or her spouse may obtain leave of up to two months to accompany him/her.

New measures were decided by the Minister for the Public Service in April 1984 enabling civil servants to interrupt their careers so as to deal with additional difficulties arising out of family obligations. This career break, which will be operational from December 1985, on a trial basis, will consist of leave without pay for a minimum period of one year and a maximum period of three years.

The Government adds that the National Pensions Plan, which is being developed at present, envisages maintaining the rights to a statutory pension of workers in the private sector who interrupt their careers to take care of children.

Moreover, the Boarding Out of Children Regulation which deals with the services monitoring the health of children placed in foster care was revised in 1983.

Despite the favourable opinions of the Emancipatie Raad and the Sociaal-Economische Raad at the end of 1983, the Dutch Government has not yet adopted formal legislation. However, these opinions helped to establish an official position regarding parental leave for the public and private sectors.

Liaison with childminding services is frequently underlined in them.

In the law "Wet Tweeverdienen", a contribution to the costs of child care was laid down for the working parents of children under the age of 12 years.

The British Government has no system for protecting workers who interrupt their careers to bring up children and does not wish to introduce one which is, in its opinion, too rigid to meet the needs of flexible working.

Special leave for unspecified reasons is negotiated by collective bargaining and at local level agreements enable workers to take paid leave to take care of close relatives who are sick or for family reasons, or to take unpaid leave in exceptional circumstances.

Leave for marriage, deaths, the care of aged or infirm relatives, the supervision of children of school age, are sometimes also covered.

In the Civil Service, the State as employer leaves it to the discretion of the ministerial departments to grant short-term leave for family reasons or for longer periods in more sensitive cases. This leave is sometimes paid.

The Government of the Federal Republic of Germany has taken steps to supplement the legislation on maternity protection (January 1986) by provisions relating to the granting for the father and for the mother of a young child under the age of ten months (under 12 months in 1988) leave to bring up that child.

A grant of DM 600 per month will be paid to an employee who has interrupted a career and his or her right to re-employment is maintained.

The fifth law amending the staff regulations of 25 July 1984 provides new opportunities for civil servants with dependent children under the age of 18 or other members of their family requiring care :

- reduction of working hours by up to half of the statutory requirement ;
- unpaid leave for 3 years with a possibility of extension (not longer than 2 years).

The two possibilities together may not exceed 15 years.

ACTION 8 - PROTECTION OF WOMEN DURING PREGNANCY AND MOTHERHOOD

"The Member States should adopt or supplement measures, including social security provisions, for the protection of women during pregnancy and early motherhood, so that mothers are not disadvantaged as regards working life."

In Belgium, the Law on employment of 16 March 1971 provides pregnant women with maternity protection.

Decree No 22 of 23 March 1982 gives unemployed women workers in receipt of benefit the same rights as women in employment as regards the option to postpone all or part of their prenatal leave.

In Denmark, the law of 7 December 1983, coming into force in July 1984 or July 1985, depending on the provisions, has amended the law on maternity leave with regard in particular to the following :

- prolongation of postnatal leave :
20 weeks in 1984 and 24 weeks in 1985.
The father may take part of this leave (employers should be informed in good time).
- the mothers of premature or underweight babies may take leave of absence for up to three months, the maternity allowance being supplemented in consequence.
- adoptive parents may also benefit from these new advantages.

Since 1982, funds have been available for practical experiments in preventive medicine making it possible to increase knowledge about the health of pregnant women at work, etc.

The number of compulsory medical visits during pregnancy was increased by a decree in May 1984.

A further two-week interruption of work will soon be compensated for under the maternity insurance scheme and it will be possible to prescribe it at any time during the pregnancy.

Decree 82-453 of 28 May 1982 on the setting up within the administrations of a preventive medical service confers on doctors the task of special medical supervision of pregnant women.

The law 82-1097 of 23 December 1982 relating to the committees for health, safety and working conditions called on the latter to devote particular attention to working conditions problems related to motherhood.

In France, "Pour-Naitre" campaigns were launched in regions with a high rate of perinatal mortality as early as 1977 and have since been expanded. The campaigns involve increased state financial aid, and the stimulating of awareness among doctors, social workers and practitioners of occupational medicine of the problems of pregnant women.

Since 1982, funds have been allocated for practical experiments in preventive medicine making it possible to increase knowledge about the health of pregnant woman at work, etc.

The number of compulsory medical examinations during pregnancy was increased by a decree issued in May 1984.

A further two-week interruption of work will soon be compensated for under the maternity insurance scheme and it will be possible to prescribe it at any time during pregnancy.

Decree 82-453 of 28 May 1982 on the setting up within administrations of a preventive medical service confers on doctors the task of special medical supervision of pregnant woman.

In 1981, Ireland adopted the Maternity Protection of Employees Act. This law grants pregnant woman 14 weeks, whether consecutive or not, of leave paid at the rate of 80% of average earnings.

Women have the right to return to their jobs at the end of maternity leave if they so request. They may also receive four weeks' additional leave which neither the employer nor the Department of Social Welfare is obliged to pay for. The Minister for Labour has requested his Department to revise the 1981 Act.

The Luxembourg Government has, since the law of 14 December 1983 amending the law of 16 April 1979 laying down the staff regulations of civil servants, granted an extension of maternity leave (from 8 to 12 weeks) in the event of premature or multiple births and to breast-feeding mothers.

In the case of the adoption of a child under four years of age, a civil servant (man or woman) receives eight weeks' leave from the time the child enters the household.

Both types of leave (maternity and adoption leave) are considered as periods of full-time service.

In Greece, Law 1414/84 improved maternity protection :

- rendering void the redundancy of a pregnant worker throughout pregnancy and for one year following the birth and for the duration of any illness linked to the birth or to the pregnancy;
- the length of maternity leave has been extended in the private sector to 14 weeks (seven weeks before the birth and seven weeks afterwards) by the general law of 14 February 1984; in the public sector to 16 weeks (eight weeks before the birth and eight weeks thereafter) by Presidential Decree 611/77 (Article 105).

Law 1308/82 introduced special leave for nursing mothers and mothers taking care of their children :

- one hour per day for one year in the private sector;
- two hours per day for two years in the public sector.

In the Federal Republic of Germany, since the 1984 budget law of 22 December 1983, periods of maternity leave are subject to more favourable arrangements as regards pension insurance.

From 1986, women, with or without employment, may count towards their pension one year devoted to bringing up a child (see Action 4).

In the public sector, the fifth ordinance of 15 December 1984 amending the rules relating to maternity protection for female civil servants introduced a special maternity allowance for former civil servants if they were still employed at the beginning of the protected period.

In the United Kingdom, the Employment Act of 1982 introduced amendments (Schedule 3) to the rules on maternity protection, the most important of which are as follows :

- the abolition of the exclusion of women employed by their husbands from maternity protection;
- certain female teachers transferred from one school to another are now entitled to have taken into consideration in the calculation of their length of service the time during which they were employed in the first establishment.

The Government recently undertook to revise the financial provisions for maternity. A report is awaited.

An allowance is paid to employed and self-employed women during their maternity leave, if national insurance contributions have been paid.

The amount of the maternity grant was revised in July 1982 (UKL 25). It is paid to all women in the United Kingdom.

B. ACHIEVEMENT OF EQUAL OPPORTUNITIES IN PRACTICE, PARTICULARLY BY MEANS OF POSITIVE ACTION PROGRAMMES

9. Development of positive action

"The Member States should extend and diversify positive action already undertaken in the context of the application of Directive 76/207, in particular Article 2(4)".

In October 1984 the Belgian Commission for the Employment of Women organised a conference on "Women at Work and Positive Actions" aimed at sensitising decision-making parties from both the private and public sectors. Some of the concrete proposals made at the conference are currently being studied with the approval of the Minister for Employment and Labour. Preparations for a royal decree for the application of Article 119 of the 4.8.78 law are under way.

In Denmark a group of 14 equal opportunity counsellors have been employed since 1981 in regional placement offices. Work is co-ordinated through the Labour Directorate and is a.o. concerned with developing mediation and information methods aimed at eliminating traditional stereotypes in men and women's professional qualifications for the labour market, as well as motivating women to opt for employment in traditional men's jobs.

The effects of the equal opportunity counsellors' activities are currently being assessed and an initial report is expected in the first half of 1985.

The Danish job creation programme (Law n° 286 of 9th June 1982 on job creation, and Ministerial decree N° 66 of 18th February 1983 on the same subject) for the young unemployed aged 18-25 enables positive action to be taken on behalf of women and includes a provision enabling regional labour market commissions to make the employment of women a condition for the approval of job creation projects.

In the Federal Republic of Germany the Ministry of Youth, Family and Health has initiated research to develop and try out measures concerning policies in enterprises to improve the professional chances of women. The research is based on the "Affirmative Actions" as adopted in the United States and explores appropriate measures to be taken in areas such as advertising job vacancies,

recruitment, training, transfer and promotion. A number of well-known German enterprises take part in this project, the results of which will be presented in the first half of 1985.

On the basis of the experiences gained by the enterprises a booklet will be published giving practical advice to enterprises who wish to take measures in this area.

In the context of making workers, employers and the public at large aware of the principle of equal treatment for men and women, the Greek Ministry of Employment together with the Commission organised a European seminar in Athens in september 1983. This Conference served as basis for the preparation of the recommendation on Positive Actions (cf. Chapter III, Action 9).

The French Law of 13th July 1983 (referred to under Action A1) includes - in order to establish equality between men and women - an obligation by the employer to make available information about the enterprise in an annual report presented to the Joint Management/Staff Committee. The report should include :

- statistical analysis of the situation of women in the enterprise as compared to that of men (recruitment, training, qualifications, job descriptions, working conditions, salary);
- a list of the measures taken during the course of the year to ensure employment equality;
- the objectives planned for the following year (both qualitative and quantitative with estimated costs);
- reasons why actions planned for that year were not realised.

In addition temporary gap bridging measures can be taken on various levels. The enterprises concerned can be granted State subsidies for the initiating of equal opportunity programmes on condition that certain requirements are met, eg. the inclusion in the programme of actions:

- to promote access of women to traditionally male jobs;
- to set up special trainee courses so that women can acquire new qualifications and benefit by promotion to positions of responsibility hitherto out of their reach;

- to modify the organisation, content or environment of work such that any existing obstacles in this area, and particularly in industry, are removed. Some firms have already signed contracts with the Government on their programmes.

The State - as principal employer of female labour - is setting an example in terms of Positive Action. Legal provisions for equal treatment having been established, the Government is also committing itself to equality in practice by recognizing and accomodating for parental responsibilities and the equal sharing thereof by couples who wish to do so. In addition the circular of 24th January 1983 on "equality between women and men, and a balanced representation in the Civil Service" requires the administrations to :

- adapt the gender in job titles (as for ex. in announcements and competitions);
- make sure that men and women are equally represented in competition juries and amongst the representatives of the Administration;
- give priority to actions aiming to provide training for civil servants in the lowest categories (which are largely made up of women);
- organise measures to update or retrain women who return to work after a long absence (for ex. to bring up their children);
- positively undertake to create access for women to positions and work of responsibility;
- draw up statistical details on all these points.

On 15th November 1984, the Irish Government approved the Minister for Labour's proposals for :

1. the adoption by the Government of a statement of policy on equal opportunities
2. a formal approach to the Board of Directors of each State-sponsored body by the Minister of the Parent Department requesting adherence to the policy statement referred to under (1.), and urging in particular the assignment to a designated officer of responsibility for implementing equal opportunity initiatives
3. the annual publication of information regarding progress on measures taken.

All Government Departments were asked to convey the details of the Government's decision to the State-sponsored bodies operating under their aegis.

The Minister further instituted an equality of opportunity programme as a specific item of personnel policy in his own Department.

In 1983 the Employment Equality Agency published a draft Code of Practice in order to provide guidelines and advice to employers, workers, trade unions and employment agencies to help them to eliminate unlawful discrimination.

The Ministry of Social Affairs of the Netherlands will shortly publish a brochure with suggestions for positive action programmes in enterprises.

In 1983 the State subsidized a 3-year scheme in which a "project emancipation worker" was assigned to 40 different organisations of national importance in order to stimulate the drawing up and implementation of positive action programmes.

In November 1984 the Ministry of Internal Affairs initiated a research project "Positive Action Programmes for Women in the Civil Service". The project is being executed on a 2-year basis in 3 State organisations, two on a national and one on a regional level. Again the aim is the development and implementation of action programmes, with a particular emphasis on promotion policies.

The Equal Opportunities Commission of the United Kingdom has undertaken action to promote at national level positive action by issuing a series of publications and by organising or sponsoring a variety of relevant conferences.

In addition a number of large organisations in the private sector have received direct financial or staff support in establishing or developing positive action programmes.

The Engineering Industrial Training Board pays premiums to employers who take on women for training in engineering in addition to their quota of trainees.

A code of practice has been issued by the EOC on this subject.

10. INTEGRATION INTO WORKING LIFE (IN PARTICULAR WITH RESPECT TO
NEW TECHNOLOGIES)

"The Member States:

- should undertake, continue or reinforce positive measures to improve equal opportunity in education, guidance and training, particularly in the following areas (see Articles 2(4) and 4 of Directive 76/207):

 1. training, integration and reintegration of women in employment in general and non-traditional occupations in particular;
 2. further training for women in employment within firms, with a view to improving their prospects for promotion or their access to other than unskilled jobs, especially those involving new technologies;
 3. training of vocational guidance counsellors and instructors to make them aware of the needs for diversification in the career choices of both girls and boys; particular attention in training counsellors and instructors should be paid to the special needs of immigrant girls;
 4. development of suitable preparatory training and vocational training programmes for immigrant women, bearing in mind the need to respect their cultural identity;
 5. development of training programmes for couples in rural areas;
 6. training for women with a view to reintegration into working life after a break".

A variety of useful measures have been taken under this heading by most Member States. Below a number of these will be related according to subject.

1. In the area of training, integration and reintegration of women in employment in general and non-traditional occupations the following trades have received special attention: engineering (United Kingdom, Ireland), craft trades (United Kingdom), metallurgy (Germany), electricity (Belgium, Germany, France, Greece), banking, management (United Kingdom, Greece), publishing (Ireland, United Kingdom), plumbing, horticulture, bus-driving (Greece), technical and production work in TV (United Kingdom), etc.

Occupational preparation courses for unemployed persons with few skills have been launched in Greece, Germany, Denmark, Netherlands, Belgium. The Danish equal opportunity counsellors have arranged for a series of courses for unemployed target groups of women and girls in data processing.

More flexible types of work units such as cooperatives have been seen set up in Ireland and Greece.

2. As concerns training for women already in employment within firms and their access to promotion or skilled jobs, particularly in the new technologies, it appears that most Member States have taken some measures to provide support for research or pilot schemes in these areas. The United Kingdom has launched grant or sponsorship schemes, workshops, pilot seminars and other projects for training women already in employment in areas such as the hotel and catering industry, textile, management, etc.
Training courses or pilot projects in the new technologies are being conducted in France, United Kingdom, Ireland, Denmark.
3. Action to train vocational guidance counsellors and retrain teachers of new technology subjects with a view to maximising their awareness of the special needs of girls in these areas and of the need for the diversification in the career choice of both girls and boys, is being taken in Germany, Greece, France, Ireland, United Kingdom.
4. Little in the way of preparatory and vocational training programmes for immigrant women has been reported by Member States under this heading. Items such as language learning facilities and other types of training specifically aimed at immigrant women will be mentioned under Action B14.
5. Training programmes for women or couples in rural areas are being developed as follows: in Germany (Bade-Wurtemberg), action towards an integrated rural development is being supported by the employment of male and female agricultural counsellors in equal numbers so as to provide information, socio-economic orientation and possibilities of training to both men and women in agricultural enterprises.

The French Ministry of Agriculture has organised preparatory 40-hour courses for prospective agricultural entrepreneurs and their spouses. In addition farmers already active in their enterprises and their spouses are offered training of up to 200 hours; studies financed by the Ministry have shown the contents of these courses to be diverse and varying according to local needs.

In Ireland, advice and training to farm families is given in matters of socio-economic value, farm inheritance, farm accounts, health and hygiene of livestock and related farmyard husbandry areas, etc.

In the Netherlands, experiments are being conducted to enable spouses working on their husbands' farms to follow secondary agricultural education on a part-time basis.

6. A number of Member States (especially Germany, France, Ireland, Netherlands and United Kingdom) have taken action to provide training and retraining courses aimed at reintegrating women in jobs after long career breaks. Among the facilities offered by some of the Member States, the re-entry schemes introduced on an experimental basis (with financial support from the United Kingdom Manpower Services Commission) by the National Westminster Bank are worth relating in detail.

The Bank provides a "re-entry" and a "reservist" scheme; the first is for individuals with a potential to reach senior management and who will be guaranteed an offer of re-employment at the same level at which they left along with training to update their knowledge and competence. The latter scheme is open to those with potential to reach junior/middle management but to whom there is no final commitment of re-employment by the bank.

Absences may last for a period of up to 5 years after the expiry of state maternity leave, but participants of either scheme undertake to provide a minimum of 2 weeks paid relief work per year (many actually providing more than this) and to attend an annual one-day seminar. Participants are encouraged to continue to study for the Institute of Bankers examinations where appropriate. To date there are 35 participants in total - 9 re-entrants and 26 reservists.

11. VOCATIONAL CHOICES

"The Member States:

- should enable national committees for employment and/or equal opportunities for men and women to conduct a vigorous publicity campaign on opportunities for girls and on their rights in connection with the proper implementation of Directive 76/207, which provide for the abolition of discrimination with regard to access to all types and levels of vocational guidance and training;
- should also do their utmost in accordance with Directive 76/207 to disseminate information on educational and training options available to either girls or boys, or to men or women".

Campaigns on opportunities for girls and on their rights in connection with the proper implementation of Directive 76/207 have been conducted in Denmark, Germany, Greece, France, Ireland, United Kingdom, by means of publications, slide series, video films, posters, etc. Member States have also engaged in radio and TV publicity. The French Ministry for Women's Rights in particular launched a massive national campaign in 1984 ("Les métiers n'ont pas de sexe") transmitted through 3 TV channels (+ 74 publicity spots), radio and press. Opinion polls revealed that 8 out of 10 girls (13-18 years old) had seen the adverts.

Substantial efforts have been made by some Member States (Greece, France, Ireland, United Kingdom) to update school textbooks and bring their contents into line with the realities of modern life.

The Danish Ministry for Education is subsidising initiatives for orientation courses for young people with special difficulties in educational and occupational choice. The aim is to interest the young in non-traditional areas.

In the Federal Republic of Germany new vocational information centres have been opened in more than 70 regional placement offices. It is estimated that 53,6% of those taking advantage of such vocational guidance in 1982-83 were women and girls.

The Greek 1414/84 law includes a stipulation to the effect that professional choices should be accessible to both men and women in accordance with Directive 76/207. Regional one-week long seminars for women have been held from 1983-84 on the subject of "Women and Training", highlighting issues such as the role of women in the economy, in politics and the family.

The French Ministries for Women's Rights and National Education are furthering a number of important measures in which the Office National d'Information sur les Enseignements et les Professions (ONISEP) and the Centre National de Documentation Pédagogique (CNDP) are participating. Among these measures are the assignment of a person to ensure the elimination of sexism in publications and stimulate a diversification in choices, as well as the production of brochures, videos and documents for the educational orientation of girls. Further action is being taken for 1985 in the context of integrating girls in school establishments, eg. adapting class rooms or boarding accomodation in so far as the access of girls to science and technology sections depends on it, as well as increasing the number of girls in the above sections (the aim is to reach an increase from 10-20% in a period of 3-5 academic years).

In April 1983 the Irish Ministry for Education was presented with a report on a research project entitled "schooling and sex-roles". Among a variety of interesting recommendations that are planned for implementation the following actions are currently being taken :

- agreements with Irish publishers on guidelines in textbook editing;
- guidelines on examination papers set by the Department of Education (1984);
- in-service training of teachers : seminars and conferences at primary and post-primary level with a view to eliminating sexism in education (1984/85);
- in-service courses relating to educational management, i.e. the examination of school practices, rules, traditions, etc. with a view to promoting equality.

The United Kingdom government remains committed to the need to encourage girls and women to consider employment in science and engineering and has supported financially and promotionally the Women into Science and Engineering (WISE) initiative by the EOC and the Engineering Council. Extensive publications on women in science and engineering have been produced. An increase in the proportion of women on science and engineering courses has been noted : in 1977/78 26% of women entrants to higher education were studying science and by 1983/84 this proportion had risen to 30%.

12. DESEGREGATION OF EMPLOYMENT

"The Member States:

- should set an example by taking measures to achieve equal opportunities for men and women in public service;
- draw up lists of appointments by sex at the highest levels of the hierarchy in the major public sectors (as is already happening in some countries);
- continue work already begun on the setting up of cooperatives to provide services likely to remedy deficiencies in community services and encourage women to participate in the administration and technical management of these cooperatives."

Member States have reported a number of positive measures within their administrations. It is still true, however, that many are only at the stage of analysing the present position of women in the public sector by means of research, pilot schemes or seminars to inquire into the reasons for the scarcity of women in this sector.

In Belgium the Ministry for Employment and Labour in collaboration with the Commission for the Employment of Women has set up a team responsible for studying the position of women in the public sector regarding their chances of promotion.

A seminar was also held lasting for several days and open to women civil servants only, which was designed to identify obstacles encountered on the path to promotion and possible remedies.

In the Federal Republic of Germany the Minister of Youth, Family and Health - responsible for women's issues and policies - has since 1984 undertaken to promote a better representation of women within the administrations of the federal government's organisations.

In the different Länder also, actions are being initiated to eliminate segregation of employment. In Nordrhein-Westfalen for ex. the following measures are under way :

- training and employment of women in the police force (first time ever in 1982);
- adoption of a help programme for female workers in the administration of the Land (1984);
- the drawing up of a report in 1982 with statistical evidence on the situation of women in the civil service;

- analysis of professional training and promotion of women in the civil service of the Land;
- support for 2 seminars with the aim to establish the bases for the creation of employment organised by women themselves.

In Greece the 1329/82 law has lifted the restrictions on the participation of women in co-operative organisations, enabling women to exercise their rights in this area fully.

The Council for the Equality of Men and Women has set up with the financial support of the Commission the first Women's farm-holiday cooperative in Greece (Petra). In addition it has started up, with the help of the European Social Fund, as well as with the cooperation of local authorities, three further cooperatives (situated in areas in need of economic and social revival) :

- an agricultural cooperative for the rearing of free-range chickens (Kaliani, Gortinia);
- a farm-holiday cooperative and centre for natural textile dyes and crafts (Ambelarcia, Larisa);
- a farm-holiday cooperative involving several villages on the Island of Chios.

The French law No. 84-16 of 11 January 1984 rules that the principle of equality of the sexes must be respected at all levels of the administrative hierarchy within the public service. Measures to guarantee the respect of this principle are taken as follows:

- 1) by strengthening and reinforcing equal rights in texts (for example, the provisions concerning recruitment in law No. 83-634 of 13 July 1983);
- 2) by taking any additional measures to ensure these texts are enforced in practice (for example, measures concerning employment promotion for women by means of providing continued professional training; and measures for the active encouragement of women by the administrations to apply for work of responsibility).

In order to follow through these measures the decree No. 82-450 of 28 May 1982 relating to the Higher Council of the Public Service has modified the composition of this organ so as to include in future one member proposed by the Ministry for Women's Rights.

As concerns local employment initiatives, 17.000 jobs were created by the end of 1983 due to the financial aid of the Emplois d'Initiative Locale-schemes. The Ministry for Women's Rights similarly provides financial support to enterprises created by women and for training facilities leading directly to the creation of enterprises by women trainees in regions where access to local employment is particularly difficult.

In Ireland the Industrial Training Authority (AnCo) organised 3 co-operative Development Programmes for Women, 2 in 1983 and one in 1984, targeted for women over 25 years of age in areas of high unemployment. All programmes included development, business and management skills and quality control. One of the programmes was designed as a knitting cooperative, the two others as sewing cooperatives.

Plans are currently at an advanced stage to run a "Start Your Own Business" Course for Women in 1985, which aims to help women master the basic skills needed to run a business and overcome barriers, whether internal or external.

Since September 1984 women in the Netherlands wishing to start their own business can obtain an interest-free loan from the authorities subject to certain conditions. This scheme is being tested for a period of 3 years and is aimed at women who cannot obtain capital through the usual channels, mostly women who have not been occupied outside the home for long periods. Priority is given to businesses where women work in traditionally male jobs, where products fill supply gaps as seen from an emancipatory view point, where flexible working time is possible, or where work is structured in a highly democratic sphere. Only women may be employed in businesses benefitting by such loans.

In the United Kingdom a Programme of Action was agreed with Government departments and with the Council of Civil Service Unions in response to 73 recommendations made in a report of the Review Group on Employment Opportunities for Women in the Civil Service (December 1982). The main areas of the programme include :

- a civil service policy statement on Equal Opportunities and the appointment of staff in each department as Equal Opportunity Officers;
- joint management/union reviews on progress;
- encouragement to departments to expand part-time work opportunities and job-sharing schemes;
- review of existing guidance on child care and appropriate publicity to departmental schemes;

- flexibility in working hours, and where possible flexible working schemes;
- selective reasearch on the progress of women in the civil service including a study of annual report markings;
- training opportunities for women (a series of women-only management courses has been successfully running over the past 3 years - this is permissible under the Sex Discrimination Act, 1975).

From 1 March 1984 the Civil Service declared itself an "Equal Opportunities Employer" and this statement is included in all recruitment advertising.

13. ANALYSIS OF TRENDS IN FEMALE EMPLOYMENT

"The Member States:

1. - should cooperate in establishing comparable data by encouraging the collection of data on the basis of common indicators, in order to identify the progress in desegregating employment, e.g. in certain representative sectors;
2. - monitor whether the reorganisation of working time, especially possible measures to promote part-time work, does not reinforce the segregation of women in employment;
3. - identify the possible obstacles to more women taking up full-time work;
4. - monitor, in some sample regions, the progress of women in the context of regional development."

While all Member States collect data on their labour force as a matter of course, including classification by sex, not all Member States appear to have studied the issue of female employment and the progress of desegregation in employment as such. Clear overall general results and findings are as yet unavailable.

1. Studies specifically concerned with women in the labour market have been undertaken by Germany ("Women in the Family, Professional Life and Society" by the Federal Statistics Office, 1983, and "The Situation of Women in the Federal Republic of Germany" by the Ministry of Youth, Family and Health, 1984).

In France studies and surveys were conducted on the discontinuity in the professional life of women (1982), and on employment, salaries and the duration of employment (touching a.o. on the significant role of women in small enterprises) as well as a report on the impact of employment policies on women (1984).

2. As concerns the issue whether the reorganisation of working time - especially the promotion of part-time working - reinforces occupational segregation, the United Kingdom has published articles and conducted surveys comparing the industrial and occupational distribution of full-time and part-time workers ("Trends in working hours"), as well as a Government "Women and Employment Survey" and a Department of Employment Research Paper ("Part-time employment and sex discrimination legislation in Great Britain"). Two more United Kingdom studies of trends related to part-time working have been undertaken.

3. An Irish report on childcare facilities for working parents (1983) deals a.o. with issues such as flexible rostering and possible obstacles to women taking up full-time work.
4. The Irish National Manpower Service is undertaking to monitor the progress of women in sample regions in the context of regional development. Guidelines for the project include issues such as the impact of the recession and new technologies on the employment of women vis-à-vis men; obstacles to women taking up full-time work, and the question whether the reorganisation of working time does or does not reinforce segregation of women in employment.

14. APPLICATION OF THE PRINCIPLE OF EQUAL TREATMENT TO WOMEN IMMIGRANTS

"The Member States: ,

- should abolish discrimination which impedes the achievement of the principle of equal treatment for immigrant women in accordance with Directive 76/207 and launch a programme of positive action designed to afford equal opportunities."

The Danish Ministry of the Interior is intending to allocate financial support to immigrant associations in order to stimulate integrational actions for women in these associations. With a view to efforts to integrate women immigrants into working life State finance is provided for introductory courses to occupations as well as for the availability of language training.

In the Federal Republic of Germany financial aid for 1984 was reserved for the training (linguistically or otherwise) of around 14.000 women immigrants. There are a number of different schemes or pilot projects, some of which provide women and girls with the opportunity to meet in "workshops" where children's rooms, bathrooms, sewing machines, consultation and teaching areas are available. The main aim of these schemes is to overcome prejudices. Accommodation, work, legal issues, health, school and financial problems are discussed and possibilities for the perfection of Turkish and Kurdish, courses in German, sewing and gymnastics are available. The schemes prove to be very successful and especially the opportunity for women to meet up is much valued. An important factor for the success of such schemes appears to be the availability of back-up facilities for children while their mothers participate in lessons.

Pilot programmes to give adults the chance to gain professional qualifications are also under way. Target groups are adults who have not obtained a school certificate, the long-term unemployed, immigrants and women.

Access to the labour market has been made easier since April 1979 (amendment of the 1973 decree regarding working permits) when immigrant spouses could gain a work permit on condition that they had resided in federal territory for a certain period of time.

While there is no Government policy specifically in favour of women immigrants in France actions towards linguistic and socio-cultural integration are being undertaken. Women are the principal beneficiaries of such actions. The aim is to prepare immigrants for professional training so as to increase their chances on the labour market.

The Irish Government states that there is no discrimination which impedes the achievement of the principle of equal treatment for immigrant women. Hence no special measures have been taken to train immigrant women or to promote their access to employment.

As concerns women from ethnic minorities in the Netherlands two types of employment projects are being conducted specifically for those without sufficient knowledge of the Dutch language or without professional skills. First is the possibility of adapted training for immigrant women in the services sector (100 places), and second the establishment of three cooperatives in the textile sector. Training periods last for up to two years and cover textile skills, business management and general subjects.

The United Kingdom Department of Employment's Race Relations Employment Advisory Service aims to assist understanding of the employment provisions of the race relations law and of ways in which equality of treatment and opportunity can be developed.

Surveys on the situation of racial minorities in respect of employment and unemployment, housing, education, etc. have been published in 1984.

Language training for those with inadequate English for employment purposes is available and a code of practice approved by Parliament came into operation in April 1984. This gives practical guidance to employers and others on how best to implement policies and eliminate racial discriminations. Immigrant women may derive particular benefit from some of its recommendations, eg. those dealing with cultural and religious needs, communications, language training and extended leave.

15. SHARING OF OCCUPATIONAL, FAMILY AND SOCIAL RESPONSIBILITIES

"The Member States:

- should investigate all possible means to enhance the position of women in decision-making and consultative bodies;
- attempt to ensure that public services and facilities are organised to take account of working hours, school timetables and the needs of workers and working couples with family responsibilities with a view to promoting equal opportunities for women."

In the Federal Republic of Germany efforts to increase the proportion of women in political parties are showing some effect, even though it is still the case that men have the better chances in the attainment of representative and decision-making positions. Union membership of women is steadily increasing. The proportion of women among joint management/staff committees has risen from 11,4% in 1968 to 19,2% in 1981.

In March 1984 a conference was held organised jointly with the EEC Commission on the theme "sharing of family and occupational responsibilities" during which experiences of measures taken in the Member States were exchanged.

The Federal Ministry of Youth, Family and Health is also conducting a survey into the sharing of domestic responsibilities, women's activities outside the home and the organisation of leisure time within the family.

The Greek law 1483/74 on parental leave (cf Action A7) aims at a new division of family responsibilities with equal shares for both sexes. Among measures towards this aim by the Ministry of Health and Social Insurance was the opening of 381 new creches.

In France a system known as the "crèche contracts" scheme is run jointly by the National Family Allowances Fund and local authorities for the creation and management of day nurseries; the number of available places is expected to quadruple. The contracts will also mean improved services to families (low-income and single-parent families), taking account of flexible working hours and the need to associate them in the running of the nursery.

The Irish Inter-Departmental Working Party on Women's Affairs and Family Law Reform is finalising a report on the question of the appointment of women to the boards of State-sponsored bodies.

The National Women's Talent Bank set up by the National Federation of Business and Professional Women's Clubs (and incorporated with the Council for the Status of Women) aims to help correct the imbalance of male/female representation on Boards and Commissions. The Talent Bank List includes women with professional qualifications, specialised skills in any work area and women with a record of voluntary work in any work area.

The Council for the Status of Women's nominee to the Minister for the Environment was one of the five members appointed to the Planning Board in 1984.

The Minister for the Public Service has extended special Leave arrangements, with effect from April 1984, to allow civil servants to take career breaks. The new arrangements will be reviewed at the end of 1985.

The Netherlands has adopted a series of ad hoc measures in order to improve women's position in decision-making and consultative bodies, such as actions to increase the number of women mayors and women in senior civil service positions.

The Ministries of Social Affairs, Health, Culture, and Internal Affairs have set up an inter-departmental group on childcare which has the task of improving and increasing childcare facilities.

The United Kingdom Public Appointments Unit of the Cabinet Office which maintains a central list of people willing to be considered for appointments, recently sought to expand the list by writing to 300 representative organisations, including women's organisations, and by making it clear that women candidates would be particularly welcomed.

The Equal Opportunities Commission's actions in this area include publications, conferences and research.

16. EVOLUTION IN PUBLIC ATTITUDES

"The Member States should, in the spirit of Directive 76/207, conduct information campaigns aimed at those parties most directly involved, such as employers, workers, women and parents, in order to accelerate the achievement of equal opportunities for women."

This is an extremely broad area in which very different measures have been taken. Seminars are held in a number of countries for representatives of both sides of industry, governments, scientists, etc. (Belgium, Federal Republic of Germany, Ireland, France, United Kingdom).

The Belgian Commission for the Employment of Women hopes to launch an extensive equal treatment campaign in 1985 with an emphasis on the change in mentality of all socio-economic categories of the population.

The Ad hoc Committee on "role of the sexes and training", set up under the Danish Ministry of Education, published a white paper in 1981 entitled "positive action - a path to equal treatment", which discusses the question of positive action (arguments in favour, forms, proposals) and, in particular, the application of quotas by sex.

In addition, the equal opportunity counsellors have produced publicity materials in the form of pamphlets, slide-series and videofilms, which have been used in talks and lectures addressed to employers, unions, educational institutions, as well as parents and school children.

In the Federal Republic of Germany the Ministry for Youth, Family and Health issues a three-monthly information bulletin ("Treffpunkt") dealing with problems specific to women. One million copies are distributed free of charge.

Press conferences on other meetings with the Minister responsible for women's questions, concerned with topical policies involving women's issues are given publicity in newspapers, journals, radio and TV.

In Greece school television provides programmes of films aiming to change the mentality of the public with regard to the stereotyped roles of the two sexes and to reinforce the presence of more participation of women in all sections of social, political and cultural life.

In addition, films on preventive medicine, professional orientation, foreign language teaching and equal opportunities in employment aim to widen the concept of the role of women in regional development.

In 1983 the French Ministry for Women's Rights launched a vast publicity campaign on professional equality (cf Action 11).

In 1984 the Ministry for Social Affairs and National Solidarity assisted in issuing an explanatory brochure on employment equality for men and women aimed at wage earners, unions, employers and the appropriate administrations.

The Ministry for Women's Rights has supported a great number of actions of diverse nature : photographic exhibitions, video-films, debates, visits by the Minister in support of pilot projects in regional areas, press conferences, etc.

A network of regional delegates and information centres have for the past three years been active on the theme of the diversification of work and professional equality.

The Irish Presidency of the Council of the European Communities has made the theme "Equality of Opportunity for Girls" its major focus in the European Communities's Education Committee. As a result the Minister for Education is pursuing specific measures that might be taken at both community and at national level, for example:

- the creation of co-operation in all Member States between the education authorities and representatives of bodies concerned with employment and equal opportunities for women;
- the direction of attention within the Education Committee to the importance of role models in influencing the behaviour and vocational aspirations of girls;
- the organisation of a community-based workshop on the subject of sexism and sex-role stereotyping;
- the proposing of a "search for enterprise" project for girls in schools in order to encourage a spirit of enterprise and a willingness to search out opportunities for self-employment.

A change in public attitudes regarding the role of women in society is felt to have led to a change in structures within the Trade Union movement : greater female representation on executive boards, the creation of Women's Committees in many Trade-Unions, the holding of an Annual Women's Conference by the Irish Congress of Trade Unions, and the reservation of two seats for women on the Congress' National Executive Committee.

The Employment Equality Agency organises publicity and promotion activities, including poster competitions, campaigns of advertising on the radio, seminars, talks at discussion groups and public meetings, and the publication of leaflets, reports and other informative materials.

In the Netherlands financial aid is available to support the organisation of discussion papers, films and seminars by regional or local associations, mainly women's movements.

A clearly structured State information policy forms part of the general emancipation strategies. The information bulletin "Op Gelijke Voet" appears 5-6 times a year and deals with official emancipation strategies, statistical analysis of the position of women, interviews with the Secretary of State in newspapers and journals in connection with draft emancipation projects, etc.

Further information-based activities involve a brochure giving details about the employment bureau, a journal dealing with projects for women from ethnic minorities, the publication of various reports on aspects of sexual violence against women, as well as a brochure on the application of the principles of equal treatment in practice, aimed at employers.

In addition, TV and Radio broadcasts are organised ("Conversations with Women").

In the United Kingdom the task of influencing public attitudes falls mainly upon the Equal Opportunities Commission.

Actions taken center round the publication of reports, studies and magazines, the awarding of grants for research and educational activities as well as for a considerable number of conferences on issues concerned with women's employment, unemployment, cooperatives, positive action in enterprises, etc.

III. IMPLEMENTATION OF ACTIONS BY THE COMMISSION

ACTION 1 - MONITORING OF THE APPLICATION OF THE DIRECTIVES

The Commission has set up a group of independent experts, which has been functioning for two and a half years.

A coordinator has drawn up two summary reports on the basis of the reports provided by national experts (the first has been published, the second is being revised).

The Commission is endeavouring to extract, from the substance of these reports, guidelines for improving application of Directives 75/107, 76/207 and 79/7 in legislative provisions and in practice.

The Commission has, of course, continued to act as guardian of the Treaty by monitoring the application of the three Directives in question (75/117, 76/207 and 79/7).

It has also supplemented its reports on the application of Directives 75/117 and 76/207 by two reports on their implementation in Greece.

ACTION 2 - LEGAL REDRESS IN RESPECT OF EQUAL TREATMENT

In 1984, the Commission had a comparative analysis carried out of legal redress procedures in the Member States aimed at obtaining compliance with Article 119 of the Treaty of Rome and Directives 75/117 and 76/207 (doc. V/564/84).

Based on the replies to a detailed questionnaire obtained from equal opportunities committees, trade unions, employers' associations and lawyers, the report examines the questions of representation of the individual before the courts; the assistance given to him or her; the deadlines for initiating legal action; information provided to workers and to legal circles regarding the content of the laws, difficulties, and the burden of proof; the monitoring of legal provisions by the administrative departments; penalties; and protection against dismissal.

The report's concluding recommendations were favourably received by the Advisory Committee on Equal Opportunities and one of these recommendations has already borne fruit, since the Commission, the Centre universitaire de droit comparé de Belgique and the Centre de droit patrimonial de la famille of the Catholic University at Louvain-la-Neuve together organized a European symposium aimed at making legal circles, (judges, barristers, solicitors, professors of law, etc.) more aware of all questions involving equal treatment in legal practice.

The Commission hopes that this will serve as a model for other endeavours of this nature and for exchanges of ideas and experiences at national level.

ACTION 3 - REVISION OF NATIONAL AND COMMUNITY PROTECTIVE LEGISLATION

In 1982 the Commission carried out a study on "Protective measures and the activities not falling within the field of application of the Directive on equal treatment" in force at that date in the Member States (doc. V/707/3/82).

Of the occupational activities which the Member States exempted from the application of the principle of equal treatment (Article 2(2) of Directive 76/207/EEC), very few were so exempted for reasons inherent in the nature of the work involved or the conditions in which it is carried out, for which sex is a determining condition, since activities forbidden to women in some countries are permitted in others. Strict adherence to the law and legal certainty call for a thorough review of all derogations hitherto considered as well-founded, the main objective being that recruitment should be based entirely on the applicants' aptitudes and not their sex.

The second part of the study deals with legislation protecting women's employment and has incontestably shown up not only the diversity of protective provisions in the Member States, but also - and above all - the differences in their economic, scientific and cultural basis and in their historical development.

Articles 3(2)(c) and 5(2)(c) of Directive 76/207/EEC lay down that such provisions shall be revised "when the concern for protection which originally inspired them is no longer well founded". An in-depth examination can show whether such measures are still justified and, if they are not, they should be regarded as discriminatory and abolished in compliance with Directive 76/207.

The Advisory Committee on Equal Opportunities for Women and Men accepted the conclusions of the study in toto (opinion attached to the study) and has put forward proposals. The two sides of industry were consulted about the conclusions in 1984.

The Commission will endeavour to draw a dividing line between those protective laws which are obsolete and which there is no longer any reason to apply and those which, for objective reasons, deserve to be maintained at least at this stage.

ACTION 4 - EQUAL TREATMENT IN MATTERS OF SOCIAL SECURITY

In January 1984, the Commission drew up and submitted to the Council an interim report (1) on the application of Directive 79/7/EEC of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security (2). In this report, the Commission analyses questions relating to the application and interpretation of the Directive, particularly as regards the concept of direct discrimination in particular by reference to marital or family status.

In the wake of this first Directive on equal treatment in matters of social security, which covers only the statutory schemes, the Commission drew up and placed before the Council in April 1983 a proposal for a Directive on equal treatment in occupational social security schemes (3).

With a view to extending the principle of equal treatment set out in the existing Directive to the sectors not included in its field of application (survivors' pensions and family allowances) or which can be exempted (retirement age, increases in long-term benefits, the maintenance of entitlements for women with children and the right of option not to belong to a statutory scheme), the Commission has concluded a study on the laws existing in the Member States, the direct and indirect discriminations contained in them and ways of doing away with them. On the basis of the findings of this study the Commission will shortly begin preparatory work on the drafting of a new proposal for a Directive which should likewise contribute to the progressive individualization of rights.

(1) Doc. COM(83) 793 final, 6.1.1984

(2) OJ L 6, 10.1.1979, page 24

(3) Doc. COM(83) 217 final/2, 29.4.1983.

ACTION 5 - APPLICATION OF THE PRINCIPLE OF EQUAL TREATMENT TO SELF-EMPLOYED
WOMEN AND TO WOMEN IN AGRICULTURE, PARTICULARLY IN FAMILY ENTERPRISES

After listing the forms of discrimination suffered by women exercising self-employed occupations and the many difficulties they encounter in trying to obtain an occupational status of their own (doc. V/2410/82), the Commission put before the Council on 15 March 1984 a proposal for a Directive on the application of the principle of equal treatment as between men and women engaged in an activity, including agriculture, in a self-employed capacity, and on the protection of self-employed women during pregnancy and motherhood (COM(84)57 final/2).

This proposal for a Directive aims at guaranteeing the principle of equal treatment for men and women in self-employed occupations by doing away with existing discrimination, particularly as regards the due recognition of work performed, the setting up of an undertaking, the tax system, social security, access to training and retraining, etc. It also aims at improving the status of self-employed women in respect of career breaks, maternity, etc.

The Commission and the Irish Government jointly organized a seminar, held in November 1984 in Dublin, to bring together representatives of Governments, Parliaments, and trade bodies and associations, and to encourage the spouses of self-employed persons to exchange ideas and experiences, and organize themselves more effectively.

The conclusions of this seminar stressed, in particular, the urgent need to adopt the abovementioned proposal for a Directive, which was described as a first step towards promoting equal treatment in these occupations.

The Commission has also supported initiatives aimed at advancing associations of self-employed women and allowing them to take responsibility for certain training courses, as well as local employment initiatives in this field.

In 1985, the Commission asked an opinion research institute to carry out on its behalf a survey on women in self-employed occupations.

ACTION 6 - TAXATION AND THE EMPLOYMENT OF WOMEN

Action 6 of the New Community Action Programme was drawn up to focus the Community's attention on correcting the effects of fiscal legislation on equal treatment in working life, particularly in so far as existing systems in Member States might be the cause of indirect discrimination against women. The stated aim of Action 6 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.

The Commission's task was to undertake a comparative analysis of taxation systems and, if it emerged that these systems had any directly or indirectly negative effect on equal opportunities for women, to take such appropriate measures as were within its competence in this area.

The work was begun by the commissioning of a study into the "Implementation 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", which analysed taxation on earned income throughout the Community (1), and concluded that neutrality towards working married women was best achieved under systems of separate taxation, a conclusion demonstrated clearly in graphs and tables.

Following the study, the Commission proceeded to draw up a Memorandum on Income Taxation and Equal Treatment, adopted in December 1984 (2), the aim of which was to assess the general situation in the European Community with regard to the impact of income taxation on married women in particular, and to set out the issues for debate at European level, while stating clearly that "a system of totally independent taxation is to be recommended from the point of view of equal treatment".

The Commission intends to follow the Memorandum with an in-depth discussion of the particular issues for each Member State by means of a European Seminar with a view to stimulating dialogue and action in this area.

(1) Study - V/2798/1/82

(2) COM(84) 695 final

ACTION 7 - IMPROVEMENT IN LIVING AND WORKING CONDITIONS -
PARENTAL LEAVE, LEAVE FOR FAMILY REASONS

After compiling a summary of the provisions adopted by the Member States in respect of the granting of parental leave and leave for family reasons - excluding maternity leave for working mothers only - to workers wishing to devote their time to their infant children, the Commission put forward, on 22 November 1983, a proposal for a Council Directive on parental leave and leave for family reasons (COM(83) 686 final). This proposal was amended on 9 November 1984 (COM(84) 631 final) in response to the opinions of the European Parliament and the Economic and Social Committee.

This proposal aims at introducing a non-transferable individual right to parental leave and leave for family reasons, subject to certain guarantees regarding working conditions, for employed persons, both fathers and mothers, in all the Member States.

The introduction of such leave may not endanger the child-minding schemes in operation in the Member States (see Action 15).

To encourage the exchange of experience in this field, the Commission, jointly with the Italian authorities, organized a seminar, held in March 1985, on the sharing of family and occupational responsibilities, parental leave and day nurseries.

ACTION 8 - PROTECTION DURING PREGNANCY AND MATERNITY

The Commission has had a comparative analysis carried out of national provisions in respect of protection during maternity.

After the customary consultations, the Commission is now examining the content and the recommendations of this study, so as to be able to assess the advisability of proposing harmonization of the laws of the Member States in this field, or of taking any other initiatives.

ACTION 9 - DEVELOPMENT OF POSITIVE ACTION

On the basis of a critical analysis of positive action already carried out in some Member States and some Third Countries (such as the United States and Sweden, which have a long tradition in this field) (1) and the results of a high-level European symposium held in Athens in September 1983, the Commission put a draft Recommendation before the Council. On 13 December 1984, the Council adopted the Recommendation on the promotion of positive action for women (2).

This flexible legal instrument provides a Community framework for the promotion of positive action at national level, laying down the related principles and implementing methods.

In the near future the Commission will complete the drafting of a code of practice on positive action for women in employment. This practical guide is aimed at employers and employees in the public and private sectors and, more generally, at potential promoters of positive action, and will describe possible procedures for the implementation of positive action programmes at the workplace.

This guide will be sent to the Council, the two sides of industry, the equal opportunities bodies in the Member States and other interested groups (women's associations, Youth Forum, etc.).

In addition, the Commission has granted financial aid for the organization of seminars and symposia on positive action in the Member States aimed at improving understanding this concept.

(1) Doc. V/30/83

(2) OJ L 331, 19.12.1984, page 34, (84 /685/EEC)

ACTION 10 - INTEGRATION INTO WORKING LIFE (IN PARTICULAR WITH RESPECT TO NEW TECHNOLOGIES)

In 1984, the Commission carried out research and studies on the consequences for women of the introduction and extension of the new technologies.

One study, for example, dealt with office automation and women's employment, a second with training in the new information technologies aimed at forestalling employment problems for certain groups of particularly vulnerable workers (especially women), while a third was concerned with training in the new information technologies for female laboratory technicians and industrial draughtspersons.

The Commission is using the results of these studies to promote the organization of round tables in all the Member States in 1985 and 1986 on the following central topic : "How are women to be integrated into the world of new technologies and how are we to avoid the possible negative consequences of changes deriving from this process?".

Furthermore, the European Social Fund and the European Centre for the Development of Vocational Training have continued to play an active part in promoting actions aimed at responding to the training needs of women in occupations using the new technologies.

One of the European Social Fund priorities applying to those requesting financial assistance for innovative actions is that they should train women in the new technologies.

Starting in 1985, the Commission will carry out two further studies - one on telecommuting and women and the other on the consequences for women's employment of provisions regarding the new technologies in collective agreements.

Finally, the Commission has given support - including financial support - to a number of seminars and symposia aimed at promoting exchanges of experience in this field.

ACTION 11 - OCCUPATIONAL CHOICES

In 1983, the Commission set up a network of equal opportunities advisers made up of one expert per Member State, who is a specialist either on questions of general education or adult vocational training; these experts are assisted in their task by a network of qualified persons, so as to cover the whole training process.

This action aims at increasing opportunities for women and girls by doing away with the real or imaginary obstacles of their access to a larger number of occupations offering employment opportunities.

The first task of these experts was to identify bottlenecks and inadequacies in the school and vocational training systems and assess the experiments in diversifying training so far carried out. A report summarizing the information provided by the national experts was submitted to the Commission at the end of 1984 (doc. V/1817/84); it recommends measures likely to improve the situation at all educational levels.

The national experts are expected to use their influence to intervene in their national systems so as to bring about positive changes.

In addition, the experts will endeavour to promote at least one large-scale experiment in diversifying occupational choices for women which would either affect a large number of persons or make a lasting change in the study or training process.

It goes without saying that the positive actions initiated this year will have to continue for several years. Several such actions will have a real effect only in the long term.

This action must also be seen in the context of the development of educational co-operation in this field (1).

(1) See below.

ACTION 12 - DESEGREGATION OF EMPLOYMENT

The Public Sector

In the context of the Commission's action regarding desegregation of employment in the public sector, a study on promoting desegregation in the public service was carried out by experts covering the situation in three Member States⁽¹⁾.

In 1983 Member States were approached in order to supply information on the number of women in high-level positions in public administrations. Information was finally gathered after the Commission asked the European Institute of Public Administration in Maastricht to organise a round-table meeting in 1985 involving officials responsible for compiling statistics at national and Commission level.

This information revealed that it was comparatively easy to collect figures for central government and individual ministries for all levels comparable with A-grades in the Commission, in contrast to extracting figures from state sponsored organisations or enterprises in the public sector and local government. A further meeting where the statistics collected will be discussed is being planned.

For 1986 a meeting with officials responsible for staff policy in national administrations will be organised, the ultimate aim being the planning and implementation of positive action programmes.

Local Initiatives for Employment

In the area of job creation initiatives, the setting up of pilot schemes, such as cooperatives, is felt to be one method of stimulating the process of desegregation in employment by enabling women to work in occupations considered to be traditionally men's. The Commission, given limited resources in this area, considered that the money available would be best used in supporting the direct creation of jobs in cooperatives or similar local initiatives in countries where either cooperatives were not recognised as such or where the procedure for establishing cooperatives was so expensive or cumbersome that it ruled out small initiatives.

(1) Doc. V/2794/82

Starting in 1983 the Commission has therefore given small start-up grants to a number of initiatives for women. As funding possibilities have become more widely known, and already funded initiatives have encouraged others to follow suit, the Commission is seeing an ever-increasing demand in its participation in these projects, and - against a background of ever-rising unemployment - will continue to look carefully at the possibilities for women in particular of taking full advantage of this opportunity.

Banks and Industry

Commission support for research and action programmes in banks in four Member States was begun in 1978. The banking sector was chosen because a) approx. 50% of its workers are women (overwhelmingly in the lower grades), b) new technology was already applied, and c) the sector remained relatively undamaged by the recession.

In April 1982, a banking seminar was held in Knokke leading to further research and action in more banks. Following a further meeting in December 1983 to review the situation the Commission has continued to give financial aid to individual banks wanting to introduce positive action, but with positive action gradually becoming a more familiar notion in this sector, the Commission is now shifting its attention to industry, where the position of women is very different from those in the service sector.

At the request of the Commission, two groups of management consultants responsible for a total of 6 Member States have since 1983-84 had the task of searching out three companies interested in positive action per Member State, and to help these draw up programmes.

The management consultants' further task is to interest other uninvolved companies in positive action. To this end seminars have been held on a national basis to which personnel managers from a whole range of companies were invited in order to discuss problems and action possibilities.

The above measures will continue into the next action programme: positive action programmes will have been started and conclusions can be drawn.

ACTION 13 - ANALYSIS OF TRENDS IN FEMALE EMPLOYMENT

Information about the position of women in the labour market has generally remained lacking at European level, existing in some of the Member States only and often in unharmonised form.

In order for the Commission to be able to carry out its employment equality policies and to analyse the impact of economic and social developments on the position of women in the labour market a compilation of the available information needed to be made. The Commission accordingly set up a group of national experts with the task of studying indicators and information on the position of employed women available in each Member State. Apart from dealing with the general characteristics of women at work during 1983-85 the experts' study also concerns itself with the effects of the economic recession on working women; one of the findings is that although women's jobs appear - in the short run - to have stood up better to the recession than men's jobs, their vulnerability to unemployment in the long term, is also greater.

In 1985-86 the group of experts will extend its study the following areas:

- the relationship between equality policies and general employment policies and the way these latter affect women on the labour market;
- the links between general economic policies and the employment of women; and
- the compilation of statistical information on women migrants in the European Community.

Apart from the above studies carried out by national experts, the Commission undertook an opinion poll in 1984 on the way women in paid employment perceived such issues as discrimination at work, the effects of the recession and unemployment on their work, and the challenge of new technologies. This opinion poll followed an earlier one conducted in 1980 which for the most part posed similar questions so that a comparative analysis of the situation could be made (cf. also Action 5 in this respect).

The results of all studies carried out in the context of action 13 will continue to serve as an essential basis for the Commission's policy in the field of women's employment.

ACTION 14 - APPLICATION OF THE PRINCIPLE OF EQUAL TREATMENT
TO WOMEN IMMIGRANTS

The application of the principles laid down in Directive 76/207 on equal treatment have had little or no impact on women immigrants. In its efforts to adapt and reaffirm these principles the Commission has come up against a sad lack of statistics and basic information about the specific legal and administrative difficulties, and any other discriminatory aspects which prevent immigrant women from obtaining employment. In order to assess the scale of the problems facing immigrant women the Commission has arranged for two studies to be carried out. The first, which deals with the legal and administrative difficulties encountered by immigrant women on the labour market, shows that this group of women falls between two sets of legislation, viz. legislation concerned with employment equality, and legislation covering immigrants in general. The effects of the latter type of legislation are such that women are not generally classified as active migrants; their position is derived indirectly from that of their husband. This, according to the study, is at the root of problems in their access to employment. It has also led to a situation where only particular areas of employment are open to immigrant women as opposed to others, i.e. work permits are issued for cleaning work, but not, for example, for clerical activities.

The second study which is currently being undertaken and the results of which are expected for the autumn of 1986 deals with the specific training needs of migrant women, and ways of satisfying those needs.

The Commission intends to use the results of the first study to hold a seminar involving governments, trade unions, employers and organisations representing immigrant workers and those providing services to them, with a view to discussing the findings of the report and actions that could be taken to improve the situation of immigrant women.

The Commission has financed some seminars for and about migrant women, (giving them the opportunity to discuss their difficulties) and in addition financial support has been given to the setting up of three cooperatives specifically for women immigrants, and to groups dealing with support action for migrant women.

Complimentary to measures taken under Action B14 of the Action Programme has been the issue of a policy statement by the Commission ("Guidelines for a Community policy on migration" - COM(85) 48 final) which gives particular consideration to the difficulties facing women immigrants in the European Community.

ACTION 15 - SHARING OF OCCUPATIONAL, FAMILY AND SOCIAL RESPONSIBILITIES

In 1983 the Commission undertook studies to assess any progress concerning the position of women in decision-making bodies⁽¹⁾ in a number of Member States. Another study concerning the sharing of occupational, family and social responsibilities was completed in 1984⁽²⁾. The recommendations made in these studies have enabled the Commission to draw its conclusions with regard to the needs of women for an independent and satisfying position in society. In this context the Commission grants subsidies towards the organisation of, and participates in, seminars and conferences aiming to disseminate the concept of the sharing of responsibilities.

A fundamental issue with regard to the sharing of family and other responsibilities is one of child care. It was with this in mind that a study was commissioned on the subject of "Day-care facilities and services for children under the age of three in the European Community"⁽³⁾. This study for the first time establishes, in so far as available information would allow, the current situation with regard to the availability of public facilities for child care.

It was with a view to drawing up guidelines for future action that a seminar was held by the Italian Presidency of the Council in collaboration with the Commission in March 1985, where national experts on child care together with national experts on equality matters debated this issue, and concluded that there was considerable scope for more Community coordination in this area.

Another element of great importance in encouraging the sharing of family responsibilities is the provision of parental leave (see Action 7).

(1) Doc. V/1811/82-EN

(2) Doc. V/484/84 -FR

(3) Doc. V/1784/83

ACTION 16 - EVOLUTION IN PUBLIC ATTITUDES

The Commission has continued to intensify its information campaigns through various channels.

1. The publication Women of Europe, dealing with general Community policies with a bearing on equality issues, as well as with the progress of the implementation of the actions in the 1982-85 action programme has been issued on a regular basis. Some of these publications have dealt specifically with a particular action (such as self-employed women and women in agriculture; Community law and women; women and statistics, etc.). An inventory of research on women and employment carried out at universities and/or other educational institutions has similarly formed the subject of a Women of Europe publication. In addition numerous seminars are organised in conjunction with Women's associations in individual Member States (eg. the European seminar of women's associations held in the Hague (1985), dealing with the reorganisation of working time and sharing of family responsibilities), and at those seminars the 1982-85 Action Programme is discussed and widely distributed.

The Commission further produces posters and slide series with cassettes on the actions of the programme, and has conducted comparative opinion polls on various topics related to the situation of men and women in society (eg. "Women in paid employment", "Women's participation in politics", etc.).

2. In the context of the Action Programme specific awareness campaigns have been directed at target audiences within the Member States. Most significant in this respect have been the seminar on Legal Equality held in Louvain-la-Neuve in May 1985, and the seminar on Women and Television, held in Brussels in June 1985.

The former was aimed specifically at magistrates, lawyers and lecturers in law. The seminar answered part of the objectives under action 16 in working towards an evolution in public attitudes, in this instance by having as its main aim to inform and make aware of equal opportunity policies and legislation an audience consisting of those who either apply or teach law professionally. The Commission intends to follow up this seminar both at national and regional level so as to establish a widespread awareness of European equality legislation.

The second seminar was directed at Television organisations and, again, was of particular relevance in the context of this action, as Television is itself the most important vehicle for preparing and presenting a change of

attitudes. The seminar was intended to discuss the evidence from three studies related to women and Television ("Employment and Positive Action for Women in the Television Organisations of the EEC"; "Place and Role of Women in certain TV Programmes in EEC Countries"; "How Women are represented in TV programmes in the EEC - Positive Action and Strategies") and to debate the findings of these reports with personnel from the TV organisations, and discuss the issues with senior management in a position to implement policy. One of the conclusions to be drawn from the seminar was that it is only through an improvement in the employment position of women in Television that a positive image of women on the screen can freely develop. The Commission has undertaken to look at possibilities for coordination at Community level for a follow-up to the seminar and in particular with regard to positive action in practice and the setting up of programmes within the organisations.

3. The Commission has further financed and participated in awareness campaigns organised by individual Member States on a variety of subjects related to the action programme, such as the European Conference on Women and New Technologies in Paris(1983), the International Conference on Equal Treatment for men and women in Athens (1983), the 1983 Conference on the Sharing of Family Responsibilities in Bonn, the 1984 Conference on Self-Employed Women and Women in Agriculture in Dublin, and the 1985 Conference on Parental Leave and Crèche Facilities in Rome.

In addition, the Commission attends meetings, lectures and conferences in Member States organised by groups or associations involved in equality issues where, if invited, it will present the European aspect of the subject in hand.

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The integration of equality strategies into general policy making is at the basis for achieving equality of opportunity in all levels of society. Apart from the concentrated efforts towards employment equality, the Commission endeavours to ensure that equality policy is taken into account in all areas of social policy. This is why integrated policy commitments have been, or are in the process of being made in a number of fields, for example, in education, vocational training, youth employment, the social aspects of new technologies, part-time working, migrants policy, etc.

As regards consultation and dialogue with institutions, bodies and associations concerned with employment equality issues, the Commission enjoys a fruitful cooperation with the European Parliament which, recognising the importance of the work carried out in the context of equal opportunities for women, established a permanent Committee on Women's Rights after the 1984 parliamentary elections to replace the Committee of Inquiry. The Committee's work continues to stimulate developments in Community action and Commission proposals in particular.

The Advisory Committee on Equal Opportunities was created by the Commission when the 1982-85 Action Programme was adopted. It provides possibilities for the exchange of ideas and experience in various areas, and offers advice at a very early stage in all developments of policy making and has made a major contribution to the measures developed by the Commission, in particular by its opinions on the adoption of new legal instruments and on the development of positive action.

Important partners in the implementation of equal opportunity policies, the two sides of industry have been consulted on a regular basis on any Commission initiatives or proposals, legislative or otherwise, in the field of employment equality.

The Commission has set great store by maintaining a continuing dialogue on progress made, with relevant organisations, such as Youth Forum, COFACE and women's groups in order to take note of their suggestions, experience, and requests with regard to equal opportunities and to keep them informed on ongoing initiatives in this field.

The Commission has represented the Community at meetings and conferences held by various international organisations, such as the Council of Europe, the OECD, UN and ILO, wherever problems of employment equality have been raised.

In particular the Commission participated in all preparatory sessions for the 1985 UN world conference in Nairobi to mark the end of the UN Decade for Women.

In a communication from the Commission to the Council⁽¹⁾ the results of the 1982-85 Action Programme have been presented as part of the Community contribution in the debate on review and procedure of progress achieved and obstacles encountered during the UN Decade for Women.

The Action Programme itself has been closely linked to the aims and objectives of the UN Decade for Women and has coincided with the UN Decade in terms of timing the end of the action period.

(1) COM(85) 256 final

IV - POSITIVE ACTION WITHIN THE COMMISSION

In the context of the Community's new action programme on the promotion of equal opportunities for women (1982-1985), the Commission gave an undertaking to implement a number of measures aimed at bringing about greater equality between men and women within its own personnel.

The Commission's 1985 progress report on the above commitments brings to light a number of developments and perspectives in the field of recruitment, training, career promotion, social infrastructure and the reorganisation of working time, as well as the development of a positive action programme.

Recruitment

- Advertising notices of competitions in the national press always include the wording: "in the framework of its general policies for the promotion of the situation of women and equal treatment between men and women, the Commission welcomes a significant participation of female candidates".
- Current job descriptions as used in competition announcements are under scrutiny by commission terminology services.
- All competition and selection notices include the clause: "the age limit of candidates who have not carried out a professional activity for at least a year in order to look after a young child within their household, is raised by one year per child - up to a maximum of three years in total".
- The recruitment service is looking into ways of achieving a more balanced representation of women in competition and selection juries.

Training

- From 1985 onwards it is intended to put into action measures to make internal and external trainers aware of the necessity to take the principle of equality into account in all training programmes particularly with a view to achieving a balance in job areas and retraining courses.
- Representation of men and women in the steering committee on training is now evenly distributed.

Career promotion

- Action is being taken to sensitise jury members so as to avoid unconsciously discriminatory questioning at competitions.
- Similar action is being taken as regards promotion committees and the consultative committee for nominations to grades A2 and A3.
- A systematic presence of women in all promotion committees (except for category A) has been achieved.

Reorganisation of working time

- There is an increased flexibility regarding conditions for short-term leave on personal grounds to deal with difficult family situations, whatever the sex of the official, and on the granting of longer periods of leave on personal grounds in particularly difficult circumstances, following the recent revision of the statute.
- Efforts have been made towards the availability of professional child care.

Legal equality

- Since a 1984 court order equal treatment between men and women as regards the right to survivor's pensions has been implemented.

Conclusions

In terms of career development it is clear that the percentage of women from grade A4 onwards is significantly lower than that of men. In order to arrive at more equal opportunities at this level it is important to identify any hidden obstacles at this level as well as at the lower A-grade categories. Similar observations - in the opposite direction - can be made with regard to the large number of women in relation to men in the C-category, especially in the area of secretarial work.

The present imbalance in career development and promotion is not helped by the fact that there is still a feeble number of women candidates entering in recruitment competitions. Remedies to this problem lie partly in an increased effort to channel competition publicity through media areas that are likely to reach potential women candidates.

It is felt that actions in the field of personnel policy and social infrastructure alone will not achieve a substantial change in the inequality in practice between men and women. The Equal Opportunity Committee, therefore, has decided that in order to set in motion a coherent framework of strategies a report by outside experts needs to be drawn up based on a sociological study of the available personnel statistics in the Commission so that a diagnosis can be worked out and a positive action programme within the Commission can be prepared for implementation. This report is planned for 1985-86, subject to budgetary constraints, and should lead to an accelerated and more effective implementation of measures in favour of equal employment opportunities in the Commission.

V. CONCLUSIONS

The 1982-85 Community Action Programme on the promotion of equal opportunities for women has now come to the end of its appointed timespan.

In spite of the fact that the current economic difficulties have in certain cases hampered the promotion of employment equality, the process of advancing equal opportunities in the Community is progressing.

Efforts have been made by and in Member States to work towards the aims set by the Action Programme. These, however, have often centered round small-scale pilot projects, research or information activities, rather than round consistent actions resulting from comprehensive national framework policies. It is clear, therefore, that there is a very real need to build on the Community's achievements to date since equal opportunities for men and women in employment will only become a reality through sustained action over a long period.

In the light of the threats posed by the economic crisis, budgetary restrictions and technological innovation, greater vigilance is called for, both as regards legislation as well as the de facto situation of women, so as to strengthen and consolidate commitment to the advancement of employment equality.

In continuing their endeavours to realise the aims of the programme as set out in actions 1-16, therefore, Member States should increase their efforts in all areas, and in particular concentrate on the following:

1. Member States should review efforts and cooperate in approaching the three proposed directives related to 1) occupational social security schemes, 2) self-employed women and women in agriculture, and 3) parental leave and leave for family reasons, with a view to achieving an early adoption thereof in Council.
2. In order that the principle of equal treatment in employment is applied and upheld both legally and in practice, Member States should set up permanent and effective instruments of control and monitoring with regard to the existing directives 75/117, 76/207 and 79/7.
3. Community equal opportunity policies need to be developed on the basis of a consistent analysis of trends in female employment; it is essential therefore, that all Member States step up their efforts to make available comparable data in this fundamental area.

4. Regular assessment needs to follow the development of actions taken in any area so as to enable governments to measure the effects and improvement rate within each field of action, and to impart gained experiences on a Community level.
5. While national initiatives in matters of research and pilot schemes are essential in the area of positive action, it is only when concerted efforts on a national legislative level are undertaken that positive action can be implemented and effectively reach all aspects of a nation: Member States therefore, should take consistent and coordinated action towards the promotion at national level of framework legislation to develop positive action.
6. In general, information campaigns need to be improved and funds set aside specifically for this purpose so as to reach all sections of society on a recurring scale in order to inform the public at large on matters concerning
 - a) the interpretation of equality legislation, including the right to legal redress in respect of equal treatment and how the individual can make use of this right;
 - b) vocational choices (cf. Action B11 regarding the massive national information campaign launched in France in 1984);
 - c) evolution in public attitudes (as described under Action B16).

In concluding this assessment of ongoing progress in terms of the 1982-85 Action Programme by and in Member States, the Commission feels it necessary to express certain reservations about the overall effectiveness of efforts taken towards the implementation of these actions. It should be noted in this context that the Commission has become aware that women's groups and organisations within the Member States increasingly tend to require action to be generated on a Community level rather than by national governments. The Community can be said to have exercised a leading role in striving to meet the needs of the citizens of Europe in the area of equal opportunities in employment; it should not be allowed to lose its momentum in this field, in particular with regard to strengthening legislation and ensuring its implementation in practice, and a more systematic development of positive action.

In order to stimulate and reinforce the themes dealt with under the 1982-85 Action Programme, a new five-year medium term Action Programme is currently being drawn up.