

EUROPEAN COMMISSION

EUROPEAN SOCIAL POLICY: THE WAY FORWARD

On 27 July the European Commission adopted a White Paper on European social policy, proposed by Pádraig Flynn, the Commissioner responsible for employment, industrial relations and social affairs. This sets the agenda for future action at European Union level in the field of social policy.

In November last year a wide-ranging debate was launched on the European Union's options in the social policy field, with reference to the Green Paper. The final White Paper was the product of this consultation procedure, which involved the Member States, employers, unions and a range of public and private institutions (over 500 reactions in all, including many from women's organizations).

Consolidating and looking ahead

The White Paper tries to define the European Commission's approach for the next phase of social policy development (1995-99) and seeks to establish a dynamic link between the past achievements and the future programme. It thus aims in the first instance to consolidate and build on the progress made in the past, particularly as regards employment law, health and safety, free movement and combating sex discrimination. It then looks ahead to the future and presents new proposals in various fields, such as social protection, equal opportunities and public health. It tries also to encourage a new partnership between the various parties (Member States, social partners, voluntary organizations, public bodies, the general public and international organizations).

Presenting the White Paper, Mr Flynn made clear that "jobs remain top of the agenda, but social policy goes beyond employment. It affects people when they are at work and also when they are not – their family life, their health,



WOMEN OF EUROPE NEWSLETTER

Dear Reader,

As you are no doubt aware, the European Commission's Directorate-General X has undergone a major reorganization which has seen the incorporation of the Information for Women section in a new "General Public" Unit. This will be run by Marina Manfredi; she previously headed the Commission's Office in Milan, where her special interest in women's affairs was already apparent.

As for me, after 18 years in Development Cooperation (which taught me how much development and democracy itself depend on information, particularly for women) and four years in the audiovisual sector, it is with great pleasure that I take over from Anne-Blanche Haritos who has invested her interest and enthusiasm over the last two years in the activities of the Women's information. The policy of the sector will reflect the new approach to information adopted by the Commission. We shall therefore concentrate on general information for women and increasing awareness of matters relating to the European Union and their rights as Union citizens. We shall try our best to fulfil the task entrusted to us: to provide information in order to encourage women to participate actively in the construction of Europe and the pursuit of its objectives and to enable them to take advantages of the benefits of European Union.

Providing effective information means being receptive to the needs of our audience and establishing a permanent dialogue with the public. The new structure of DG X will be very helpful from this point of view. Without providing an exhaustive review of the changes, I should like to men-

their old age." He outlined the main features of the document, which focuses on four key issues:

1. The need for a new mix between economic and social policies. This means taking a broader view of social policy, aimed at integrating everyone into the economy and society as a whole, particularly by widening access to paid employment.
2. Jobs are the key to economic and social integration. Employment policy must obviously remain the top priority. We must find better, stable jobs to enable everyone to become integrated in the economy and society. The White Paper emphasizes the problem of skills and the need for massive investment in training. It also proposes a series of measures to promote the development of a genuinely European labour market.
3. Developing and consolidating the legislative base. Given that European social legislation already rests on solid foundations, the Commission is not proposing a new legislative programme, but focusing on two main themes: completing the current legislative programme, and in particular the directives currently pending (on the posting of workers and non-standard work), and the application of European law. In practical terms this means continuing to implement existing legislation and transposing all Community directives into national legislation.
4. Stepping up cooperation and action. The White Paper sets out specific proposals and suggestions for future action in a wide range of fields. Key elements include:
 - the establishment of a high-level panel to review the operation of the single market with regard to the free movement of people;
 - closer cooperation in the area of social security systems;
 - renewed emphasis on the role of the social dialogue between management and labour at European level, and closer cooperation with voluntary bodies and other non-governmental organizations;
 - a fourth action programme on equal opportunities for men and women.

Equal treatment for men and women: one of the priorities of the White Paper

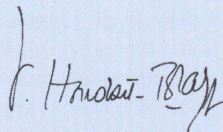
One of the White Paper's ten chapters is devoted to equality of treatment between men and women. The three essential elements singled out in this document are:

- Putting an end to segregation in the labour market and placing a greater value on women's labour. Continuous affirmative action is called for to maximize new working opportunities for women and minimize the risks of labour market segregation. All forms of discrimination must also be eliminated, for example by applying codes of conduct; women must be assured a decent wage for all forms of productive employment and adequate social protection. It is important to guarantee genuine choice and equality of opportunity in schooling, vocational training and access to continuing education, in order to maximize women's career opportunities.
- Reconciling employment and family life. Here the crucial factor for working parents is still the availability of childcare. New welfare facilities must be created to help households and families, and ways must be found of helping them to meet the costs of these services. A policy of affirmative action will be required to encourage a fairer division of parental responsibilities and greater solidarity between the sexes.
- Increasing women's involvement in decision-making. This will mean, among other things, analysing the institutional obstacles in the way of proportional female representation in public and political organizations. It will also entail practical steps to enhance the role of women in the European institutions and to help Member States to undertake similar policies.

The European Commission is also sketching out the next stages of its equal opportunities policy, which take the form of integrated action programmes. A fourth programme of Community action on equal opportunities for men and women will be published in 1995 and enter into force in 1996. From 1996 onwards the Commission will publish an annual equal opportunities report, reviewing

continuing of the editorial

tion the most recent innovation, which is perhaps the most ambitious because of the originality of its aims and its composition. This is the Advisory Committee of Information Users, whose task is to articulate the views of the European public about the Commission's information and communication activities. It consists of 36 members representing various groups and sectors of opinion, among them the European Women's Lobby, which will represent women's interests and act as a relay between the women of Europe and the Commission. We have also tried hard to ensure that women are well represented on the Committee over and above their presence via the Lobby. Europe is an opportunity for women; we must seize it. To do so effectively, women must be informed of the advantages the Union has to offer. I shall try my utmost in my new job to pursue and build on the information activities undertaken so enthusiastically by my predecessors.




Véronique Houdart-Blazy

progress achieved in this area at Member State and Union level, which will be a tool for monitoring equal opportunities policy. The Commission will also press for the adoption of the proposed directive on parental leave and/or other texts relating to questions of leave. It will also encourage adoption of the proposed directive on the burden of proof, and will use every available means to ensure genuine and effective implementation of all the legal provisions in force. It will also devise ways of integrating the question of equal opportunities in the actions of the Structural Funds and Community initiatives (by setting more specific objectives, collecting data, monitoring women's participation, etc.). Finally, it will study ways of introducing a system of monitoring equality of opportunity between men and women in all relevant Union policies and applying equality as a criterion for evaluation.

Particular attention is also paid to women in other important sections of the White Paper.

Information: Information and Publications Unit, DG V, European Commission, rue de la Loi 200, B-1049 Brussels, tel. (32 2) 295 96 50.



MEMORANDUM ON EQUAL PAY FOR EQUAL WORK

Although the principle that men and women should receive equal pay for equal work is enshrined in Article 119 of the EC Treaty (reinforced by Directive 75/117/EEC) and in the national legislation of all Member States, it is not fully applied in practice. A memorandum on equal pay, published by the European Commission on 30 June, confirms this state of affairs.

There remains a sizeable gap between men and women's pay in the European Union, and in some cases this is even widening as any deterioration in the economic climates tends to affect women more than men. Part of the problem lies in the fact that the majority of women continue to work in so-called "female occupations". This *de facto* segregation and the undervaluation of female occupations help to explain the persistence of significant differences between levels of male and female remuneration. Occupational evaluations and classifications are all too often biased: a typically female job is almost always regarded as less remunerative than a typically male one. The comparison is not always based on the same criteria. The development of non-discriminatory evaluations and classifications is an essential step in the direction of equal pay.

If individuals are to be able to invoke the principle of equal pay for equal work and if national courts and tribunals are to enforce it, the principle itself must be clarified. One of the aims of the memorandum is to help elucidate the principle and rela-

ted concepts (job classification, job evaluation, discrimination, pay).

In its memorandum, the European Commission also puts forward various ideas which should form an integral part of any strategy aimed at promoting equal pay for equal work. In this context there is a need for:

- better basic information about women's pay,
- better dissemination of information on Community legislation,
- better practical and legal training for employers and trade unions in applying the principle of equal pay for equal work.

The Commission also wants to draw up a Community code of practice on equal pay.

Information: Equal Opportunities Unit, DG V, European Commission, rue de la Loi 200, B-1049 Brussels.



EUROPEAN PARLIAMENT

COMMITTEE ON WOMEN'S RIGHTS

The new Parliament met for the first time on 19 July. In keeping with the spirit of change, Parliament has a new President, the German Socialist, Klaus Hänsch, 321 new members, and an unprecedented number of women members (145 out of a total of 567, or 25.6%, compared with 18.5% in 1989). There is a new committee on women's rights, chaired by the Dutch member Nel van Dijk (Greens). The vice-chairwomen are Anne Van Lancker (PSE, Belgium), Francisca Bannasar Tous (PPE, Spain) and Antoinette Fouque (ARE, France). The Committee's Bureau will continue to be run by Ms Hannen.

The 36 members of the Committee on Women's Rights are listed below, by political group, as presented to the July part-session:

PSE: 14 members

Crawley Christine M.
d'Ancona Hedy
García Arias Ludivina
Ghilardotti Fiorella
Gröner Lissy
Kinnock Glenys E.
Kokkola Angela
Pollack Anita Jean
Randzio-Plath Christa
Read Imelda Mary
Roth-Behrendt Dagmar
Torres Marques Helena
Van Lancker Anne E.M.
Waddington Susan A.

PPE: 10 members

Banotti Mary
Bennasar Tous Francisca
Colombo Svevo Maria Paola
Glase Anne-Karin
Jackson Caroline F.
Lulling Astrid
Maij-Weggen Johanna R.
Menrad Winfried
Mouskouri Nana
Peijs Karla M.H.

ELDR: 3 members

André-Léonard Anne
Kestelijn-Sierens Marie-Paule
Larive Jessica E.S.

GUE: 2 members

Moreau Gisèle M.H.
Sornosa Martínéz María

FE: 1 member

Colli Ombretta

RDE: 1 member

Killilea Mark

Greens: 2 members

Gyldenkilde Lilli
van Dijk Nel B.M.

ARE: 1 member

Fouque Antoinette

EN: 1 member

Seillier Françoise

NI: 1 member

Stirbois Marie-France

The Committee on Women's Rights has wasted no time after the new Parliament convened. Meetings were held in Brussels on 26 July and 29-30 August to discuss the main outlines of

its work programme. There are numerous issues of concern to Members:

- the UN's World Conference on Women,
- the memorandum on equal pay for equal work,
- the fourth Community action programme on equal opportunities,
- application of the childcare directive,
- directives pending,
- sexual violence against women,
- the number of female Commissioners in the new Commission for 1995 (pressure for five to be appointed),
- the 1996 intergovernmental conference.

Members expressed a number of other concerns, for example that the European Parliament, with its 25% female membership, should be made more visible, and that the Committee on Women's Rights should work closely with the European Women's Lobby and NGOs.

At the July meeting the Committee also heard a presentation by Colette Flesch, Director-General of DG X, of the activities and reorganization of her DG and the Women's Information section in particular (see Editorial). DG V's Equal Opportunities Unit outlined its work in progress (memorandum on equal pay, informal Council in Berlin in September on the Beijing Conference and the White Paper, seminar on "Women and the construction of Europe", consideration of the fourth Community action programme, monitoring directives pending before the Council).

Two important matters were discussed at the August meeting: the international conference on population and development and the Fourth World Conference on Women. Although no formal decision was taken concerning the latter, the Committee on Women's Rights reiterated its desire to be closely involved in the preparatory conference which will take place in October 1994 and to be included in the official European Union delegation in Beijing. The next meeting of the Committee on Women's Rights will be in Brussels on 15-16 September.

Information: European Parliament, rue Belliard 97-113, B-1040 Brussels.

PUBLICATIONS

Monitoring implementation and application of Community equality law. The 1993 general report of the network of experts on the application of the equal opportunity directives provides an overview of the most important developments in the field of equal opportunity law in the Member States of the European Union in the period from 1 April 1992 to 1 April 1993. *This report (No V/653/94) is available in English and French from the Equal Opportunities Unit, DG V, European Commission, rue de la Loi 200, B-1049 Brussels.*

Europe: a chance for women's issues, report of the conference of 25-26 November 1993 organized in Brussels by the Hans Böckler Foundation and the European Commission's Equal Opportunities Unit. *The report is available in English and French from the Equal Opportunities Unit, DG V, European Commission, rue de la Loi 200, B-1049 Brussels.*

Law network, internal document of the network of experts on the application of the equal opportunities directives. The network's newsletter reviews the state of social policy instruments with a direct or indirect bearing on women at the level of Community and national law. *It is available in English and French from the Equal Opportunities Unit, DG V, European Commission, rue de la Loi 200, B-1049 Brussels.*

Women's employment in the tourist sector. Study of the Greek labour market and identification of future prospects. The study is in two parts: the first describes the state of female employment in the tourist industry in Greece, while the second analyses women's employment in this sector in three regions of Greece (Athens, Delphi and Arakhova, and Rhodes) characterized by different types of tourist development. On the basis of the study's conclusions the experts formulate a number of proposals for institutional action to ensure equal educational and employment opportunities for women and specific proposals relating to women's employment in the three regions studied. *The report (V/409/94) is available in English from the Equal Opportunities Unit,*

DG V, European Commission, rue de la Loi 200, B-1049 Brussels.

Women entrepreneurs and co-entrepreneurs in family businesses, a special issue of the LEI network Dossier following the conference of the same name organized in Thessaloniki last March. The conference produced a series of recommendations and practical measures to enhance the powers and position of women entrepreneurs and co-workers in small businesses in Europe. *The Dossier is published in English and French and available from the coordinators of the LEI network, Breakthrough, Caroline Turner, 36 Vas. Georgiou Street, GR-54640 Thessaloniki, tel. (30 31) 84 06 25, fax (30 31) 86 11 00 or the Brussels office at bd. Clovis 12A, B-1040 Brussels, tel. (32 2) 732 51 19, fax (32 2) 735 12 09.*

Women's Training – a tool for change, the report of a seminar organized by the IRIS network in November 1993. The seminar focused on three main themes: vocational guidance for women, new management practices and changing patterns of work. *The report is available in English, French and German from IRIS, European coordinator, rue de la Tourelle 21, B-1040 Brussels.*

A guide to EC funding for NGOs – the EC's most colourful flowers, which lists all possible sources of Community funding for NGOs working in the field of cooperation, development, education, training, health, the environment, research and tourism. *It is published by ECAS (Euro-Citizen-Action-Service) and is available in English and French from ECAS, rue Defacqz 1, B-1050 Brussels.*

Competitive Frontiers: Women Managers in a Global Economy provides a detailed study of the social and cultural factors affecting women managers. It contains new studies of female entrepreneurs in 21 countries across four continents. *It costs ECU 25 and is available from Business Direct, Blackwell Publishers, 108 Cowley Road, UK-Oxford OX4 1JF, tel (44 865) 79 11 00, fax (44 865) 79 13 47.*

Femmes et éducation: politiques nationales et variations surveys numerous case studies of national policies – or lack of them – in 12 coun-

tries in different parts of the world. Eight are written in English, four in French. *The book is available from Labraps, Université de Laval, Sainte-Foy, Quebec, Canada G1K 7PA.*

Women's rights: a framework for human rights and democracy is produced by the European Network of Women's Studies and based on the contribution by Hilly Lemaire to the international conference entitled "From dictatorship to democracy: Women in Mediterranean, Central and Eastern Europe", held in Spain in September 1993. *It is available in English from ENWS, Ms H. Lemaire, Ministry of Education and Science, P.O. Box 25000, NL-2700 LZ Zoetermeer, tel. (31 79) 53 38 84, fax (31 79) 53 19 53.*

Gender and Party Politics contains one of the most recent comparative studies of women and politics and, more particularly, the relationship between women and political parties. It is an essential reference work for students, researchers with an interest in political parties, women in politics and activists seeking to promote sexual equality in political representation. *The authors are I. Lovenduski and P. Norris and the book is available from Sage Publications Ltd, 6 Bonhill Street, UK-London EC2S 4PU (ISBN 0-8039-8659-9).*

La forza delle reti – indirizzi e contatti per le donne in Europa (The strength of networks – addresses and contacts for women in Europe). This booklet is produced by the Women's Affairs department of the Region of Lombardy, in conjunction with the Associazione Europea Donne in Milan. It provides extensive information about women's networks in Europe (and beyond), at the level of both the Community institutions themselves and non-Community projects. *It is available in Italian from la Giunta regionale, Settore Presidenza-Servizio Condizione Femminile, 22 via F. Filzi, I-20124 Milan, tel. (39 2) 67 65 48 30.*

Editor in Chief and coordination:
General public – Citizens' advice desks,
Women's Information
European Commission
Directorate-General for Information,
Communication, Culture, Audiovisual.
Rue de la Loi 200, B-1049 Brussels
Tel. (32 2) 299 94 16