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Report

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

on the position of women in the European Community

PART I – MOTION FOR A RESOLUTION

General rapporteur: Mrs Hanja R.H. MAIJ-WEGGEN

In its resolution of 26 October 1979 the European Parliament decided to set up an ad hoc committee on women's rights whose task it will be, in cooperation with the Commission and drawing on a report by the Commission setting out the basic principles, to prepare a parliamentary debate on the position of women in the European Communities. ¹

On 17 January 1980 at the request of the ad hoc committee, the Enlarged Bureau authorized the committee to draw up a report in preparation for the debate on all matters it had been instructed to consider by Parliament in the abovementioned resolution.

At its meeting of 22 January 1980 the committee appointed Mrs Hanja R H Maij-Weggen general rapporteur.

At its meeting of 21 February 1980 the ad hoc committee decided that, unless a decision was taken to the contrary, its meetings would be held in public.

The ad hoc committee met on 20 and 21 February 1980, 20 and 21 March 1980, 21 and 22 April 1980, 5 and 6 June 1980, 23 and 24 June 1980, 22 and 23 September 1980, 2 and 3 October 1980, 24 and 25 November 1980, 1 and 2 December 1980, 15 January 1981 and 19 and 20 January 1981 to consider the main questions relating to the position of women in the European Communities. A drafting committee for the resolution was set up and met on 16 and 17 December 1980.

A delegation from the Ad Hoc Committee on Women's Rights attended the United Nations conference on the position of women held in Copenhagen from 14 to 30 July 1980.

The following Commissioners attended some of these meetings : Mr Jenkins, Mr Davignon, Mr Vredeling, Mr Cheysson and Mr Natali and also a delegation from the Economic and Social Committee.

¹
OJ No. C289, 19.11.1979 p. 56



On a proposal from the chairman, Mrs Yvette Roudy, the Ad Hoc Committee on Women's Rights adopted a questionnaire concerned mainly with the forms of discrimination encountered by women at work and covered by Community directives and which, at its request and with the full support of Mr Roy Jenkins, President of the Commission, of the European Communities, served as a basis for a Eurobarometer survey the results of which were published on 9 December 1980.

Following forwarding on 5 September 1980 by the Commission of the European Communities of its working document 'Community action on behalf of women : Background and lines of action' (SEC (80) 1227) discussions with the Commission dealt with a motion for a resolution (PE 67.021/fin.) drawn up by Mrs Maij-Weggen, general rapporteur.

At the request of the ad hoc committee the Enlarged Bureau also authorized it to hold a public hearing on 'women in small and medium sized firms and agriculture' and on 'women and social security.' This public hearing took place in Milan on 20 and 21 October 1980.

On the basis of the various working documents drawn up by members of the ad hoc committee, a draft report (PE 67.021) was drawn up by Mrs Maij-Weggen, general rapporteur.

At its meeting of 19 and 20 January 1981 the Ad Hoc Committee on Women's Rights adopted the motion for a resolution by 14 votes to 1 with 6 abstentions.

Present : Mrs Roudy, chairman ; Miss Roberts, Mrs von Alemann and Mrs Squarzialupi, vice-chairmen; Mrs Maij-Weggen, general rapporteur ; Mrs Cinciari Rodano (deputizing for Mrs De March), Mrs Dekker, Mr Del Duca, Mr Enright, Mr Forth (deputizing for Mr Johnson), Miss Forster, Mrs Gaiotti de Biase, Miss Hooper, Mrs Krouwel-Vlam (deputizing for Mrs Gredal), Mrs Lenta- Cornette (deputizing for Mr Simmonet), Mrs Lenz, Mrs Martin, Mr Narducci, Mrs Rabbethge (deputizing for Mr Michel), Mrs Schleicher and Mrs Wiczorek-Zeul.

The explanatory statement and the summary of work carried out by members of the Ad Hoc Committee on Women's Rights will be published separately.

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A

The Ad Hoc Committee on Women's Rights hereby submits to the European Parliament the following motion for a resolution together with explanatory statement :

MOTION FOR A RESOLUTION

on the situation of women in the European Community

The European Parliament,

- having regard to its resolution of 26 October 1979 on the creation of an Ad Hoc Committee on Women's Rights,¹
- having regard to its resolution of 19 June 1980,²
- having regard to the Commission's working document for the Ad Hoc Committee on Women's Rights on 'Community action to assist women : stocktaking and guidelines' (doc. SEC (80) 1227),
- having regard to the report by the Ad Hoc Committee on Women's Rights (doc. 1-829/80),
- having regard to the fact that the joint declaration by the European institutions on human rights of 5 April 1977 also covers women's rights,³
- having regard to Article 119 of the Treaty of Rome,
- having regard to the Council directive of 10 February 1975,⁴
- having regard to the Council directive of 9 February 1976,⁵
- having regard to the Council directive of 19 December 1978,⁶
- having regard to the resolution of the Council of Education Ministers of 13 December 1976,⁷
- having regard to the Council decision of 20 December 1977 concerning the European Social Fund,⁸

¹ OJ No. C289 of 19 November 1979

² OJ No. C175 of 14 July 1980

³ OJ No. C103 of 27.4.1977, p.1

⁴ OJ No. L45 of 19 February 1975

⁵ OJ No. L39 of 14 February 1976

⁶ OJ No. L6 of 10 January 1979

⁷ OJ No. C308 of 30 December 1976

⁸ OJ No. L337 of 27 December 1977

- whereas the historical, cultural, political, economic and social development of the countries of the European Community and of many other countries in the world has created an imbalance between male and female citizens as the majority of women are lagging intolerably far behind in almost all sectors of society.
- whereas the disadvantages suffered by women in almost all sectors of society and the unequal distribution of work between men and women, which give rise to considerable collective and individual problems, cause social economic and psychological harm, mainly to women, but also to men and children,
- whereas the removal of all forms of discrimination against and oppression of women is a necessary prerequisite for the establishment of a fairer and more advanced social order and hence for the improvement of the living and working conditions of the citizens of the Community in accordance with the wishes expressed in the preamble of the Treaty of Rome,
- the present economic crisis with high unemployment and inflation, has a particularly severe effect on women as potential workers or as the recipients, in the family, of social benefits and social services,
- this reveals the structural nature of unemployment among women and threatens the progress achieved up to now in the matter of equality between men and women,
- considering that this situation necessitates a fresh overall response by the Community in the monetary, industrial, energy, agricultural and services sectors in order to introduce policies to combat recession and restore balance at regional level and to restructure social expenditure in the interests of efficiency and solidarity,
- drawing attention to the United Nations' ten-year plan for 1975-1985 which is aimed at improving the situation of women and which, with the exception of certain unfortunate passages, was evaluated and updated by the Copenhagen Conference in July 1980¹

I. IMPROVEMENT OF EXISTING COMMUNITY MEASURES

1. Directives

1. Takes a favourable view of the efforts made by the Commission through the action and the initiatives it has taken in the field of information,

¹

Action programme for the second half of the United Nations decade for women : equality, development and peace

Paragraph 5 - first part : Background and framework of the problem

Paragraph 244 - third part - Chapter V : International policies and programmes

albeit with limited resources, to help European women, notably when the European Parliament was elected by direct universal suffrage, but notes that the aim laid down in Community directives of eliminating all forms of discrimination and oppression is far from being realised; and considers therefore that further action is needed in this respect ;

2. Urges the Commission to present proposals to supplement the following directives as indicated :

(a) directive on equal pay :

- a provision which obliges the Member States to prepare coordinated statistics in which the specific structural problems relating to the employment of women are clearly defined and on the basis of which an assessment can be made of how far the aim of the directive has been achieved,
- a supplementary directive on equal treatment for male and female workers in the Member States' fiscal legislation,

(b) directive on equal treatment :

- a provision which clearly defines the professions exempted from the directive,
- a provision designed to compel the Member States to report to the Commission every two years on how far the objective of the directive has been achieved,
- a provision to harmonize such protective legislations as may still exist in the Member States ;

(c) points relating to these two directives :

- a provision instructing national committees, on which the two sides of industry in particular would be represented, to prepare an overall assessment and report on how the implementing measures for these directive are respected by the Member States and to assist women who take cases to the relevant legal authorities in accordance with the provisions of these directives ;

(d) directive on social security:

3. Is concerned at the procedures and slowness in implementing the directive on equal treatment in the field of social security, Article 8 of which specifies that it must be implemented by the Member States by 1984; therefore requests the Commission to carry out a survey on the nature and scope of the progress made in each Member State and to present a report on this matter to the relevant committee of the European Parliament within one year ;

4. Considers that the provision in the directive on equal treatment in the field of social security which allows the Member States to continue granting women derived rights from their husbands must be regarded as transitional (pursuant to paragraph C of Article 7);

- considers that these derived rights must be applied to men and women during this transitional period ;
- regrets that this directive does not provide for equal treatment in the field of family allowances ;
- urges the Commission to present two additional proposals to this effect ;

5. Criticizes the Member States' method of transposing directives and requests the Commission to continue to take proceedings against Member States which are not fulfilling their obligations under the directives ;

Considers it imperative for the requirements concerning the burden of proof to be reversed in respect of the right of appeal to the European Court of Justice against inadequate implementation of the existing Community directives and requests the Commission to submit a proposal on this matter to Parliament within one year ;

6. Requests the Commission to ensure that the implementation of the directives on equal pay and equal treatment - and of the social security directive from 1984 onwards - is an essential precondition for the granting of support from the Community's regional and social funds ;

2. Social Fund

7. Notes with satisfaction that applications for finance from the European Social Fund for projects designed to improve the position of women over the age of 25 wishing to return to working life have increased substantially since January 1980, but expresses its concern at the marked differences between Member States as regards access to these funds and therefore asks :

- the Commission and the Member States to organize a large-scale information campaign in order to make the countries of the Community more aware than hitherto of the facilities offered by the European Social Fund, and suggests that no Member State should in principle receive more than 30% of the funds available but that where a Member State fails to claim its share by a given deadline, the funds outstanding should be distributed according to the order in which applications have been received ;

- the Commission to submit in time for the European Parliament's debate on the budget a report on the nature of the subsidized projects and on the distribution of funds between individual projects and countries ;
- the Commission to ensure that the Social Fund regulation is amended to permit the part-financing of institutions that afford women the freedom to attend vocational training courses and, in particular, the building and running of crèches near to training centres ;

8. Notes that the high and increasing number of unemployed women in the Member States of the European Community makes it necessary to draw up common proposals to combat unemployment among women and calls upon the Commission to prepare a positive plan to improve the position of women in which national measures will be coordinated and, where necessary, support provided for the measures envisaged by means of finance from the future social fund for women ;

9. Expresses its appreciation of the action taken by the Commission in respect of equality of opportunity for young people of both sexes and deplores the fact that, despite approval by the Council in 1976 and 1980, the Council of Ministers has given no evidence of the importance it should attach to this area - given the infrequency of its meetings and the serious cuts in appropriations for this heading in the 1981 budget ;

3. Information

10. Requests the Commission to arrange for national information campaigns with the aid of television, radio and the press on Community measures and directives aimed at promoting equality between men and women and on the action taken on them by the Member States ;

11. Requests the Commission to step up information - and to provide adequate funds and staff - on Community actions for women and to increase the political awareness of women in the Community ;

II. FURTHER ACTION

12. Considers that the Community must undertake a wide-ranging policy to put an end to legal inequalities between men and women, to eliminate the obstacles for the full development of their personalities by guaranteeing to each individual the freedom to attain his or her own aspirations and to combine family tasks and a role in society according to his or her own choice and considers that the Community should act not only to combat juridical and legislative

inequalities in respect of women but should also remove the structural obstacles which are preventing effective implementing of the principles laid down in the EEC Treaty, in particular Article 119, and in the three directives ;

Requests therefore the Community not to confine itself, in respect of women, to the adoption of specific directives and to action by the European Social Fund (provided for in the Council decision of 20.12.1977) but to implement a wide-ranging policy in the agricultural, industrial, social, regional, development cooperation and external relations sectors in order to promote :

- the possibilities available to women (and men) to combine their family and employment roles ;
 - the improvement of the participation of women in political, social and economic life and in production activities ;
 - the elimination of every form of legal discrimination in society and in the family context in order to ensure equal legal status for women by granting them their own rights and not derived rights ;
 - the introduction of social services and the adoption of all measures which would help put an end to the present distribution of roles according to sex in society and in the family and facilitate and equitable distribution of tasks and responsibilities between men and women ;
 - equal opportunities for women as regards access to training and occupations ;
 - health protection for women, with particular reference to the right to responsible and freely chosen motherhood and the right of infants to benefit from the support of society from the moment of birth ;
 - improvement of the position of migrant women, women employed in family businesses, women working at home and women in sparsely-populated rural areas ;
 - a greater awareness of the position of women in developing countries and practical measures (conditions) in the allocation of funds in connection with development aid ;
1. Problems relating to part-time work
13. Asks for a general reduction in working hours and a redistribution of employment between men and women to enable women to participate more fully on the labour market. This reduction in working hours should relate primarily to daily working hours in order to facilitate

a better division of efforts between partners in the household, in the raising of children and in active employment ;

14. Considers that social and economic participation by women in the labour market might be substantially improved by introducing a greater variety of working hours in the paid employment sector, enabling male and female employees to choose between a large range of part-time jobs ;

15. Urges that all social and financial disadvantages of part-time employment be eliminated and that the right to the same working conditions, social benefits, occupational and industrial training and promotion prospects be granted to part-time employees; calls upon the Commission to work out proposals meeting these requirements and to present those proposals within one year in the form of a directive to the responsible committee of the European Parliament ;

Hopes that shorter working hours will not be used as an instrument to increase the flexibility of the labour market, to pursue conjunctural policies or as a way of increasing workloads, thus making discrimination against women even more serious and calls upon the Commission to take account of this in its proposals concerning the redistribution of working time ;

Notes, moreover, that there must be no discrimination against part-time employees in the granting of earnings compensation in the event of general reductions in working hours so that the development of part-time employment cannot be misused as a way of evading the need to reduce working hours for all employees ;

16. Requests the Commission to draw up a report on work at home executed mainly by women, in certain Member States, the different systems of remuneration, the existing health regulations and social provisions and the possibility of harmonizing the relevant laws of the Member States ;

17. Notes with great concern that the rate of shift working in the Community is increasing and points out that shift work is an obstacle to an equitable division of efforts between men and women in the home and in the care of children ;

18. Calls on the Commission to draw up in conjunction with the appropriate committees of the European Parliament a proposal for certain pilot projects on part-time working and the reduction of working hours, on which the Dublin Foundation on Living and Working Conditions should draw up a report to Parliament after two years ;

2. Social and Family Services

19. Considers that the specific employment curve of women which shows that a large number of women disappear from active employment between the ages of 25 to 35 can be modified by revising, improving and harmonizing the regulations which, in the different Member States, govern maternity leave, parental education leave, leave for family reasons (sick children..) and calls on the Commission to draw up proposals for a directive on this matter ;
20. Notes that social services for the family are in a state of crisis in all the Member States because of escalating costs, the difficulty of meeting all requirements, the dangers of growing institutionalization and dehumanization of relationships and a substantial weakening of family ties ;
21. Points out that we must reject all temptation to make married couples and families, that is to say in practice women, bear the consequences of the social crisis and therefore calls on the Commission :
 - to promote and support (partly through Community funding) the development by the Member States of an extensive network of social services for children, old people and the handicapped, with a view to alleviating the most arduous aspects of housework and in so doing to encourage the creation of diversified facilities for children which take account both of the needs of children and of the requirements of parents exercising professional and social activities ;
 - to encourage surveys and research into new forms of aid (such as cooperatives, voluntary services, involvement of users in decisions relating to social services) which can guarantee women and the family real support in discharging the above mentioned tasks by encouraging a sense of responsibility and links between families ;

3. New technologies

22. Asks the Commission and Council in relation to the effects of new technologies on the employment of women :
 - to make both sides of industry, undertakings and trade unions, aware of the specific problems encountered by women following the introduction of new technologies ;

- to cooperate with both sides of industry in order to inform women of the prospects offered to them by telematics ;
- to initiate in cooperation with both sides of industry and with the possibility of assistance from the Social Fund :
 1. measures to promote the training of women in areas of work where the prospects of employment are best ;
 2. measures to adapt training traditionally acquired by women to telematics ;
 3. measures intended to teach women how to teach others in the new fields ;
- to ensure that the development of work at home, which will be one of the consequences of telematics, does not become the source of a new form of segregation on the employment market ;

Asks the Commission, in the case of policy developments concerning new technologies, to state in concrete terms what will be their effects on the position and the employment of women and at the same time to state how consequences that might be prejudicial to women may be avoided or otherwise dealt with ;

4. Fair representation of women

23. Requests the Commission to bring about the cessation of all prohibitions on the stipulation of age limits for access to a profession and to conduct regularly in the Member States surveys on the improvement of the situation of women on the employment market with particular reference to the distribution of women and men between the various categories of active employment and the various levels of employment and to report to Parliament on these matters every 2 years ;
24. Deplores the continued under-representation of women in employers' and trade union organisations and other professional organisations, and requests that where the Commission, in drawing up draft legislation of particular interest to women, finds that women are unrepresented on its consultative committees, further opinions should be sought from women's interest groups or specific experts.

III. EDUCATION AND VOCATIONAL TRAINING

25. Endorses the Commission's view that a specific education policy is indispensable for the creation of equal opportunities for girls and affirms that the coordination and intensification of educational policy measures at Community level will play a decisive role in the struggle against unemployment of women and young people ;
26. Considers that, in the overall context of a general adjustment of the educational systems in the ten countries to the present situation, the following objectives are of great general or specific importance for women at all levels:
 - the development of mathematical, scientific and technical education
 - the development of language tuition
 - education of young people of both sexes to participate in decision making and in the work process through direct experience
 - education of young people of both sexes to acquire knowledge of the institutional and economic machinery of the European Community
 - education of young people of both sexes to take responsibility in daily life, in choices relating to consumer activities and in family tasks
 - education and critical awareness of problems relating to the role of the sexes in the post-industrial society

and calls upon the Commission to coordinate in an overall approach the various actions already undertaken in these sectors and to strengthen that action, in cooperation with the Council of Europe's programme of 'preparation for life'.

27. Considers that an appropriate policy to this effect is needed at all levels and in all fields of education, based on the following priorities:

(a) as regards students:

- active encouragement of co-education in primary, secondary and advanced education;
- active encouragement of a fair ratio of boys to girls at all levels of education and in particular in secondary schools and institutes of advanced education;
- active encouragement for more girls to attend educational and professional training courses in technical, economic and mathematical fields and for more boys to attend courses in household skills and child-care;
- greater participation by girls in university and advanced professional courses, especially in those countries where the number of girls attending advanced education courses has hitherto been far too low;

(b) as regards teaching staff:

- a better distribution of male and female teaching staff throughout education;
- an active policy of appointing female heads of staff in schools;
- in-service training courses for teaching staff on the problems raised by the backward position of women in society and the role which education plays in this connection;

(c) as regards scientific research:

- study of the overall attainments of boys and girls in all sectors of education and of the structure of transition to the subsequent level of education and to working life;
- study of the effect of school hours on the professional activity of the parents of schoolchildren;
- study by special committees, half of whose members shall be women, of the stereotyped and discriminatory nature of teaching material so as to enable teaching staff to select positive teaching materials of a high standard;

28. Calls upon the Commission to arrange, in agreement with the Council and the social partners, a programme for improvement of the position of women and young people in training, particularly professional training, with the priority objective of ensuring more active participation by women and girls in training and occupational training in all sectors and at all levels, through:

- a) incentives for companies,
 - b) measures to provide further training and retraining for women who return to work after periods of absence for family reasons,
 - c) extension of the age limit for attendance by women with family responsibilities at courses of training,
 - d) social services, even of a temporary nature, to enable female workers with family responsibilities to attend courses;
29. Calls on the Commission to draw up a programme, by agreement with the Council and the two sides of industry, for the improvement of the position of women and girls in the field of further training, permanent training based on the following priorities:
- granting of more generous training leave facilities both for women in paid employment and for women engaged in domestic duties;
 - development of further training courses for women who wish to maintain a link with working life during a period of occupational inactivity;
 - development of information and motivation courses for women who wish to return to work after a period of domestic work;
 - development of further training programmes for working women in jobs threatened by rationalization measures and for unemployed women;
 - prohibition of the setting of upper age limits on participation in professional and industrial training courses for this category of women;
30. Calls upon the Commission to have special regard to the problem of equal opportunities for girls in the context of the following Community programmes:
- training in agriculture,
 - alternating vocational training,
 - training for new occupations,
 - exchange of students and workers;
31. Requests the Commission to convene in the near future a special conference of education authorities and other specialists from the Member States of the European Community in order to determine ways of incorporating the abovementioned priorities into national educational policy as swiftly as possible and the contribution that the European Community can make in this connection and calls for the press, radio and television to be involved in the work of such a conference;

32. Appeals urgently to the Council of Ministers of Education to meet at least once a year in order to facilitate coordination and evaluation of the European policy on the improvement of the position of women and girls in education.

IV HEALTH CARE

33. - Welcomes the greater efforts being made to promote cooperation between the Member States in the field of health care as regards information and training in matters of health, preventive measures and research, and calls for an intensification of such cooperation by means of new joint initiatives including a programme geared to action in the field of health on the principle of 'Prevention is better than cure';

- calls on the Commission, now that the freedom of establishment of doctors and paramedical staff has been achieved, to take initiatives to ensure a type of training which takes account of the specific problems of women and to strive to ensure a more equal relationship between women and doctors;

- requests the Commission together with the Member States to examine to what extent and in what form the United Nations' health action programme has been implemented in the countries of the Community with particular reference to the following:

(a) participation by men and women in health promotion activities and in the evaluation and application of health care measures at local and national level;

(b) active participation by women in framing health policy measures designed to give women more practical experience in matters of health care;

34. - Notes that, owing to their role as mothers, women are confronted with specific problems for which training in matters of health, preventative measures, aid in research are necessary;

- considers that motherhood by choice is one of the most important features of the new role of women, but takes the view that considering the present scientific understanding of birth control and of the risks involved with the most commonly used contraceptive techniques on the one hand and economic, cultural and psychological factors on the other such a choice is far from fully guaranteed;

- requests the Commission to initiate an interdisciplinary research programme with the following goals:

- coordination and encouragement of research currently in progress to extend knowledge of conception and contraceptive methods for men and

women (with particular reference to natural methods), their effectiveness and the physiological and psychological side-effects of methods currently practised;

- coordination and encouragement of experiments and surveys concerning the present and the prospective situation as regards sex education for young people and adults and advice on marital and family matters;

35. Deplores that, because of this situation, the number of abortions practised as a means of birth control is constantly increasing and that:

- on the one hand in countries where there is no legislation on the voluntary termination of pregnancy, clandestine abortion remains the rule and often has serious consequences for women (and for their physical and psychological state of health)
- on the other hand, in those countries where legislation in this matter does exist, the specialized hospital facilities are often inadequate and there may be a tendency for abortion to be treated as a normal practice and one which is in itself sufficient to solve the problems experienced by women in this area

notes nevertheless that the relevant legislation in the Member States varies so widely that women in distress frequently have to seek help in other countries, and requests the Commission to press the Council for decisions at national level such as to obviate the need for journeys of this type which make any form of social aid impossible and lead to unacceptable commercialization, and to ensure that every woman who finds herself in difficulty can obtain the necessary assistance in her own country;

36. - Considers however that abortion must not be treated as a last resort,

- calls upon the Commission to set up a programme to reduce the number of abortions in particular by:
 - early provision of adequate information for young people;
 - a broad and suitable range of reliable means of contraception;
 - full recognition of the needs of single parents and special provisions for parents of large families;
 - appropriate provisions for day nurseries;

V. MEASURES WITH REGARD TO SPECIAL GROUPS AND REGIONS

37. Takes the view that, owing to their circumstances certain groups of women require additional assistance and calls on the Commission to adopt specific measures in favour of migrant women, women employed in family businesses and women living in sparsely populated country areas;

38. - Calls upon the Commission to envisage the possibility of including in a European statute for foreign workers, provisions for the wives of foreign workers based on the following principles:
- granting of a work permit in the host country accompanied by all the normal conditions of employment and social benefits,
 - accommodation in the host country pursuant to the legislation applicable to nationals of that country,
 - training and tuition in the language and culture of the host country and the right to re-training and further training in order to ensure adequate levels of occupational skills,
 - adequate medical cover in particular for contraception, pregnancy and maternity,
 - facilities enabling satisfactory links to be maintained with the population, the language and culture of the country of origin so as to create the conditions necessary for reintegration into society on return to the country of origin,
- Requests the Commission to submit such a statute to the Parliamentary committee responsible within one year and asks the Governments of the Member States to act in accordance with these principles without awaiting the final approval of such a statute;
39. Requests the Commission also to look into the difficult position of women from the European Community who are married to workers of a different nationality and are unable to pass their nationality on to their children, and to undertake an enquiry into the nature and extent of these problems and to consider whether a European arrangement could be drawn up to solve them.
40. Takes the view that the large group of women working in family businesses makes a very important contribution to the social and economic development of the Community, and is concerned to note that their legal, financial and social position is in many cases deficient, and calls on the Commission to draw up a European statute for such women based on the following principles:
- the right to have their occupational status recognized and to participate, legally and financially, on an equal footing with the husband in the business where they are employed as a member of the family;
 - the right to training and education in the specific aspects of the business concerned in order to acquire the necessary professional skills;
 - the right to full participation in specialized professional organizations at all administrative levels;
 - the right to a fair system of social provisions, particularly as regards family benefits and replacement in the business during the last six

weeks of pregnancy and the first six weeks of motherhood, and in the event of disablement or illness, the right to a fair amount of leave and the right to a separate old-age pension;

41. Points out that the phenomenon of women working in family businesses is particularly to be found in the agricultural sector where working conditions and pay are at present extremely poor, and urges the Commission to bear this in mind when drawing up proposals for the reform of the Common Agricultural Policy;
42. Asks the Commission and Council to propose and adopt a directive permitting the financing of replacement services in agriculture intended to enable women working in agriculture to be free to undergo training and participate in social life.
43. - Points out the adverse effect on the standard of living of women in less favoured regions notably in sparsely populated rural regions;
- Calls therefore for more emphasis to be given to the position of women in defining the specific needs of each region in the context of the forthcoming ERDF reform;
- Calls further for the three Community funds (EAGGF, ERDF, Social Fund) to be used in a coordinated manner in the less favoured regions for integrated intersectoral measures intended to improve the position of women by creating jobs where female labour is abundant, providing education and training possibilities, developing services necessary to working women while establishing more direct contact with local and regional authorities;
44. Points out that the European Community has up to now given little attention to the position of women in Greece and the applicant countries, Spain and Portugal, and requests the Commission to report as soon as possible on the situation of women in Greece, Spain and Portugal, the said report to cover at the very least the matters dealt with in this resolution;

VI DEVELOPING COUNTRIES

45. Is aware of the close link between the present situation of women and the general problem of their exclusion and inferior status which is particularly apparent in the developing countries;

refers to the resolution which it adopted on 18.9.1980 - (Doc. 341/80) in which it recognizes the essential tasks performed by women in the developing countries in the production and distribution of agricultural products and expresses the wish that the development programmes take greater account of the social, population, training, health and family aspects of the fight against hunger;

46. Notes that European policy with regard to development aid and external economic relations has not yet taken sufficient account of the position of women in the developing countries and calls on the Commission to take account of the following factors in its policy with regard to the third world:

- great restraint in applying western cultural principles particularly as regards employment and family relationships and allowance for the fact that in most developing countries the number of single women and female heads of families is far higher than in western countries;
- the need to protect female employees who in many cases still have considerable family duties to perform from unreasonably long working hours, low wages, and unsatisfactory working conditions and social provisions;
- measures to ensure that women do not lose their traditional occupations for example in agriculture and commerce and at the same time are provided with employment opportunities in new areas of employment;
- promotion of a policy to improve basic needs (housing, food, clothing, education and medical aid) by making them priorities under development aid;
- specific measures to combat illiteracy and promotion of a high standard of education and vocational training also for women;
- special attention to the situation of women as regards health care by providing support for the provision of auxiliary medical services in remote areas and support for the training of female medical staff and by supporting efforts to combat customs which are very harmful to women such as sexual mutilations;
- encouragement of the involvement of women and womens' organizations in the developing countries in all existing and future development projects and provision for evaluation procedures on the basis of which the effect of the projects concerned as regards improving the position of women can be determined;

47. Considers it necessary for the Commission also to give attention to the situation of women in certain countries which do not belong either directly or indirectly to the European Community, more particularly countries where owing to economic structures women are discriminated against from two angles, i.e. that of sex and that of race (apartheid).

48. Requests the Commission to place the matters referred to in the previous paragraphs on the agenda for one of the forthcoming meetings of the ACP/EEC Consultative Assembly;

VII OTHER RECOMMENDATIONS

49. - Considers that the offices existing at present in the Commission of the European Communities to handle women's problems in the Directorate-General for Employment and Social Affairs and in the Directorate-General for Information must be strengthened;
- Considers that in the other Directorates-General concerned an official should be given responsibility for examining the work of these Directorates-General from the angle of their possible implications and consequences for women and for coordinating their work with other women's agencies so as to ensure that the efforts made by the European Community to obtain equal rights for women are reflected in its own services;
 - Points out that the ratio of men to women employed as officials in the institutions of the European Communities reflects the unequal ratio of men to women employed in the Community itself and requests the Commission to submit a report to Parliament within six months on the employment situation of our female employees, together with adequate proposals for improving this situation;
 - Calls upon all the European institutions (Commission, Council, Parliament, Court of Justice, Court of Auditors, European Investment Bank, etc..) to report at an early date on the professional situation of women within their establishment;
 - to set up a system enabling the promotion of women in all categories to be improved;
50. Supports the idea already expressed by the Commission to set up a consultative committee on women's rights and considers that the national emancipation committees, national womens organizations and the social partners should be represented on such a committee and requests the Commission to submit practical proposals to this end in the near future;
51. Asks the Commission to conduct a systematic inquiry into the practices of procuring and trafficking in human beings for the purposes of prostitution and to carry out a study of ways of harmonizing the suppression of such activities within and between the ten Member States;
52. Proposes that special activities relating to the position of women be arranged by the European Centre for the Development of Vocational Training in Berlin and by the Institute for the Improvement of Living and Working Conditions in Dublin;

53. Is convinced that the present structure of the Community budget makes a genuine Community policy in favour of women impossible and requests the Commission to ensure adjustment of expenditure on the policies referred to in the resolution;

calls on the Council to cooperate in this connection with a view to setting up a special European fund for women of a duration of no less than ten years;

54. Decides that the ad hoc Committee on Womens Rights as of now be discharged of its duties but that it be reconstituted in two years time with the task of initiating a new Parliamentary debate on the basis of a progress report showing the extent to which the proposals contained in this resolution have been put into effect;

55. Instructs its President to forward this resolution to the Commission and the Council.

