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REPORT

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

on the situation of women in Europe

B - EXPLANATORY STATEMENT

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PART I

Nature and tasks of the committee of inquiry

- (1) Since the Rules of Procedure contain no provisions as to the nature, functions, powers of working methods of a committee of inquiry in the European Parliament, Members of the European Parliament have on numerous occasions asked the President to instruct the Committee on the Rules of Procedure to provide an interpretation of Rule 95 of the Rules of Procedure.

The interpretation of that Rule given by the Committee on the Rules of Procedure at its meeting of 25/26 May 1982¹ and of Rule 91 of the Rules of Procedure in the document submitted to the House on 28 February 1983² has not resolved the problem.

The Committee on the Rules of Procedure felt that the Committee of Inquiry into the Situation of Women was a temporary special committee within the meaning of Rule 91 of the Rules of Procedure and that the provisions of Chapter VII of the Rules of Procedure should apply to the Committee of Inquiry into the situation of women in Europe. The committee has, therefore, carried out its work in accordance with those provisions.

From the experience it has acquired, the committee of inquiry feels that it would be useful for the Committee on the Rules of Procedure to provide a better definition in future of the terms of reference and powers of committees of inquiry. At all events, it is to be recommended that the terms of reference of such committees be laid down with extreme clarity and precision.

- (2) The committee of inquiry also stresses that it is difficult to conduct an inquiry merely by sending out questionnaires; from an administrative point of view, the work is onerous, the answers are very slow in coming, the information gathered in this way is often incomplete and it is sometimes difficult to interpret it. The committee feels that this cannot be the only or major source of information.

¹PE 79.338/Ann.

²PE 73.421/fin.

Public hearings and hearings with representatives of the Council and Commission, experts and representatives of the social partners (Rule 104(3) of the Rules of Procedure) have proved very useful. It has also proved very useful, not to say essential, to be able to instruct committee members of delegations to undertake study or fact-finding missions (as provided for in Rule 94(5) of the Rules of Procedure). For committees of inquiry, such missions should constitute a fundamental working method and not be a simple optional procedure of an exceptional nature.

- (3) The existence of committees of inquiry or fact-finding committees in the European Parliament might create some delicate institutional problems to which the Committee on Institutional Affairs should turn its attention with a view to a possible revision of the Treaties. The Treaties (Articles 137 and 144) currently provide for supervisory powers, which are mainly exercised by means of written and oral questions and oral questions with debate as well as the budgetary control procedure, over the activities of the Commission, the Council and the Foreign Ministers meeting in political cooperation.

We might wonder to what extent, within the context of a revision of the Treaties, the supervisory powers of the European Parliament might include a requirement for the governments of the Member States to answer questions put by committees of inquiry created by the European Parliament.

In this connection it should also be recalled that on various occasions the Bureau of the European Parliament has taken the view, pursuant to Rule 18 of the Rules of Procedure that contacts between a Member of the European Parliament and the governments of the Member States raises issues of an institutional nature¹: moreover, Mr Oehler and others, on behalf of the Socialist Group, have tabled a resolution on the facilities to be granted to Members of the European Parliament who, in the exercise of their duties, carry out inquiries in the Member States² which deplored the refusal of the authorities of one

¹ Deliberations of the Bureau. 26.4.1967,
idem 11.12.1980,
idem 1.2.1980,
idem 15.1.1981

² PE 65.462, 23.5.1980

Member State to provide information to a Member of the European Parliament and expressed the opinion that the Protocol on Privileges and Immunities should be revised in order to facilitate the work of Members of the European Parliament.

Not only has the Committee of Inquiry into the Situation of Women encountered no difficulties in its relations with Member States' authorities, but most of the time it has found a great willingness to cooperate in the investigations.

As the Rules of Procedure provide for the creation of committees of inquiry, a definition must be drawn up of their terms of reference and an indication given of the manner in which they may establish contact with the public authorities and the administrations of the Member States.

PART II

Working method adopted by the committee of inquiry

(1) Since it was regarded as a temporary special committee within the meaning of Rule 91 operating in accordance with the provisions of Chapter XII of the Rules of Procedure, the committee was instructed by the Bureau to draw up opinions for Parliament. That was the case with regard to the Community's action programme on equal opportunities¹ and to various resolutions²:

- Doc. 1-190/82 on indirect discriminatory measures (committee responsible)
- Doc. 1-225/82 on maintenance claims in the event of divorce (asked for an opinion)
- Doc. 1-492/82 on equal opportunities for women (committee responsible)
- Doc. 1-931/82 on the right to seek voluntary termination of pregnancy (committee responsible)
- Doc. 1-1042/82 on unfair dismissal in times of crisis (asked for an opinion)
- Doc. 1-1105/82 on improving the social situation of female heads of household (committee responsible)
- Doc. 1-1081/82 on the increase in the number of working women (asked for an opinion)
- Doc. 1-1289/82 on health training, preventive measures and aid in research for women (committee responsible)
- Doc. 1-198/83 on the new role of women in society (committee responsible)
- Doc. 1-1251/82 on sexual harassment at the workplace (committee responsible)
- Doc. 1-477/83 on the legal recognition of housework (committee responsible)
- Doc. 1-915/83 on the preparations for the 1984 direct elections insofar as women are concerned (committee responsible)

as well as

- Petition no. 43/82 on equitable pensions for teachers' widows, and
- Petition no. 54/82 on dismissals for 'economic and technical reasons' at the Beckaert-Cockerill company, on which the Committee on the Rules of Procedure and Petitions requested the opinion of the committee of inquiry.

The committee of inquiry also drew up a working document on the situation of women in SMUs, in response to the request from the European Committee of Patronage of 1983, the European Year of the SMUs (PE 84.964/fin.).

¹ COM(81) 758 final

² See Annex VIII for the action taken by the committee of inquiry on these motions for resolutions

The terms of reference¹ of the Committee of Inquiry into the Situation of Women in Europe were twofold:

- (i) to ensure that the European authorities were applying the guidelines adopted by the European Parliament in its resolution of 11 February 1981 on the position of women in the European Community, and
- (ii) to follow developments in the position of women in the countries of the European Community, and in particular the implementation of Community directives.

The first part of the terms of reference (i) required the committee to provide incentives, exert pressure and supervise various bodies (the Commission, the Council, the Member States, the social partners, etc.) to which the resolution of 11 February 1981 addressed requests and recommendations.

On the other hand, the second part of the terms of reference (ii) included the more specific task of inquiring into the actual situation of women in the Member States and into developments therein.

¹See minutes of the sitting of 8 July 1981, OJ No. C 234, 14.9.1981

- (2) On the one hand, the committee has therefore tried to ensure that the activities of the Commission of the European Communities and the Council took account of the resolution of 11 February 1981 on the position of women in the European Community².

To this end, it requested authorization to deliver an opinion on the conformity of certain Commission and Council proposals with various paragraphs of the aforementioned resolution when Parliament was asked for its opinion on those proposals: i.e. the regulations on the Regional Fund³, the Social Fund⁴, the Directives on voluntary part-time work and temporary work⁵, the communications on the reduction and reorganization of working time⁶ and the various documents concerning vocational training⁷.

With the same objective it also intervened, again to deliver an opinion, in the course of the budgetary procedure for the 1983 and 1984 financial years and in the debate on unemployment held during the European Parliament's special part-session held in Brussels on 27-28 April 1983⁸.

It also invited the President of the Commission, Mr G. Thorn, Commissioner Natali (Information), Commissioner Richard (Social Affairs), Commissioner Pisani (Development) and Commissioner Burke (Personnel and Administration) and representatives of the Council: Mr Hansenne (B), Mrs Fenger-Møller (DK) and Mrs Antoniou-Laiou (EL) to take part in its activities.

² OJ No. C 50, 9.3.1981

³ Paragraph 46

⁴ Paragraph 5

⁵ Paragraphs 15 and 16

⁶ Paragraph 14

⁷ Paragraphs 28 and 33

⁸ Paragraph 12

In one case, concerning the Beckaert-Cockerill company (Belgium), the committee of inquiry made direct representations to the Commission to request compliance with the Directive on equal treatment.

- (3) On the other hand, in the conduct of its investigations the committee chose the essential topics contained in the Maij-Weggen report as the basis for reviewing the development of the situation of women in the Member States in relation to each theme. It allocated the topics selected to the following rapporteurs:
- (a) Application of the first two Directives (Directive on equal pay and Directive on equal treatment) and proposals designed to supplement them
Mrs GAIOTTI DE BIASE
 - (b) The implementation to date of the third Directive (Social Security, target date - 1984)
Mrs VAN DEN HEUVEL
 - (c) Situation of women in Greece
Mrs PANTAZI
 - (d) Reduction and reorganization of working time
Mrs WIECZOREK-ZEUL
 - (e) Vocational training for women in Europe
Mrs VON ALEMANN
 - (f) Introduction of new technologies and their effect on employment for women
Mrs SPAAK
 - (g) Position of women with respect to the review of the European Social Fund
Mrs MAIJ-WEGGEN

- (h) Women and health
Mr EISMA

- (i) Migrant women and wives of immigrants
Mrs SQUARCIALUPI

- (l) Problems encountered by self-employed women, particularly in agriculture, trade and crafts
Mrs MARTIN

- (m) Situation of women in the European Community institutions
Mrs LENZ

- (n) Women in the Third World and European aid
Mrs LIZIN

- (o) Information policy and women
Miss HOOPER

- (p) Maternity, parental leave and pre-school facilities
Mrs LE ROUX

- (q) Taxation: special problems encountered by women
Dame Shelagh ROBERTS

- (r) Problems of women in less-favoured regions
Miss DE VALERA

- (s) Education of girls in the European Community
Mr ESTGEN

- (t) Place of women in the decision-making centres
Mrs MACCIOCCHI

It should be noted that it has not been possible to carry out an inquiry into all the points contained in the resolution of 11 February 1981.

Annex VII lists the action taken by the Commission of the European Communities on the requests contained in the resolution of 11 February 1981.

- (4) The committee of inquiry has used the following means of obtaining the information and data required for its inquiry:
- (a) Questionnaires (see the list in Annex I)
 - (b) Public hearings (Annex II)
 - (c) Hearings of experts (list of persons and bodies invited in Annex III)
 - (d) Missions by rapporteurs (Annex IV)
 - (e) Participation by delegations in meetings and colloquies of particular interest for the purposes of the inquiry (Annex V)
 - (f) List of persons and bodies present at committee meetings at their own request or at the invitation of the committee (Annex VI).

PART III

Results of the work of the committee of inquiry

The Committee of Inquiry into the Situation of Women in Europe has noted that the Community institutions have adopted various measures in response to the resolution of 11 February 1981, which has served as the basis for resuming Community action on behalf of women during the 1980s.

A. THE COMMISSION

The Commission has taken a whole series of measures, some affecting women directly and specifically and others indirectly.

1. Direct and specific measures

The Commission has taken the following measures:

- (a) as regards the application of directives, the Commission has stated that it has set up a study on the subjects excluded from the scope of Directive 76/207/EEC on equal treatment which has not yet been forwarded to the committee of inquiry.

At the same time, as guardian of the Treaties, it has instituted a series of proceedings against the Member States for non-implementation of the Directives.

First directive^{*}:

- against Luxembourg, Case 58/61^{**}
- against the United Kingdom, Case 61/81^{**}
- against Denmark, Case 143/83^{***}

Second directive^{*}:

- against Italy, Case 163/82^{**}
- against the United Kingdom, Case 165/82^{**}
- against Denmark, Case 149/83^{***}
- in addition, notice has been given to various Member States;

* Other proceedings were also instituted but have been withdrawn or suspended where the Member State has complied with the Directive.

** Case closed by a judgment of the Court.

*** Case still pending.

¹ OJ No. C 50, 9.3.1981

- (b) in December 1981, it also drew up a new Community action programme on the promotion of equal opportunities (COM(81) 758 final);
- (c) in December 1981, it set up the Advisory Committee on Equal Opportunities for Women and Men (OJ No. L 20, 28.1.1982);
- (d) as regards new legal instruments also specifically affecting women, it has submitted a major proposal for a directive on the implementation of the principle of equal treatment for men and women in occupational social security schemes. This proposal complements the first directive on the subject dealing with statutory schemes (OJ No. C 134, 21.5.1983);
- (e) similarly, it has recently submitted to the Council and Parliament a proposal for a directive on the harmonization in the Member States of parental leave and leave for family reasons (COM(83) 686 final);
- (f) the Commission has also undertaken to submit at an early date a proposal for a directive extending the principle of equal treatment to self-employed women and to women farmers;
- (g) it also undertook to submit a proposal for a directive on replacement services;
- (h) it has forwarded to the Council a communication on women's unemployment (COM(83) 653 final);
- (i) Studies and other activities

In addition, the Commission has stated that it has completed or is completing a series of studies and analyses in the context of the implementation of the action programme.

These documents have not as yet been forwarded to Parliament, although some have been discussed in the Advisory Committee on Equal Opportunities.

It has stated that it has set up an independent group of experts on the implementation of these directives; the group is in the process of completing its initial report.

It is also preparing a report on the right of appeal in the Member States, including the issue of the burden of proof.

The Commission has also given encouragement, in some cases financial, to a series of actions undertaken by the Member States in connection with the action programme.

As part of its information activities¹, and on the basis of the action programme, the Commission has organized a series of press conferences and seminars under the auspices of its Information Offices in the capital cities. An initial European colloquy of women's associations of the Community countries was held in Bonn in May 1982.

It also continued to publish the series of bulletins entitled 'Women in Europe' with special issues (supplements) devoted in particular to the situation of women in Portugal and Spain and to Community law.

It carried out a third opinion poll, the findings of which have not yet been published, on the attitude of men and women to developments in the situation of women and towards Europe with a view to the elections to the European Parliament in 1984.

It has organized a number of colloquies to which the members of the committee of inquiry were invited (see Annex V).

¹The details of the Commission's information activities are set out in Miss HOOPER's report (Topic No. 13 of the reports of inquiry)

2. Indirect measures

The Commission has submitted a proposal for a directive (COM(81) 775 final) on voluntary part-time work and, following Parliament's opinion, has also submitted an amended proposal on the subject (COM(82) 830 final).

It has also submitted proposals for the review of the European Regional Development Fund (COM(81) 589 final) and, following Parliament's opinion, a revised proposal on this subject (COM(82) 572 final).

The Commission has also submitted

- a proposal for a directive (COM(82) 155 final) concerning temporary work;
- a memorandum (COM(82) 809 final) followed by a draft recommendation (COM(83) 543 final) on the reduction and reorganization of working time;
- a document on the promotion of youth employment in the European Community (OJ No. C 149, 8.6.1983);
- a draft resolution concerning vocational training policies in the 1980s (COM(82) 637 final); and
- a draft Council decision concerning the tasks of the European Social Fund, together with a regulation implementing this decision.
(In the decision, women over 25 are no longer treated as a specific benefit category - COM(82) 845 final).

B. THE PARLIAMENT

Since 1981, Parliament has repeatedly stated its position on the impact on women of the various proposals submitted by the Commission, in this way taking into account the committee of inquiry's proposals.

- (a) Thus, in its resolution of 22 April 1982¹, concerning the regulation amending the European Regional Development Fund, Parliament asked for account to be taken in the review of 'the expected effects on the social and economic situation of men and women respectively'.
- (b) In adopting the resolution of 12 May 1982², on the new Community action programme Parliament stressed that 'equality of opportunity cannot be achieved solely on the basis of a special programme... ' and that greater account must be taken of the equal opportunities dimension in 'formulating and implementing the various Community policies,' so as 'to integrate it fully in various programmes and in the carrying out of Community policies'; that 'de facto inequalities persist, particularly in employment, and are exacerbated in the present crisis conditions'..... that there is a need to strengthen or set up 'national bodies for the promotion of women's employment and equal opportunities' and 'to support the development of action to increase public awareness and information measures which may foster changes in attitudes about the sharing of occupational, family and social responsibilities'.

Although, in its resolution, Parliament congratulated the Commission on drawing up this action programme and noted with satisfaction that many aspects of the action programme were in line with the proposals contained in its resolution of 11 February 1981, it regretted that the programme was not backed up by practical measures.

¹ OJ No. C 125, 17.5.1982

² OJ No. C 149, 16.6.1982

- (c) In its resolution of 16 September 1982¹ on the directive on voluntary part-time work, Parliament wished to see 'part-time work contribute in future to a better distribution of domestic and family responsibilities between men and women and at the same time permit men and women to acquire a skilled occupation'.
- (d) In its resolution of 28 April 1983² on the employment situation in the Community, Parliament considered that 'current unemployment is characterized in structural terms by an extremely high percentage of adult women, particularly young women', and that reliance on the conventional solution used in previous crises of expelling these women from the labour market was ~~impracticable~~ both in theory and in practice, since the entry of women into the labour market was an irreversible phenomenon, linked to the nature of our society, based as it is on economic exchange and individual freedom. Parliament considered 'that greater use should be made of the Community financing instruments and the Social Fund and that this should be coordinated for integrated job creation and vocational training projects in conjunction with CEDEFOP, in order to help combat youth and female unemployment and for the retraining of employees, particularly in regions affected by structural crises'.

Parliament requested that 'the funds earmarked for job creation measures were used for the benefit of women on a scale corresponding to the percentage of women among the unemployed'. It also called for maternity and parental leave to be harmonized through the adoption of a Community directive, and recommended that 'steps be taken to ensure that there is no direct or indirect discrimination against women, either in the allocation of unemployment benefits or in the compilation of lists of workers seeking employment, and that account be taken of the equal responsibility of parents for their children'.

1

OJ No. C 267, 11.10.1982

2 OJ No. C 135, 24.5.1983

It took the view that 'the priority objective - namely the fight against unemployment - demands that... the reform of the Social Fund and the shaping of vocational training in the 1980s must concentrate on employment for young people, women and the long-term unemployed'.

- (e) In its resolution of 28 April 1983¹ on the Commission memorandum on the reduction and reorganization of working time, Parliament considered that 'real unemployment is higher than the official unemployment figure mentioned above, since persons who are not registered - most of whom are women - must be included'.

It pointed out that a reduction in working time taking account of the special situation of women on the labour market should 'improve living and working conditions with favourable effects on cultural and family life and on recreational activities', and that it should contain general measures which 'take account of the general change in the roles of men and women and the transformation of social values, by seeking as part of the reduction in weekly working time a reduction in daily working hours which will enable couples to achieve a more equitable division of labour as regards housework, care of children and employment', whilst providing for 'parental leave which makes it possible for the tasks involved in providing for the family financially and looking after the children to be distributed more fairly'. 'In this connection action should be taken to promote the rapid submission, adoption and implementation of a Community directive on parental leave'.

¹OJ No. C 135, 25.5.1983

- (f) In its resolution of 17 May 1983¹ on vocational training policies for the 1980s, Parliament emphasized the importance of vocational training efforts for women.

It underlined the importance of 'efforts to ensure the equality of men and women, including special efforts to diversify career opportunities for women in connection with the introduction of new technologies' and expressed its conviction of 'the need for greater participation by women in general, and by women's organizations in particular, in order to direct the use of new technologies towards an improvement in the role of women and in society as a whole'.

- (g) In its resolution of 17 May 1983¹ on the review of the European Social Fund, Parliament considered that 'the resources of the European Social Fund have hitherto not been used for the equal benefit of the men and women of Europe' and 'specific operations on behalf of women would therefore be very useful if the funds for such action were to go some way towards redressing this balance', that 'the Commission, in consultation with the Member States, should make every effort to ensure that funds for specific operations on behalf of women are mainly directed towards regions with relatively high female unemployment', that 'it is, however, more important that all ESF budget items be used for the equal benefit of men and women,' and that 'in its resolution of 11 February 1981 on the position of women in Europe the European Parliament asked the Commission that the implementation of the Directives on equal pay and equal treatment - and of the social security Directive from 1984 onwards - be an essential precondition for the granting of support from the Community's Regional and Social Funds'.

It regretted, however that 'the resources of the Social Fund have not hitherto been allocated proportionally between men and women and urges the Commission to take particular account, when allocating financial support for operations in specific areas of Community action programmes

¹OJ No. C 161, 20.6.1983

related to employment and vocational training, of the "new Community action programme on the promotion of equal opportunities for women" and of the action programme on the social integration of disabled people'.

It called on the Commission 'to ensure that within five years the number of women participating in projects subsidized by the Fund is equal to the number of participating men, so that specific operations on behalf of women can be phased out, and to introduce an appropriate prior condition to this effect for applications for Fund assistance'.

- (h) In its resolution of 6 July 1983¹ on a proposal for a directive on temporary work, Parliament noted that 'temporary work continues to be a field in which mainly women are employed and demands that all direct or indirect discrimination between female and male temporary workers be prohibited in all fields covered by the Directive'.
- (i) In its resolution of 18 November 1983² on the proposal for a recommendation on the reduction and reorganization of working time,
The Parliament,
- ' - affirmed the need for a far-reaching reduction in working time and a redistribution of work in terms not only of employment policy but also of the transformation in social values which has led to the search for a more equitable distribution of roles between men and women, more flexible working hours with a view to care of children and the acquisition of additional qualifications in the course of working life,
 - welcomed the fact that the draft recommendation explicitly reiterates the principle of equal treatment for men and women,
 - called upon the Council to adopt as soon as possible the draft directives on part-time working, temporary work and parental leave as supporting measures for a comprehensive employment policy'.

¹ OJ No. C 242, 12.9.1983

² Minutes of the sitting of Friday, 18 November 1983 (PE 86.842/fin.)

- (j) Furthermore, in the budgetary procedure for the 1983 and 1984 financial years, Parliament reinstated the appropriations earmarked for specific information for women under the Social Fund and the implementation of the new action programme, which had been reduced by the Council.

It also called for Parliament's resolutions of 11 February 1981 and 12 May 1982 on equal opportunities for women to be appended to the Remarks accompanying the budget items concerning measures for education and vocational training.

C. THE COUNCIL

On 12 July 1982, the Council adopted a resolution¹ on the new action programme in which it stresses

' the need to promote the employment of both men and women in all sectors and occupations and for a more balanced representation of women at different levels of responsibility at both national and Community level;

the desirability of avoiding special rules for the protection of women on the labour market and eliminating such rules in cases where originally well-founded concern for their protection is no longer justified;

the need for account to be taken of the equal opportunities dimension in preparing and implementing Community policies likely to affect it'.

On 11 July 1983, in a resolution² on vocational training policies in the 1980s, the Council also stressed that vocational training policies would be developed as 'an instrument for promoting equal opportunities' and that the Member States 'will make increased efforts to encourage women to participate more in training and make it easier for them to obtain skilled jobs and particularly to enter occupations where they are traditionally under-represented'.

Following a difficult conciliation procedure with the Commission and the Parliament, on 17 October 1983 the Council adopted a decision³ on the

¹ OJ No. C 186, 21.7.1982.

² OJ No. C 193, 20.7.1983

³ OJ No. C 289, 22.10.1983

tasks of the European Social Fund and a regulation implementing the decision, in an annex to which it stated that 'assistance for recruitment or work experience is also to apply to women ... provided that the people concerned are young job-seekers under the age of 25 or long-term unemployed'.

However, the Council has not yet taken a decision on the review of the ERDF, on the directives concerning part-time work and temporary work, or on the reduction and reorganization of working time.

D. THE COURT OF JUSTICE

Without listing the many important judgments which the Court of Justice has handed down in requests for a preliminary ruling or following the institution by the Commission of proceedings against Member States, the Court of Justice has provided a precise definition of the concepts of equal pay and equal work, and of the scope of the first and second Directives.

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In conclusion, it is the opinion of the rapporteurs that:

- (a) the European Parliament has consistently monitored and encouraged the Commission of the European Communities and that this has proved effective;
- (b) in the sphere of policy on behalf of women, the activities of the Council seem uncoordinated and very limited and do not reflect the political will expressed by Parliament or the initiative of the Commission;
- (c) the setting up of specific working bodies responsible for women's affairs (initially the 'ad hoc Committee on Women's Rights' and later the 'Committee of Inquiry into the Situation of Women in Europe') has been useful in providing continuity and effectiveness for Parliament's action on the women's affairs; the activities of a body with institutional powers have a greater impact than those of individual Members of Parliament;

- (d) the Parliament which is to be elected in June 1984 would do well to consider providing itself with a specific instrument, either temporary or permanent, with a view to pursuing the action initiated by the current Parliament;
- (e) relations between the Commission (and the Advisory Committee on Equal Opportunities which the Commission calls on for advice and studies) and Parliament and its committees should be more clearly defined enabling Parliament to be more promptly informed of the Commission's own studies, research and proposals;
- (f) it would be useful if Parliament's information services were to set up, as the Commission has done, special central or branch offices to provide information to women's organizations, experts on women's affairs, etc. on the activities of Parliament. At present, women in Europe are far better acquainted with the activities undertaken by the Commission on behalf of women than with those undertaken by Parliament.

As regards the committee's second term of reference, the results of its investigation are set out in the 18 reports and in the conclusions of the rapporteurs (Doc. 1-1229/83/C).

To sum up, it can be said that between 1981 and 1984, the situation of women in Europe has deteriorated. This is due to persistent economic stagnation and unemployment which is particularly serious among young people (girls account for 48.3% of the unemployed under the age of 25, while 42.2% of the total number of unemployed are women), to the increasing budgetary difficulties faced by the individual Member States (and by the Community itself), to the social security and welfare systems and to the uncertainty caused by the introduction of new technologies.

There is a real danger of further segregation on the job market on sexual grounds and similarly of an increasing return to a division of family and social tasks. There is also the risk of a resurgence of traditional stereotypes and a halt in the progress made over the last ten years in attitudes towards equality.

With the action programme, the new directives, the increase in positive measures and other initiatives, the Commission is aiming to implement a whole series of measures for dealing with these difficulties. Some Member States (France, Greece) are continuing to pursue their efforts on equal rights. Action on equal opportunities, on the employment of women and on increasing the awareness of the role of women in society must be strengthened and expanded, and it is towards this end that the requests contained in this motion for a resolution, which the committee of inquiry hereby submits to Parliament, are directed.

QUESTIONNAIRES

1. For the ATHENS hearing on the situation of women in Greece - September 1982: questionnaires prepared by all committee members (see PE 79.960, PE 80.195, PE 80.891, PE 80.710).
2. For the ROME hearing on women in the Third World - November 1982: questionnaire prepared by Mrs LIZIN, addressed to the Ministers for Development and Cooperation and the Foreign Ministers of the Member States, as well as to non-governmental organizations.
3. For the hearing in BRUSSELS with representatives of migrant workers' organizations - November 1982: questionnaire prepared by Mrs SQUARCIALUPI (see PE 78.578).
4. For the LUXEMBOURG hearing on education and vocational training - April 1983: questionnaires prepared by Mrs von ALEMANN and Mr ESTGEN (see PE 82.564 and PE 82.681).
5. Questionnaires for other specific topics prepared by
 - Mrs LENZ (PE 81.947/Ann.I)
 - Miss HOOPER (PE 79.311)^x
 - Dame Shelagh ROBERTS (PE 80.745)
 - Mrs GAIOTTI DE BIASE (PE 76.878/A/rev.)
 - Mrs SPAAK (letter)

^x(see Commission's answer - PE 80.877)

PUBLIC HEARINGS

a n d

HEARINGS OF EXPERTS

1. ATHENS - 22/24 September 1982 - Situation of women in Greece

Participants - 4 Ministers/Ministers of State
2 prefects
15 Members of the Hellenic Parliament
24 organizations (160 delegates)

2. ROME - 5 November 1982 - Women in the Third World

Participants - Mr PISANI, Member of the Commission of the European
Communities
Mr BERSANI, Co-chairman of the ACP-EEC Joint Committee
Representatives from - UPPER VOLTA
- JAMAICA
- MALI
- GABON

3. BRUSSELS - 26 November 1982 - Migrant women

The rapporteur, Mrs SQUARCIALUPI, met representatives of migrant
workers' organizations.

4. LUXEMBOURG - 25/26 April 1983 - Education and vocational training

Participants - Experts from
CEDEFOP
"Retravailler"
ISFOL
COFACE
European Trade Union Confederation
Equal Opportunities Commission
Fédération nationale des enseignants des écoles moyennes
(National Federation of Teachers in Intermediate Schools)

Government representatives from

Department of Employment (UK)
Ministry of Industry & Commerce (D)
Industrial Training Authority (IRL)
Department of Education (IRL)
Ministry of Information (B)
Ministry of Vocational Training (FR)
Ministry of Education (EL)
Ministry of Education & Science (NL)
Ministry of Education (L)

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In connection with Mrs LE ROUX's inquiry into 'maternity, parental leave and pre-school facilities', the committee heard Professor MINKOWSKI on 15 March 1983.

MISSIONS BY RAPPORTEURS

ROME : November 1982

On the occasion of the meeting in Rome of the committee of inquiry in November 1982, the following rapporteurs contacted the relevant Italian authorities in connection with their investigative reports:

- Mrs Van den HEUVEL
- Mrs MARTIN
- Mr ESTGEN
- Mrs WIECZOREK-ZEUL

ATHENS : September 1982

On the occasion of the hearing in Athens, attended by the Bureau and rapporteurs of the committee of inquiry in September 1982, the following rapporteurs contacted the relevant Greek authorities in connection with their investigative reports:

- Mrs Van den HEUVEL
- Mrs SQUARCIALUPI
- Mr ESTGEN
- Mrs GAIOTTI DE BIASE

ATHENS: June 1983

On the occasion of the meeting of the Committee on Social Affairs and Employment in Athens in June 1983, Miss DE VALERA contacted the relevant Greek authorities in connection with her investigative report into the problems of women in less-favoured areas.

SICILY : July 1983

From 1-3 July 1983, Miss DE VALERA carried out a mission of inquiry in Sicily, with the authorization of the Bureau of the European Parliament.

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The following rapporteurs also established contacts in connection with their inquiries:

- Mrs von ALEMANN - BONN
COPENHAGEN
- Mrs LENZ - BRUSSELS, LUXEMBOURG
- Mrs MACCIOCCHI - ATHENS
- Mrs WIECZOREK-ZEUL - PARIS

PARTICIPATION BY DELEGATIONS IN MEETINGS AND COLLOQUIES

- LISBON: March 1982
 - The European Community and Equal Opportunities for Women
Dame Shelagh ROBERTS
- BONN: May 1982
 - Community Action Programme/Future Cooperation Between European Women's Movements
Mrs CINCIARI RODANO, Mrs VAYSSADE
- GRADO: November 1982
 - Women in Agriculture
Mrs MARTIN
- PARIS: January 1983
 - New technologies and vocational training (at the invitation of Mrs ROUDY, Minister responsible for Women's Rights)
Mrs CINCIARI RODANO, Mrs VAYSSADE, Mrs SPAAK and Mr EISMA
- ATHENS: September 1983
 - Positive Actions
Mrs CINCIARI RODANO, Mrs VAYSSADE, Mrs LENZ
- MADRID: November 1983
 - The European Community and Spanish Women
Mrs CINCIARI RODANO, Mrs MARTIN
- PISA: November 1983
 - Women in local elective office
Mrs CINCIARI RODANO

PERSONS AND BODIES PRESENT AT COMMITTEE
MEETINGS AT THEIR OWN REQUEST, OR
AT THE INVITATION OF THE COMMITTEE

- | | | |
|---|---|------------|
| 1. COPA Women's Committee | - | 28.5.1982 |
| 2. Lady LOCKWOOD, President of the Equal Opportunities Commission (UK) | - | 22.6.1982 |
| 3. Representatives of the European Youth Forum | - | 20.1.1983 |
| 4. Representatives of women made redundant by the Beckaert-Cockerill company | - | 20.1.1983 |
| 5. Delegation of Spanish women | - | 15.3.1983 |
| 6. Delegation of Uruguayan women | - | 27.5.1983 |
| 7. Delegation from the National Council of Italian women | - | 17.6.1983 |
| 8. Mrs FUCHS, President of the National Council of Belgian women | - | 18.10.1983 |
| 9. Mrs DEVAUD, President of the Advisory Committee on Equal Opportunities | - | 4.11.1983 |
| 10. During the April 1983 part-session in Strasbourg, members of the committee of inquiry also held an exchange of views with Mrs FENNELL, Minister of State responsible for Women's Affairs (IRL). | | |

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Members of the committee of inquiry also met with delegations from the UN (Women against Apartheid) and from southern Africa.

ACTION TAKEN BY THE COMMISSION ON THE REQUESTS CONTAINED IN THE EUROPEAN
PARLIAMENT'S RESOLUTION OF 11 FEBRUARY 1981

PARLIAMENT'S REQUESTS

ACTION TAKEN BY THE COMMISSION

Directives

- | | |
|--|-------------------------|
| 1. A provision supplementing the Directive on equal pay which obliges the Member States to prepare coordinated statistics in which the structural employment problems are clearly defined to enable an assessment to be made of how far the aim of the Directive has been achieved (2 (a)) | 0 |
| 2. A directive on equal treatment for male and female workers in the Member States' fiscal legislation to supplement the Directive referred to in 1 above (2(a)) | incorporated in the AP* |
| 3. Provisions to supplement the directive on equal treatment defining clearly the professions exempted from the Directive (2(b)) | study |
| 4. Provisions to supplement the same Directive to compel the Member States to report every two years (2 (b)) | 0 |
| 5. Provisions to supplement the same Directive to harmonize such protective legislations as may still exist in the Member States (2 (b)) | study |
| 6. Provisions to supplement these two Directives instructing national committees, on which the two sides of industry in particular would be represented, to report on the implementing measures and to assist women wishing to take cases to the relevant legal authorities (2 (c)) | 0 |
| 7. Proposals to ensure that the exemption authorized under Article 7 c of the Directive on equal treatment in the field of social security applies to men and women during the transitional period (2 (d)) | 0 |
| 8. Proposals with regard to equal treatment in the field of family allowances (2 (d)) | incorporated in the AP* |

* AP: New Action Programme

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| 9. | Provisions on the reversal of the burden of proof within the framework of the three Directives (3) | partly incorporated in the AP. |
| 10. | A directive to be submitted to the European Parliament within one year on the elimination of social and financial disadvantages of part-time employment, whilst ensuring that discrimination against women in employment is not made more serious (16) | request met |
| 11. | Discriminatory provisions against women to be excluded from directives on health protection at the work place (37) | incorporated in the AP |
| 12. | Preparation of a directive on replacement services in agriculture (45) | partly incorporated in the AP |

European Social Fund

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| The European Social Fund Regulation to be amended to permit the financing of vocational training institutions for women and the building and running of crèches (5) | 0 |
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Inquiries, studies, reports

Directives

- | | | |
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| 1. | A survey of the progress made in implementing the Directive on equal treatment in the field of social security, the findings of which should be submitted to the European Parliament within one year (2(d)) | 0 |
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European Social Fund

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| 2. | A report to be submitted in good time for the budget debate on how finance from the European Social Fund has been distributed among the various countries (5) | ESF annual report |
|----|---|-------------------|

Work at home

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| 3. | A report to be submitted on work at home and the problems of remuneration, health regulations and social provisions and the possibility of Community harmonization (17) | 0 |
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Leave for family reasons

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| 4. | A study to be prepared on leave for family reasons in the Member States to provide guidance for a future proposal on harmonization (22) | request met |
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Elimination of discrimination in employment

5. Regular surveys to be conducted on the elimination of discrimination in the employment market and a report to be submitted to Parliament every two years (26) request met

Contraception

6. Initiation of an interdisciplinary research programme on contraception for men and women, sex education and advice on marital and family matters (37) 0

Procuring and prostitution

7. A systematic inquiry into the practices of procuring and prostitution with a view to harmonizing national measures for the suppression of such activities (55) 0

Motherhood

8. Motherhood and the problems for married women; study to be drawn up with a view to the adoption of European legislation 0

New Member States

9. A report on the situation of women in Greece, Spain and Portugal (47) request met

Women officials

10. A report to be submitted to Parliament within six months on the situation of female officials in EEC institutions (52) 0
(see LENZ report - Topic No. 11)
11. The Commission, Council, European Parliament, Court of Justice, Economic and Social Committee, Court of Auditors and European Investment Bank to be called on to report at an early date on the situation regarding the employment of women in those organs (52) (see LENZ report - Topic No. 11)

Action

Directives

1. Commission to continue to take proceedings against Member States that are not complying with the Directives (3) request met

2. Compliance with the Directives to be a precondition for action under the Community's Regional and Social Funds (4) 0
3. Information campaigns on the Directives and the action taken on them by the Member States (9) request partly met

Setting up a fund for women

4. Sufficient budgetary resources to be provided for all the measures proposed and a special European fund for women to be set up for a period of 10 years (57) 0
5. Programme of financial support and coordination of measures to combat unemployment among women using finance from a social fund for women (6) 0

Reception Centres

6. Reception centres to be set up where women who have been the victims of violence can receive medical, social and legal assistance (7) 0

Community Funds

7. Information campaign on the facilities offered by the European Social Fund (5) request partly met
8. The parties concerned to be made aware of the effects of new technologies on the employment of women; measures to be initiated with the possibility of assistance from the European Social Fund (measures to promote training, to adapt training and to train women instructors); Commission to indicate how consequences of the new technologies that might be prejudicial to women can be avoided (25) request partly met
9. The ERDF should take greater account of the situation of women (46) request met
10. The three Community Funds should coordinate their activities to improve the position of women (46) 0

General programmes

11. A wide-ranging policy to be undertaken in order to eliminate the obstacles to the full development of women and measures to be taken which go beyond the directives and the European Social Fund in order to promote a series of objectives (role-sharing, participation in political, economic and social life, equal legal status, elimination of derived rights, social services, equal access to training, freely chosen motherhood, status of migrant women, women employed in family businesses, women in rural areas and developing countries, reduction of daily working hours) (13) partly incorporated in the AP

12. Establishment of an education policy involving instruction for boys in certain domestic skills (21) 0
13. The network of social services to be promoted and supported, partly through Community funding; more flexible hours for shops and school timetables, etc. to be promoted and surveys and research into new forms of aid (e.g. cooperatives) to be encouraged (24) incorporated in the AP

Working hours

14. A proposal to be drawn up in conjunction with the European Parliament for pilot projects on part-time working and the reduction of working hours, and the Dublin Foundation to be asked to draw up a report on this subject within two years (19) 0

Consultation of women

15. In view of the under-representation of women in employers' and employees' organizations, the Commission should seek the opinion of women's groups or specific experts when women are under-represented on its consultative committees (27) ?
16. Proposals to be submitted in the near future on the setting up of a consultative committee on women's rights involving the national committees, women's organizations and the social partners (54) request met

Education and training

17. Action with regard to education to be coordinated and strengthened, in particular in cooperation with the Council of Europe's programme of 'preparation for life' (29) 0
18. An appropriate policy to be conducted in all fields and at all levels of education (30) as regards students, teaching staff and scientific research (various studies to be carried out) (30) 0
19. A programme for the improvement of the position of women in training and professional training to be drawn up in agreement with the Council and the social partners (31) 0
20. Idem for permanent training (32) 0

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|-----|---|------------------------|
| 21. | Equal opportunities to be taken into account in the following Community programmes: | request partly met |
| | - training in agriculture
- alternating vocational training
- training for new occupations
- exchange of students and workers (33) | |
| 22. | A special conference of education authorities and other specialists to be convened in the near future to incorporate these priorities into national policies (34) | 0 |
| 23. | A meeting of the Council of Ministers of Education to be held once a year in order to coordinate and evaluate European policy in this area (35) | 0 |
| | <u>Health</u> | |
| 24. | Initiatives to be taken to ensure that doctors and paramedical staff receive training with regard to the problems of women and to improve the relationship between women and doctors (36) | 0 |
| 25. | Implementation of the UN health action programme to be examined in cooperation with the Member States (36) | 0 |
| 26. | Commission to press the Council to bring to an end the commercialization of abortion and to ensure that every woman can obtain the necessary assistance in her own country (38) | 0 |
| 27. | A programme to be set up to reduce the number of abortions (39) | 0 |
| | <u>Migrant women, self-employed women, women working in agriculture</u> | |
| 28. | Specific measures to be adopted in favour of migrant women, women employed in family businesses and in country areas (40) | incorporated in the AP |
| 29. | Provisions for the wives of foreign workers to be included in a European statute for foreign workers (41) | 0 |
| 30. | A European statute to be drawn up for women working in family businesses without pay (43), in particular in agriculture (44) | incorporated in the AP |
| | <u>Women in developing countries</u> | |
| 31. | Women to be taken into account in Community policy with regard to developing countries (49) | request met |
| | The Commission should pay attention to the discrimination in certain countries (apartheid) (50) | 0 |

Research

32. Universities to participate in scientific research into the role of women in all sectors, and special activities relating to the position of women by CEDEFOP and the Dublin Foundation to be arranged (56) request met

Methods of implementation

33. The offices dealing with women's problems in DG V and DG X to be strengthened and officials to be given responsibility for coordinating action in the other DGs (52) request partly met
34. Adequate funds and staff to be provided for information on actions for women and for increasing the political awareness of women (10) request partly met

ACTION TAKEN BY THE COMMITTEE OF INQUIRY ON THE MOTIONS FOR RESOLUTIONS
REFERRED TO IT PURSUANT TO RULE 47 OF THE RULES OF PROCEDURE

1. Doc. 1-190/82 - Motion for a resolution tabled by Mrs Anne-Marie LIZIN to prevent infringements of women's rights caused by European directives as a result of the aggravation of indirect discriminatory measures.

Covered by the inquiry conducted by Mrs Van den HEUVEL (Topic No. 2).

2. Doc. 1-225/82 - Motion for a resolution tabled by Mrs Anne-Marie LIZIN on the harmonization of national rules on maintenance claims in the event of divorce.

No action taken.

3. Doc. 1-492/82 - Motion for a resolution tabled by Mrs CHARZAT, Mrs PERY, Mr SABY and Mrs VAYSSADE on equal opportunities for women.

Covered by the inquiries conducted by Mrs GAIOTTI DE BIASE (Topic No. 1) and by Mrs Van den HEUVEL (Topic No. 2).

4. Doc. 1-931/82 - Motion for a resolution tabled by Mrs DURY, Mr GLINNE, Mr VAN MIERT, Mr RADOUX, Mrs VAN HEMELDONCK, Mr VERNIMMEN and Mrs LIZIN on the right to seek voluntary termination of pregnancy.

Already covered in the report by Mrs MAIJ-WEGGEN (resolution of 11 February 1981).

Covered by the inquiries conducted by Mr EISMA (Topic No. 8) and by Mrs LE ROUX (Topic No. 14).

5. Doc. 1-1042/82 - Motion for a resolution tabled by Mr GLINNE, Mrs DURY, Mrs VAN HEMELDONCK, Mrs VIEHOFF, Mrs WIECZOREK-ZEUL, Mr GAUTIER, Mr SIEGLERSCHMIDT, Mr NIKOLAOU, Mr LINKOHR, Mrs FUILLET, Mrs VAYSSADE, Mrs HOFF, Mrs VAN DEN HEUVEL and Mr PONIRIDIS on unfair dismissal in times of crisis.

Covered by the inquiry conducted by Mrs GAIOTTI DE BIASE (Topic No. 1).

The committee of inquiry also tabled two oral questions with debate on this matter during the special part-session on unemployment held in April 1983.

6. Doc. 1-1081/82 - Motion for a resolution tabled by Miss DE VALERA on elements affecting the increase in the number of working women in the Community.
Covered by the opinion delivered by the committee of inquiry for the special part-session on unemployment held in April 1983.

7. Doc. 1-1105/82 - Motion for a resolution tabled by Mr DIDO', Mrs SQUARCIALUPI, Mrs SALISCH, Mrs VIEHOFF, Mrs CASSANMAGNAGO CERRETTI, Mrs DUPORT, Mrs DURY and Mrs MACCIOCCHI on improving the social situation of female heads of household by means of a Community directive.
Covered by the inquiry conducted by Mrs GAIOTTI DE BIASE (Topic No. 1).

8. Doc. 1-1251/82 - Motion for a resolution tabled by Mrs FUILLET, Mrs CINCIARI RODANO and Mrs VAN HEMELDONCK on sexual harassment at the workplace.
Covered by the inquiry conducted by Mr EISMA (Topic No. 8).

9. Doc. 1-1289/82 - Motion for a resolution tabled by Mrs CINCIARI RODANO on health training, preventive measures and aid in research for women.
Covered by the inquiry conducted by Mr EISMA (Topic No. 8).

10. Doc. 1-198/83 - Motion for a resolution tabled by Mrs CINCIARI RODANO, Mrs BADUEL GLORIOSO, Mrs GAIOTTI DE BIASE, Mrs SQUARCIALUPI, Mrs CARETONI ROMAGNOLI, Mrs VAYSSADE, Mrs Simone MARTIN, Mrs PANTAZI, Mrs FUILLET, Mrs LIZIN and Mrs WIECZOREK-ZEUL on the new role of women in society.
Annexed to the inquiry conducted by Miss HOOPER (Topic No. 13).

11. Doc. 1-477/83 - Motion for a resolution tabled by Mr SASSANO, Mr GHERGO and Mrs PHLIX on the legal recognition of housework.
Mrs SPAAK has drawn up a draft report on this resolution.
Her conclusions are incorporated in the final motion for a resolution tabled by the committee of inquiry.

12. Doc. 1-915/83 - Motion for a resolution tabled by Mrs LIZIN on the preparations for the 1984 direct elections insofar as women are concerned.
Covered by the inquiry conducted by Miss HOOPER (Topic No. 13).

