

# EUROPEAN PARLIAMENT

1999



2004

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*Session document*

FINAL  
**A5-0197/2002**

29 May 2002

## REPORT

on the application of the gender equality work programme (2001-2005)  
(2001/2266(INI))

Committee on Women's Rights and Equal Opportunities

Rapporteur: Ilda Figueiredo



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## PROCEDURAL PAGE

At the sitting of 17 January 2002 the President of Parliament announced that the Committee on Women's Rights and Equal Opportunities had been authorised to draw up an own-initiative report, pursuant to Rule 163 of the Rules of Procedure, on the application of the gender equality work programme (2001-2005).

The Committee on Women's Rights and Equal Opportunities appointed Ilda Figueiredo rapporteur at its meeting of 22 January 2002.

It considered the draft report at its meeting of 17 April and 22 May 2002.

At the latter meeting it adopted the motion for a resolution unanimously.

The following were present for the vote: Anna Karamanou, chairperson; Marianne Eriksson, Olga Zrihen Zaari and Jillian Evans, vice-chairpersons; Ilda Figueiredo, rapporteur; María Antonia Avilés Perea, Regina Bastos, Geneviève Fraisse, Lissy Gröner, Karin Jöns (for Fiorella Ghilardotti), Rodi Kratsa-Tsagaropoulou, Astrid Lulling, Thomas Mann, Maria Martens, Emilia Franziska Müller, Christa Prets, María Rodríguez Ramos, Olle Schmidt, Miet Smet, Joke Swiebel, Feleknas Uca, Lousewies van der Laan, Anne E.M. Van Lancker (for Elena Valenciano Martínez-Orozco) and Sabine Zissener.

The report was tabled on 29 May 2002.

The deadline for tabling amendments will be indicated in the draft agenda for the relevant part-session.

## MOTION FOR A RESOLUTION

### **European Parliament resolution on the application of the gender equality work programme (2001-2005) (2001/2266(INI))**

*The European Parliament,*

- having regard to Rule 163 and Rule 47(2) of its Rules of Procedure,
- having regard to the report of the Committee on Women's Rights and Equal Opportunities (A5-0197/2002),
- A. whereas equality between men and women must be ensured in all policy areas, as stated in Article 3(2) of the EC Treaty and Article 23 of the Charter of Fundamental Rights of the European Union,
- B. whereas in June 2000 the Commission adopted the Community framework strategy for equality between men and women, involving all Community policies and all Commission departments, and in December 2000 the Council approved the Community action programme concerning the Community strategy for equality between men and women (2000-2005),
- C. whereas it is necessary to continue to promote equality between men and women by integrating this objective into policies which have direct and indirect repercussions on the lives of men and women,
- D. whereas the medium-term (2000-2005) Social Agenda, adopted in Nice, constitutes a comprehensive work programme for European social policy in the coming years, in which the policy of equal opportunities occupies an important place, and whereas faster progress must be made in its practical implementation,
- E. whereas the European Council in Stockholm established new political options in the sphere of promoting equality of opportunity,
- F. whereas the implementation of the work programme on equality between men and women for 2001 made it possible to launch a number of measures which are still under way,
- G. whereas the implementation of the guidelines, directives, recommendations and resolutions aimed at the promotion of equality by the various Member States must be monitored decisively in order to ensure that the decisions taken in the sphere of policy on equality of rights and opportunities are better implemented and that they are also effectively applied in national policy, in the form of both legislation and other measures, in order to take full account of the policy of equal rights and opportunities,
- H. whereas there is an urgent need to establish goals to be achieved in realistic and measurable stages in the fields of intervention envisaged in the Community framework strategy on gender equality (2001-2005), in order to ensure real practical progress in all areas, bearing in mind that there are still many infringements of legislation on equal treatment between men and women, as pointed out in the EP's resolution of 4 September

2001 (A5-0250/2001),

1. Insists on the swift, effective, full and entire implementation of the Community framework strategy on gender equality and the relevant programme;
2. Notes that the work programme for 2002 is more highly developed than that for the previous year;
3. Notes the feasibility study which has been published on the subject of a 'European Gender Institute' and calls on the Commission to consult Parliament on what it intends, or does not intend, to do next in this matter;
4. Calls for the Commission to submit an evaluation report assessing compliance by the Member States with the resolutions, recommendations and directives already adopted, in particular the Council Recommendation of 31 March 1992<sup>1</sup> on childcare and the Council Resolution of 29 June 2000<sup>2</sup> on the balanced participation of women and men in family and working life; this report will enable the urgent measures to be taken as part of the programme to implement the Community framework strategy on gender equality to be properly targeted;
5. Urges the Commission to submit to Parliament an analysis of the state of implementation by the Member States of the existing directives on equal treatment of men and women and to make known its plans to improve this implementation, including the use of procedures for violation of the treaties, as well as possible adaptation of the directives themselves;
6. Welcomes and supports the Commission's new initiatives aimed at incorporating a gender dimension into the EU's foreign policy;
7. Draws attention in particular to Council Directive 1986/613/EEC of 11 December 1986 on the application of the principle of equal treatment between men and women engaged in an activity, including agriculture, in a self-employed capacity, and on the protection of self-employed women during pregnancy and motherhood<sup>3</sup> and to its resolution on the situation of assisting spouses of the self-employed,<sup>4</sup> which recommended that this weakly worded and poorly applied directive be amended so as to establish a genuine framework legal status covering the rights and independent social security entitlements of assisting spouses in family, craft, commercial and agricultural undertakings and in connection with self-employed non-manual workers;
8. Stresses the importance of establishing common indicators as regards childcare structures and the disparity in wages and other forms of income between men and women, by sector, with regard inter alia to atypical forms of work and part-time work; calls on the Commission in consequence to establish European indicators in these areas;

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<sup>1</sup> OJ L 123, 8.5.1992, p. 16-18

<sup>2</sup> OJ C 218, 31.7.2000, p. 5

<sup>3</sup> OJ L 356, 19.12.1986, p. 56

<sup>4</sup> OJ C 85, 17.3.1997, p. 173-186

9. Insists on the need to achieve the objective laid down by the European Council in Lisbon – 60% of women being part of the working population by 2010 – but reaffirms that this target will only contribute to equality of opportunities for men and women if the majority have quality and properly paid jobs, stressing the importance of various forms and methods of training; takes the view that this objective can only be achieved through the establishment of a sufficient number of facilities for the care of children and dependent persons and by promoting diversification of the career choices open to girls; reiterates the importance of accompanying policies in the context of, inter alia, training and education;
10. Calls on the Commission to submit to Parliament by the end of 2003 a list of measures in the Member States based on the Lisbon decision;
11. Insists on the conclusion of research and the gathering of data on the causes and means adopted and to be adopted by the various Member States in order to combat the disparity in wages which still exists despite the 1975 directive on equal treatment as regards pay, and calls on the Commission to present a report on this subject, including the measures to be taken;
12. Stresses the need to work for the integration of the prospect of equality between men and women in economic guidelines, not least in the accession process, with a view to preventing any adverse effects on gender equality of the processes of privatisation, liberalisation and cuts in public expenditure in the social sectors, reaffirms that quality public services are essential, and calls for an increase in the budget allocation in the social sphere in order to prevent social exclusion and combat trafficking in women;
13. Stresses the need to ensure that the principle of gender equality is incorporated during the review of common policies in all areas, so as to ensure that mainstreaming applies across the board;
14. Emphasises the importance of the principle of equal rights and opportunities for men and women being taken into account when the broad guidelines of economic policy and the European employment strategy are laid down; welcomes the decision to organise roundtable discussions on social exclusion and poverty, which are to be prepared by the Commission and to take place during the Danish Presidency, and calls for them to focus in particular on women's issues, including the gender-specific aspects of poverty and exclusion and, on the basis of the outcome of this conference, to take the necessary steps to improve the situation of women;
15. Draws attention to the importance of raising women's awareness so as to encourage them to aspire to active involvement in decision-making at all levels and in all areas, to become active members of political parties and to stand for election;
16. Notes that women's participation and representation in politics in a number of the CEECs is lower than the EU average; stresses that the proportion of women Members of the European Parliament could be lower than it is now if action is not taken to ensure that women are able and willing to stand as candidates and hence, it is hoped, to be elected; calls upon the Commission to encourage the applicant countries to establish programmes for female politicians and candidates to ensure that they are prepared for the EU institutions and the elections, and to sponsor campaigns inviting women to run for the 2004 European elections with the aim of ensuring that at least one third of the Members of the European Parliament are women;

17. Notes that the accession negotiations will be concluded at the end of 2002; stresses the importance of informing both men and women of the advantages that EU membership brings; calls on the Commission, therefore, to take account in its public awareness and information campaigns of the differences between these two target groups;
18. Considers that the proposal for a directive on gender equality which the Commission intends to submit before June 2002 on the basis of Article 13 of the Treaty should include a revision of the existing directives and other provisions covering equal treatment for men and women, particular as regards pay, social security, employment, working conditions, taxation and welfare, including protection as regards maternity and reconciling work and family life;
19. Calls on the Commission to submit, by 2002, the work programme for 2003 accompanied by an assessment of the implementation of the directives, resolutions and recommendations in the field of equal rights and opportunities, with a view to the speeding up improved implementation of these texts and all measures likely to promote gender equality;
20. Instructs its President to forward this resolution to the Council and Commission.



## EXPLANATORY STATEMENT

This is the second work programme which the Commission has presented since the adoption of the Community Framework Strategy on Gender Equality for the period 2001-2005, but no detailed assessment of the implementation of the work programme for 2001 was carried out.

**1. The work programme for 2002**, like the previous one, is split into two parts:

- **a communication defining the priority areas for 2002** for progress in its gender equality policy in all areas;

- **the Commission's internal working document**, which describes specific activities to promote equality between men and women, including gender mainstreaming in all services and directorates-general. In this document a number of joint measures by various services are worthy of particular attention, for example the Third Conference on gender mainstreaming in the structural funds and the Conference on the gender equality dimension in the international relations of the European Union.

**In the Communication on priority actions for 2002**, the following should be mentioned:

- gender impact assessments in selected policy areas, which have up to now not been gender mainstreamed either at the ex ante stage of analysis and policy planning, or in the execution and assessment stages;
- enhanced efforts on the part of all services to collect gender-desegregated data in all areas and to develop indicators to assess progress in gender equality in the various policy areas;
- awareness-raising on gender issues in the Commission services and training of staff in the field of methods of assessing the different impact of policies on men and women and integrating a gender equality perspective into the process of drawing up and implementing strategies.

In the meantime, in each Commission service it is proposed to continue devoting attention to:

- gender mainstreaming in political initiatives
- specific measures aimed at the disadvantaged or under-represented sex in the policy area in question.

**2. What we know about the assessment of the work programme for 2001**, which was in itself unambitious, shows that it is extremely difficult to overcome existing barriers. We know that there are new areas which give a certain amount of attention to gender, but we must not forget that, even now, in the European Convention on the Future of Europe, responsible for drawing up amendments to the Treaty, women constitute only 16.6% of the members, whilst they made up 20% of the members of the Convention which drew up the Charter of Fundamental Rights.

With regard to studies carried out, there is barely any reference to a detailed study of the role of women in the fisheries sector and some significant progress in the purely statistical field, in particular by Eurostat. Furthermore, the levels of implementation of the envisaged measures are somewhat low.

With regard to the Commission decision on improving the gender balance within committees

and expert groups, the goal being at least 40% of both women and men, an inquiry carried out in 2001 ascertained that the average percentage of women in all the Commission's committees and expert groups was 29%, reaching 35% when they are appointed by the Commission and 28.6% in cases in which the Commission does not have any influence on appointments. It should be borne in mind that the first inquiry, held in 2000, concerning a number of Commission expert groups, revealed an average of barely 13.5% of women.

### **3. Assessment**

Despite the detailed description of the activities which the various Commission services propose to carry out, there is no overall Commission assessment concerning the guidelines on equal rights and opportunities nor are the priorities for 2002 defined. Everything is treated in the same way and nothing is said about what is done if the directives, recommendations and resolutions already adopted are not implemented.

Most of the proposed activities are specific studies and internal training measures in a number of services, which will have a positive impact only in the medium term. In the meantime, despite being inadequate, there are positive new proposals submitted by the Commission services which include the following:

- a proposal for a directive based on Article 13 on gender discrimination in matters not related to the labour market,
- a new fourth action programme for equal opportunities for women and men in the European Commission,
- guidelines for gender-neutral terminology,
- taking into account the revision, in 2002, of the major guidelines for economic policies and the European strategy for employment,
- the launching, in 2002, of a study on undeclared work in order to analyse in greater detail the gender dimension in this kind of work,
- the development of a gender-equality portal on the Europa site,
- integrate a gender perspective in all policy analysis,
- the holding of a Eurobarometer survey which will give a breakdown of statistics by gender and other measures which will make it possible to collect data in the framework of the anti-discrimination action programme,
- implementation of a multi-annual work programme on gender statistics,
- backing for the international conference on rural women to be held in Madrid in October 2002,
- establishing a European platform of women scientists,
- the organisation of a European contact and information seminar on gender equality in the context of the Socrates II programme,
- continued promotion of gender equality as one of the main objectives of the Leonardo II programme and the integration of this perspective in the Youth, Culture 2000, MEDIA and other programmes,
- organising a conference on the gender equality dimension in the international relations of the European Union in collaboration with various Commission DGs and services,
- implementing the action programme to promote the integration of equal opportunities between men and women in Community cooperation and development,
- holding the third conference on gender mainstreaming in the European structural funds.

#### 4. Conclusions

Your rapporteur stresses the need for the programme proposal for next year to be delivered earlier and be reformulated, so as to make the Commission's priorities clear. It is regrettable that the Commission did not give priority to various EP proposals concerning the programme for 2001, in particular:

- the submission of an evaluation report assessing compliance with the resolutions, recommendations and directives already adopted, such as the Council Recommendation of 31 March 1992 on childcare and the Council Resolution of 29 June 2000 on the balanced participation of women and men in family and working life,
- adaptation of existing directives, in particular Directive 75/117, with the aim of ensuring full implementation of legislation on equal pay, Directive 92/85/EEC on the implementation of measures concerning the safety and health at work of pregnant workers, as well as directives concerning the implementation of the principles of equal treatment of men and women in legal and professional social security schemes,
- a viability study concerning the creation of an Institute for Equality between men and women.

Your rapporteur stresses the areas already covered in the European Parliament's report of last year, but not yet implemented or envisaged in the Commission's work programme for this year.

She insists on the need to pay particular attention to the achievement of real equality between men and women in the reassessment of internal policies, especially in the review of the common fisheries policy and the progress report on the common agricultural policy, as well as in competition policy and the policy of restructuring and relocating businesses.

She stresses that priority should be given to implementing equality of rights and opportunities in the revision, in 2002, of the major guidelines for economic policies and the European strategy for employment and calls for particular attention to be paid to the Round Table on social exclusion and poverty which is being organised by the Commission and will be held during the Danish presidency.

Furthermore she points to the importance of raising awareness to ensure the participation of women in all political initiatives, especially elections.

Your rapporteur hopes that the new proposal for a directive which the Commission intends to submit by June this year on equality between men and women, in the context of Article 13, will cover all fields, in particular: social protection and security and measures to combat social exclusion; health care not linked to employment, including women's reproductive health; education and measures to combat illiteracy; family and social violence against women; the image of women in advertising and the media; participation of men and women on an equal footing in decision-making; access to goods and services; taxation; the reconciling of family and professional life.

Finally, the Commission is called upon to submit, by 2002, the work programme for 2003 accompanied by an assessment of the implementation of the directives, resolutions and

recommendations in the field of equal rights and opportunities and of measures aimed at their full application, so that it may enter into force in January 2003 after the European Parliament has delivered its opinion.