


# Procedure file

Basic information		
INI - Own-initiative procedure	<a href="#">2002/2026(INI)</a>	Procedure completed
Representation of women among the social partners of the European Union		
Subject 4.10.09 Women condition and rights		

Key players			
European Parliament	Committee responsible	Rapporteur	Appointed
	<b>FEMM</b> Women's Rights and Equal Opportunities	PPE-DE <a href="#">SMET Miet</a>	27/03/2002

Key events			
14/03/2002	Committee referral announced in Parliament		
09/09/2002	Vote in committee		Summary
09/09/2002	Committee report tabled for plenary	<a href="#">A5-0279/2002</a>	
24/09/2002	Debate in Parliament		
25/09/2002	Decision by Parliament	<a href="#">T5-0438/2002</a>	Summary
25/09/2002	End of procedure in Parliament		
14/11/2003	Final act published in Official Journal		

Technical information	
Procedure reference	2002/2026(INI)
Procedure type	INI - Own-initiative procedure
Procedure subtype	Initiative
Legal basis	Rules of Procedure EP 54
Stage reached in procedure	Procedure completed
Committee dossier	FEMM/5/15980

Documentation gateway					
Committee report tabled for plenary, single reading		<a href="#">A5-0279/2002</a>	09/09/2002	EP	

## Representation of women among the social partners of the European Union

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The committee unanimously adopted the own-initiative report by Miet SMET (EPP-ED, B) on the representation of women in the social partners of the EU. The committee said that various Community measures designed to bring about balanced participation by women and men in the decision-making process seemed to have overlooked the role played by women in the decision-taking structures and organisations of the social partners. Women accounted for some 40% of the membership of trade unions in the EU but on average held less than 25% of the executive positions. On the employers' side, the percentage of women executives was minimal, varying between 1.51% and 20% depending on the Member State and organisation. The report called for strategies to boost the role of women and encourage the social partners to devise affirmative action programmes and to draw up targets, with deadlines, to increase the representation of women both in their internal organisations and in the collective bargaining process. The EU institutions were urged to adopt measures to achieve a balanced representation of the sexes in European staff representation organisations. MEPs pointed out that women were best acquainted with working conditions and inequalities. Women negotiators were more likely to address the issue of wage inequality between men and women and devote more attention to the balance between work and family life.?

## Representation of women among the social partners of the European Union

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The European Parliament adopted a resolution drafted by Miet SMET (EPP-ED, Belgium) on women's representation among the social partners. (Please refer to the document dated 09/09/02.) The Commission is asked to make a genuine start on the compilation of data and the establishment of a database relating to the representation of women among the social partners. On the basis of that data, indicators must be established with a view to increasing the influence exercised by women in social and economic decision-making bodies. The social partners themselves must compile detailed statistics relating to the ratio of men to women in their internal structures. Performance targets and deadlines must be set relating to the qualitative and quantitative representation of women both within their organisations and in collective bargaining. Finally, there must be education and gender training for both male and female staff, especially for negotiators, with a view to increasing their awareness of equal pay and opportunities.?