Implementation of equal opportunities for men and women in the civil service

1995/2110(INI) - 09/09/1996

The Committee on women's rights today adopted the report by Mrs Jessica LARIVE. The report basically underlined the 'catalyst role' which the public office could play in 'setting in place a system of positive actions designed to ensure equal opportunities'. The Committee took the view that 'quotas and target figures which are designed to redress the underrepresentation of women or men and to promote their employment opportunities', on a sectoral basis, by the year 2000, were in no way discriminatory. The wording of the report: - called on Member States, within the framework of the IGC, to formulate 'a new legal basis' which would enable men and women to benefit from the same opportunities and rights, thereby conferring a legal capacity on positive action; - advocated that 'a positive definition of positive action should be laid down' and included in Directive 76/207/rev (equality of treatment for men and women); - called for a reinforcement of the principle of subsidiarity with regard to positive action, while at the same time taking into account national traditions. The report also advocated the application of 'programmes designed to guarantee equal opportunities', by imposing 'sanctions on government departments and public agencies' which contravene this principle. The effectiveness of such programmes would have to be judged on the basis of detailed evaluation reports. The European institutions were called on to waive the age limit laid down for participation in competitive examinations, 'both for men and for women' who have interrupted their careers or taken parental or family leave. Lastly, the report adopted the position of the legal affairs committee which called on the Council to 'approve the draft directive on the burden of proof in relation to equal pay and treatment'.