EC staff regulation: equal treatment of men and women

1993/1010(CNS) - 14/10/1993

The members of the Legal Affairs Committee adopted the report by Mrs Vayssade (PSE/F). The Commission proposal sought to give substance in the Staff Regulations themselves to the principle of gender equality already recognised in Community law and to insert a clear specific rule which stated that if de facto inequalities were identified in the Community public service, positive action in favour of women (or rather the 'underrepresented sex') should be drawn up by agreement amongst the institutions. Mrs Vayssade's report went rather further than the Commission proposal, suggesting a measure of 'positive discrimination' immediately, on the understanding that these apparently discriminatory measures had to be temporary and could be discontinued or modified as and when they attained their objective. The rapporteur asked that where several applicants were deemed equally well qualified for a post and one or other sex was significantly underrepresented in posts at the level in question, preference should be given to the applicant of the underrepresented sex. The same principle should apply to promotions. Lastly, the rapporteur wanted to see the Equal Opportunities Committee - the existence of which should be expressly recognised in the Staff Regulations - represented, with observer status, on the Staff Regulations Committee, advisory committees on promotions, the Joint Committee, etc.