EC staff regulation: equal treatment of men and women

1993/1010(CNS) - 19/11/1993 - Text adopted by Parliament, 1st reading/single reading

The Members adopted the report by Mrs Marie-Claude Vayssade (PSE, F). The Commission proposal sought to give substance in the Staff Regulations themselves to the principle, already recognised by Community legislation, of equal treatment between men and women and to insert a specific clear rule which stated that if, in the Community public service, de facto inequalities emerged, positive actions to promote women (or rather the 'under-represented sex') should be defined by agreement between the Institutions. The report by Mrs Vayssade went further, proposing in future some 'positive discriminations', on the understanding that these apparently discriminatory measures had to be temporary and could be abolished or modified as and when they attained their objective. The rapporteur requested inter alia that, where a number of candidates were recognised as being equally suitable to fill a post and one of the sexes was significantly under-represented in the posts at that level, preference should be given to the candidate belonging to the under-represented sex, the same principle applying to promotions. Lastly, the rapporteur was in favour of the presence, with observer status, of the Equal Opportunities Committee - whose existence should be expressly recognised in the Staff Regulation - in the Staff Regulations Committee, the Advisory Committee on Promotion, the Joint Committee etc.