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

1995/2110(INI) - 15/11/1996 - Text adopted by Parliament, single reading

The European Parliament adopted the report by Mrs Jessica LARIVE (ELDR, NL) on the application of equal treatment for men and women in public office. The report underlined the catalyst role which the public office can play in putting in place a system of positive actions designed to ensure equal opportunities. Parliament took the view that quotas and target figures which were 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 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. It also advocated that a positive definition of positive action should be laid down and included in Directive 76 /207/EEC/rev (equality of treatment for men and women). It also 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 through the imposition of 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.