Basic information

1995/2110(INI) INI - Own-initiative procedure	Procedure completed
Implementation of equal opportunities for men and women in the civil service **Subject** 4.10.04 Gender equality	

Key players

European Parliament

Committee responsible	Rapporteur	Appointed
FEMM Women's Rights	LARIVE Jessica E.S. (ELDR)	30/05/1995

Committee for opinion	Rapporteur for opinion	Appointed
JURI Legal Affairs, Citizens' Rights	GEBHARDT Evelyne (PSE)	18/07/1995

Key events

Date	Event	Reference	Summary
06/03/1995	Non-legislative basic document published	B4-0165/1995	
13/06/1995	Committee referral announced in Parliament		
09/09/1996	Vote in committee		Summary
09/09/1996	Committee report tabled for plenary	A4-0283/1996	
15/11/1996	Debate in Parliament		
15/11/1996	End of procedure in Parliament		
02/12/1996	Final act published in Official Journal		

Technical information

Procedure reference	1995/2110(INI)
Procedure type	INI - Own-initiative procedure
Procedure subtype	Initiative
Legal basis	Rules of Procedure EP 149-p5
Stage reached in procedure	Procedure completed

Committee dossier	FEMM/4/06695

Documentation gateway				
European Parliament				
Document type	**Committee**	**Reference**	**Date**	**Summary**
Non-legislative basic document		B4-0165/1995	06/03/1995	
Document attached to the procedure		B4-0357/1995	06/03/1995	
Document attached to the procedure		B4-0564/1995	26/06/1995	
Committee report tabled for plenary, single reading		A4-0283/1996 OJ C 347 18.11.1996, p. 0004	09/09/1996	
Text adopted by Parliament, single reading		T4-0634/1996 OJ C 362 02.12.1996, p. 0317-0337	15/11/1996	Summary

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.