

EUROPEAN PARLIAMENT



**DIRECTORATE GENERAL FOR RESEARCH**

**WORKING PAPER**

**THE WORK OF THE COMMITTEE  
ON WOMEN'S RIGHTS  
1994-1999**

**Women's Rights Series**

**FEMM 105 EN**

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## ABBREVIATIONS

### Political groups

<b>PSE</b>	Group of the Party of European Socialists
<b>PPE</b>	Group of the European People's Party
<b>ELDR</b>	Group of the European Liberal, Democrat and Reform Party
<b>UPE</b>	Group Union for Europe
<b>GUE/NGL</b>	Confederal Group of the European United Left - Nordic Green Left
<b>V</b>	Green Group in the European Parliament
<b>ARE</b>	Group of the European Radical Alliance
<b>I-EDN</b>	Group of Independents for a Europe of Nations
<b>NI</b>	Non-attached

### Member States

<b>A</b>	Austria
<b>B</b>	Belgium
<b>D</b>	Germany
<b>DK</b>	Denmark
<b>E</b>	Spain
<b>EL</b>	Greece
<b>F</b>	France
<b>FIN</b>	Finland
<b>I</b>	Italy
<b>IRL</b>	Ireland
<b>L</b>	Luxembourg
<b>NL</b>	Netherlands
<b>P</b>	Portugal
<b>S</b>	Sweden
<b>UK</b>	United Kingdom

### Code for procedures

<b>INI</b>	Own-initiative report
<b>CNS</b>	Consultation
<b>SYN</b>	Cooperation procedure





## SUMMARY

This working document gives an overview of the work of the Committee on Women's Rights during the fourth parliamentary term (1994-1999) and sums up its achievements.

Before discussing its activities as such, the document lists the **members** of the Committee on Women's Rights and its **responsibilities**. The full and substitute **members** are listed with their political group, on two dates: 14 September 1994 and 28 October 1998. At the beginning of the parliamentary term the Committee on Women's Rights had 36 full members and at the end it had 39. Mrs van Dijk held the chairmanship until 1 September 1998 and was replaced by Mrs Hautala.

The **responsibilities** of the Committee on Women's Rights are laid down in Annex VI, point XIX of the Rules of Procedure of the European Parliament. They include the definition and evolution of women's rights in the EU, the implementation of directives relating to women, social and employment policy, female unemployment, women's role in the family, the situation of women in the EU institutions and the problems of migrant women, etc.

The main text of this working document on the Committee on Women's Rights is divided into five parts:

1. The creation and role of the Committee,
2. a summary of its work,
3. Parliament's resolutions,
4. reports at the end of the parliamentary term
5. the Committee's other activities.

1. The **Committee on Women's Rights** has been in existence as a permanent committee since 1984. Before that, following the first direct elections to the European Parliament in June 1979, it had been decided to set up an ad hoc committee, chaired by Mrs Yvette Roudy, with a remit to analyse the situation of women within the European Community. This committee's work led to the adoption in February 1981 of a resolution on 'the situation of women in the European Community'. In June 1981 Parliament set up a committee of inquiry to monitor the achievement of the objectives set by the 1981 resolution. This committee proposed, in a resolution adopted in January 1984, setting up a permanent committee.

2. Since it was set up and throughout its **work**, the Committee on Women's Rights has confirmed its role as a forum for debating women's problems, and it has played a decisive role in defining and promoting women's rights within the EU. It has made a major contribution to strengthening the provisions on equal opportunities and non-discrimination in the Amsterdam Treaty. It has fought for the implementation of mainstreaming, for affirmative action and for implementation of the principles of the Beijing Platform, adopted in September 1995. In the context of the 1998 employment guidelines, adopted following the extraordinary Council

meeting on employment held in Luxembourg on 20 and 21 November 1997, it helped to make equal opportunities one of the pillars of the new employment strategy. In 1999, mainstreaming will be one of the guidelines to the extent that the objective of equality between men and women must be incorporated in all the other four chapters.

3. During the **1994-1999 parliamentary term**, Parliament adopted the following resolutions on the basis of reports by the Committee on Women's Rights:

**A4-0104/95:** Parliament assesses the results of the **three previous equal opportunities action programmes** and lays the foundations of the **fourth medium-term Community action programme (1996-2000)**.

**A4-0142/95:** With a view to the **Fourth World Conference on Women** which was held under the aegis of the United Nations in **Beijing in September 1995**, Parliament affirms that the rights of women and children are an integral part of universal human rights and draws attention to the various forms of discrimination and violence suffered by women throughout the world.

**A4-0280/95:** With reference to a **Commission proposal on the fourth medium-term Community action programme on equal opportunities for women and men (1996-2000)**, Parliament draws attention to certain aspects such as implementation of the directives on equal opportunities, atypical working, reversal of the burden of proof and combining working life with the family. It proposes that the principle of equal treatment and opportunities be incorporated in the Treaty with a view to implementation of affirmative action and equality between men and women.

**A4-0338/95:** Parliament welcomes the **Commission memorandum on equal pay for work of equal value** and calls on the Commission to submit a proposal for a directive to put in place affirmative action for women. It calls on the Member States, the Commission and the two sides of industry systematically to gather information on pay and on segregation in the world of work and calls on the Intergovernmental Conference to propose a new line in Article 119 of the EC Treaty with regard to equal pay for work of equal value.

**A4-0149/96:** Parliament welcomes the **proposal for a Council recommendation on the balanced participation of women and men in decision-making** and proposes various amendments concerning the political representation of women in elected bodies, equal participation by women and men in judicial functions and the appointment of equality ombudsmen.

**A4-0152/96:** with regard to the **International Conference on population and development held in Cairo in 1994**, Parliament maintains that improving the status of women and their participation in economic, social and cultural affairs are essential preconditions for the success of any demographic and development policy. It also emphasises certain objectives such as women's access to family planning services and the need for development programmes to take account of the differences between men and women in the context of

demographic changes.

**A4-0256/96:** Parliament welcomes the **Commission proposal for a Council Directive amending Directive 86/378/EEC on the implementation of the principle of equal treatment for men and women in occupational social security schemes** but proposes certain measures such as its application to contracts for atypical working (including part-time working).

**A4-0283/96:** Parliament draws attention to **implementation of the principle of equal treatment for men and women in the civil service** and hopes that the work of the Intergovernmental Conference will lead to the inclusion in the Treaty of a new legal basis on equal opportunities and that the concept of affirmative action will be defined and included in Directive 76/207/EEC. It also calls on the Community Institutions to eliminate all forms of indirect discrimination against women in selection procedures and to encourage their access to responsible positions.

**A4-0005/97:** with regard to the **situation of assisting spouses of the self-employed**, Parliament regrets that Directive 86/613/EEC did little to improve their situation, with regard either to work or to adequate social security protection. It hopes that the Commission will draw up an amended directive which would be stricter and make it obligatory to register spouses to regularise their legal position under social legislation and give them social security cover.

**A4-0115/97 (first reading):** Parliament welcomes the **Commission proposal for a Council Directive on the burden of proof in cases of discrimination based on sex**, but stresses that the concept of indirect discrimination should be defined more precisely, and that the Directive should apply over a wider field and should include affirmative action. It proposes that the Member States should be obliged to inform the Commission from 1 January 2002 and every three years on progress made in applying the future Directive.

**A4-0326/97 (second reading):** with regard to **the common position established by the Council with a view to the adoption of a Council Directive on the burden of proof in cases of discrimination based on sex**, Parliament refers to its previous amendments and emphasises the procedural aspects, in particular the parties' access to relevant information held by the opposing party, except for information pertaining to private life.

**A4-0250/97:** Parliament proposes a **European campaign for zero tolerance of violence against women**. To this end it calls on the Commission and the United Nations Member States to translate the Beijing declaration into a binding convention and to criminalise acts of violence against women. It hopes that the year 1999 will be designated the European year of action to combat violence against women.

**A-0251/97:** Parliament considers that the **Commission communication entitled 'incorporating equal opportunities for women and men into all Community policies and activities - mainstreaming'** is a step forward in equal opportunities policy. It proposes the

creation of an interinstitutional working party and calls on the Commission to implement information campaigns in order to achieve equal opportunities and rights in all the Community's policies and actions.

**A4-0257/97:** Parliament considers that the **Commission's annual report on equal opportunities for women and men in the European Union in 1996** does not take sufficient account of priority areas such as violence against women, women's health and the environment. Parliament calls for a title on mainstreaming to be included, for guidelines for action in the following year to be defined, for a closer analysis of changes and developments and for a glossary of terms used in connection with equal opportunities to be included.

**A4-0258/97:** With regard to **discrimination against women in advertising**, Parliament notes that Member States' and European legislation with regard to protecting women against a degrading portrayal in the media is inadequate and proposes a whole series of legislative measures, particularly with regard to pornography in the media and sex tourism. It also calls for a code of conduct in this area.

**A4-0372/97:** With regard to the **communication from the Commission to the Council and the European Parliament on trafficking in women for the purpose of sexual exploitation**, Parliament analyses this phenomenon in depth and proposes measures such as information campaigns in the EU and third countries, as well as setting up a system of assistance to victims. The Member States are called upon to implement common actions adopted by the EU in this area, and to honour international commitments arising from the Ministerial Conference on Trafficking in Human Beings held in the Hague from 24 to 26 April 1997.

**A4-0270/98:** Parliament analyses the **role of cooperatives in the growth of women's employment** and points out that the social economy can have a beneficial effect in combating unemployment and contribute to better qualifications for women.

**A4-0272/98:** Parliament considers the **particular impact of unemployment on women** and analyses certain data such as women's lack of visibility in unemployment figures or the definition of unemployment which is normally used, atypical and precarious working which particularly concerns women and the need for individual social protection rights, in the light of employment policies.

**A4-0273/98:** Analysing the **situation of single mothers and single-parent families**, Parliament notes that 10% of families are single parent families and that 80-90% of single parents are women, and points out the difficulties which single parents face on the employment market.

**4.** Towards the end of the parliamentary term and with a view to celebrating International Women's Day (March 1999 Part-session), the Committee on Women's Rights drew up the following **draft reports:**

- \* Draft report of 15 October 1998 on the **proposal for a Council Directive amending Directive 76/207/EEC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions** (A4-0038/99)
  - rapporteur: Mrs Astrid Lulling
  - adopted in the plenary: 9 March 1999

The Committee on Women's Rights and Parliament in plenary session rejected the Commission proposal reflecting the Court of Justice judgment in the Kalanke case (1995) and referred to another decision by the Court in the Marschall case (1997) which was more favourable to positive action measures, and to the provisions of the new Amsterdam Treaty.

- \* Draft **second report** of 13 November 1998 on the **Commission report on the state of women's health in the European Community** (A4-0029/99)
  - rapporteur: Mrs Heidi Hautala
  - adopted in the plenary: 9 March 1999

The first report on this subject (**A4-260/98**), rapporteur Mrs Nel van Dijk, was referred back to the Committee on 14 July 1998. In its second draft report, the Committee underlines the importance of a health policy which takes account of certain illnesses specific to women, the difference in life expectancy between the sexes and certain health problems relating to social conditions. It highlights the problem of violence against women in the context of health.

- \* Draft report of 4 January 1999 on the **progress report from the Commission on the follow-up of the Communication: 'Incorporating equal opportunities for women and men into all Community policies and activities'** (A4-0072/99)
  - rapporteur: Mrs Marianne Eriksson
  - adopted in the plenary: 9 March 1999

With reference to the 1995 Beijing Platform for Action, from which the mainstreaming policy originated, the Committee on Women's Rights lists priority areas for action for effective implementation of an equal opportunities policy.

- \* Draft report of 6 January 1999 on the **proposal for a Council decision on a medium-term Community action programme on measures providing a Community-wide support to Member States' action relating to violence against children, young persons and women (DAPHNE Programme 2000-2004)** (PE 229.156)
  - rapporteur: Mrs Francisca Bennasar Tous
  - referred back to the Committee for reasons relating to the legal basis

The Committee underlines the essential part played by Parliament in launching the DAPHNE programme and proposes measures to coordinate Community action with the role played by NGOs for the relevant target groups, within the framework of the fourth equal opportunities action programme.

- \* **Equal opportunities for men and women: fourth Community action programme 1996 - 2000 (Commission interim report)**  
*(Draft report in preparation at the time of going to press.)*

**5. Other activities** by the Committee on Women's Rights concerned:

- **Hearings:** topics such as mainstreaming and the Structural Funds, equal treatment and equal pay, affirmative action, discrimination against women in advertising or the burden of proof in cases of sex-based discrimination featured among the hearings which were held.
- **Opinions:** in line with the new strategy on mainstreaming, the number of opinions given by the committee has visibly increased. The main subjects were above all new forms of work organisation, social security and unemployment as well as the problems of migrant women and minority groups.
- **Delegations:** during the early years of the parliamentary term, delegations from the Committee on Women's Rights visited various regions such as China and the Scandinavian countries. More recently visits have concentrated on countries within the EU, as a result of the changing social, economic and employment problems which the EU has to tackle.

The **annex** to this working document contains two types of information: a list of the most important documents which have appeared during this parliamentary term from Parliament's Directorate-General for Research, the Commission, the Council and the Court of Justice; secondly, a list of the resolutions adopted by Parliament.

**MEMBERS OF THE COMMITTEE ON WOMEN'S RIGHTS**

**COMPOSITION OF THE COMMITTEE ON WOMEN'S RIGHTS  
14 September 1994**

**Chairperson**

Mrs Nel van DIJK (V)<sup>1</sup>

**Vice-chairpersons**

Mrs Antoinette FOUQUE (PSE)  
Mrs Anne Van LANCKER (PSE)  
Mrs Francisca BENNASAR TOUS (PPE)

**Members**

Mrs Hedy d'ANCONA (PSE)	Mrs Astrid LULLING (PSE)
Mrs Anne ANDRÉ-LEONARD (ELDR)	Mrs Johanna MAIJ-WEGGEN (PPE)
Mrs Mary BANOTTI (PPE)	M. Winfried MENRAD (PPE)
Mrs Ombretta COLLI COMELLI (UPE)	Mrs Gisèle MOREAU (GUE/NGL)
Mrs Maria Paola COLOMBO SVEVO (PPE)	Mrs Nana MOUSKOURI (PPE)
Mrs Christine CRAWLEY (PSE)	Ms Christine ODDY (PSE)
Mrs Ludivina GARCIA ARIAS (PSE)	Mrs Karla PEIJS (PPE)
Mrs Fiorella GHILARDOTTI (PSE)	Mrs Anita POLLACK (PSE)
Mrs Anne-Karin GLASE (PPE)	Mrs Christa RANDZIO-PLATH (PSE)
Mrs Lissy GRÖNER (PSE)	Mrs Imelda Mary READ (PSE)
Mrs Lilli GYLDENKILDE (GUE/NGL)	Mrs Dagmar ROTH-BEHRENDT (PSE)
Mrs Caroline JACKSON (PPE)	Mrs Françoise SEILLIER (1-EDN)
Mrs Marie-Paule KESTELIJN-SIERENS (ELDR)	Mrs Maria SORNOSA MARTÍNEZ (GUE/NGL)
M. Mark KILLILEA (PSE)	Mrs Marie-France STIRBOIS (NI)
Mrs Angela KOKKOLA (PSE)	Mrs Helena TORRES MARQUES (PSE)
Mrs Jessica LARIVE (ELDR)	Mrs Susan WADDINGTON (PSE)

<sup>1</sup> Mrs Van Dijk held the chair of the committee until 1 September 1998



### Substitutes

Mrs Magda AELVOET (V)	Mrs Hedwig KEPPELHOFF-WIECHERT (PPE)
Mrs Roberta ANGELILLI (NI)	Mrs Marlene LENZ (PPE)
Mrs Maria Jesús ARAMBURU DEL RIO (GUE/NGL)	Mrs Ann Caroline McINTOSH (PPE)
Mrs Hiltrud BREYER (V)	Mrs Erika MANN (PSE)
Mrs Barbara DÜHRKOP DÜHRKOP (PSE)	Mrs Elena MARINUCCI (PSE)
Mrs Raymonde DURY (PSE)	Mrs Ria OOMEN RUIJTEN (PPE)
Mrs Mireille ELMALAN (GUE/NGL)	Mrs Nicole PERY (PSE)
Mrs Winifred EWING (ARE) (PPE)	Mrs Elly PLOOIJ-VAN GORSEL (ELDR)
Mrs Evelyne GEBHARDT (PSE)	Mrs Encarnación REDONDO JIMENEZ
Mrs Marie-Thérèse HERMANGE (UPE)	Mrs Antoinette SPAAK (ELDR)
Mrs Kirsten JENSEN (PSE)	Mrs Helena VAZ DA SILVA (PPE)
Mrs Karin JÖNS (PSE)	Mrs Celia VILLALOBOS TALERO (PPE)

**COMPOSITION OF THE COMMITTEE ON WOMEN'S RIGHTS**  
**28 October 1998**

**Chairperson**

Mrs Heidi Anneli HAUTALA (V)  
(from 1 September 1998)

**Vice-chairpersons**

Mrs Antoinette FOUQUE (PSE)  
Mrs Francisca BENNASAR TOUS (PPE)  
Mrs Helena TORRES MARQUES (PSE)

**Members**

Mrs Monica Stefania BALDI (PPE)  
Mrs Mary BANOTTI (PPE)

Mrs Maria Paola COLOMBO SVEVO (PPE)

Mr Carlos COSTA NEVES (PPE)  
Mrs Christine CRAWLEY (PSE)  
Mrs Katerina DASKALAKI (UPE)  
Mrs Marianne ERIKSSON (GUE/NGL)  
Mr Daniel FÉRET (NI)  
Mrs Manuela FRUTOS GAMA (PSE)

Mrs Fiorella GHILARDOTTI (PSE)  
Mrs Lissy GRÖNER (PSE)  
Mrs Françoise GROSSETÊTE (PPE)  
Mrs Hilde HAWLICEK (PSE)  
Mrs Caroline JACKSON (PPE)  
Mr Hugh KERR (V)

Mrs Marie-Paule KESTELIJN-SIERENS (ELDR)  
Mrs Angela KOKKOLA (PSE)

Mrs Jessica LARIVE (ELDR)

Mrs Astrid LULLING (PPE)  
Mrs Eryl Margaret McNALLY  
(PSE)

Mrs Johanna MAIJ-WEGGEN  
(PPE)

Mr Thomas MANN (PPE)  
Mrs Elena MARINUCCI (PSE)  
Mr Winfried MENRAD (PPE)  
Mrs Veronica PALM (PSE)  
Mrs Karla PEIJS (PPE)  
Mrs Christa RANDZIO-PLATH  
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Mrs Imelda Mary READ (PSE)  
Mr Sergio RIBEIRO (GUE/NGL)  
Mrs Françoise SEILLIER (I-EDN)  
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GONZÁLEZ (GUE/NGL)  
Mrs Maria SORNOSA  
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Mrs Anne VAN LANCKER  
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Mrs Susan WADDINGTON  
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Mrs Odile LEPPERRE-VERRIER (ARE)

### Substitutes

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Mrs Nicole FONTAINE (PPE)	Ms Christine Margaret ODDY (PSE)
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Mrs Laura GONZALES ALVAREZ (GUE/NGL)	Mrs Encarnación REDONDO JIMÉNEZ (PPE)
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Mrs Renata Charlotte HEINISCH (PPE)	Mrs Agnes SCHIERHUBER (PPE)
Mrs Maria IZQUIERDO ROJO (PSE)	Mrs Marie-France STIRBOIS (NI)
Mrs Karin JÖNS (PSE)	Mrs Christine TAUBIRA-DELANNON (ARE)
Mrs Anna KARAMANOU (PSE)	Mrs Luisa TODINI (PPE)
Mrs Hedwig KEPPELHOFF-WIECHERT (PPE)	Mrs Wilmya ZIMMERMAN (PSE)
Mrs Marlene LENZ (PPE)	
Mrs Maj-Lis LÖÖW (PSE)	
Miss Anne Caroline McINTOSH (PPE)	

<b>RESPONSIBILITIES OF THE COMMITTEE ON WOMEN'S RIGHTS</b>
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Pursuant to the Rules of Procedure of the European Parliament<sup>2</sup>, the Committee on Women's Rights is responsible for matters relating to:

1. the definition and evolution of women's rights in the European Union, based on the European Parliament's resolutions on this subject;
2. the implementation and improvement of directives relating to equal rights for women and the formulation of new directives;
3. social, employment and training policy in respect of women, including young women, and measures to combat female unemployment;
4. information policy and studies on women;
5. the assessment of common policies from the point of view of women and the consequences for women of the completion of the internal market;
6. problems relating to the professional activities of women and their family role;
7. women in the institutions of the European Union;
8. women in the international sphere (United Nations, International Labour Office, etc.);
9. the situation of migrant women and the partners of migrant workers and the status of women who are both European citizens and nationals of non-European countries within the framework of European Community legislation relating to the internal market.

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<sup>2</sup> 13th edition, February 1998, Annex VI, Point XIX, Pages 125-126



## INTRODUCTION

The Committee on Women's Rights has resulted from a long evolutionary process going back to the creation of an ad hoc committee in 1979. The very limited remit it had at the outset, to analyse the situation of women within the European Community, contrasts with the role it currently plays in promoting women's rights and equal opportunities.

This document aims to give a brief survey of its development and assess its impact and its work during the 1994-1999 parliamentary term. During this period, the Committee on Women's Rights adopted many reports, gave its opinion on a wide range of topics, held hearings on issues which were sometimes controversial such as affirmative action or matters of concern such as trafficking in women. It sent delegations to many countries. During the same period members of the Committee on Women's Rights were very much involved in negotiations on the Amsterdam Treaty.

The Committee on Women's Rights has thus become a kind of mirror reflecting the main questions confronting women in a changing Europe. In this context it endeavours to find a place on the agenda for issues which have not yet been taken up by the Commission or the Council.

### **I. 1979 - 1994: CREATION AND ROLE OF THE COMMITTEE ON WOMEN'S RIGHTS**

The first direct elections to the European Parliament were held in June 1979. At that time Parliament was chaired by a woman, Mrs Simone Veil. There were 67 women in that new Parliament, not many in comparison with the approximately 170 women in the current Parliament. Nevertheless, those women were responsible in October 1979 for setting up an ad hoc committee to analyse the situation of women in the European Community.

This committee was chaired by Mrs Yvette Roudy and worked for 14 months preparing a major debate which led to the adoption of a resolution on 'the position of women in the European Community'<sup>3</sup>. In this document of 11 February 1981, the ad hoc committee presented an exhaustive list of points concerning the specific problems and discrimination experienced by women, which were exacerbated by the economic crisis at the time.

In principle the resolution meant the end of the committee's mandate, although it made provision for it to be reconstituted after two years to assess changes in the interim. However, in June 1981 Parliament set up a committee of inquiry to review the extent to which the objectives set by the 1981 resolution were being achieved and to monitor developments in the situation of women in all the countries of the European Community, as otherwise the aspirations expressed in the resolution risked being forgotten.

It was not until 1984 that the Committee on Women's Rights was set up permanently. After

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<sup>3</sup> OJ C 50, 9.03.1981, p.35.

two and a half years of work, the Committee of Inquiry submitted a report and a motion for a resolution, adopted on 17 January 1984<sup>4</sup> in which Parliament proposed setting up a permanent committee after the June 1984 elections, in order to preserve the *acquis communautaire* and promote equal opportunities between women and men. The 116 articles of this resolution provide a guide to a policy on women.

In July 1984 the newly-elected Parliament decided at its constitutive meeting to set up a permanent committee on women's rights. The committee at that time had 25 members (30 after Spain and Portugal joined), and its objective was to monitor the application of the directives which were in force in the area of equal opportunities and also to consider issues such as education, employment, vocational training, new technologies or migrant women. In future it was to draw up reports on various topics, meet every month and regularly organise hearings and debates on all topical subjects concerning women.

The fact that the members and substitutes of the Committee on Women's Rights are also members of other committees has allowed the Committee as such to table amendments to other committees' motions for resolutions when they were relevant to equality between men and women.

The Commission of the European Communities, taking Parliament's resolutions into consideration, has implemented from the 1980s onwards specific action programmes to promote equal opportunities between women and men. At the time when it proposed the first Community action programme to promote equal opportunities for women (1981-1985)<sup>5</sup> discrimination still existed despite Article 119 of the EEC Treaty on equal pay and various directives on equal pay<sup>6</sup>, equal treatment in employment<sup>7</sup> and equal treatment in social security<sup>8</sup>. At present the fourth medium term Community action programme on equal opportunities for women and men (1996 to 2000) is in force<sup>9</sup>.

This legal instrument has been complemented by directives on equal treatment for self-

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<sup>4</sup> OJ C 46, 20.2.1984, p.42.

<sup>5</sup> COM(81) 758 final.

<sup>6</sup> Council Directive of 10 February 1975 on the approximation of the laws of the Member States relating to the application of the principle of equal pay for men and women (75/117/EEC), OJ L 45, 19.02.1975, p. 19.

<sup>7</sup> Council Directive of 9 February 1976 on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions (76/207/EEC), OJ L 39, 14.2.1976, p. 40.

<sup>8</sup> Council Directive of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security (79/7/EEC), OJ L6, 10.1.1979, p.24  
Council Directive of 24 July 1986 on the implementation of the principle of equal treatment for men and women in occupational social security schemes (86/378/EEC, OJ L 225/40 of 12 August 1986 (amended by the Directive of 20 December 1996 (96/97/EC)

<sup>9</sup> Decision (95/593/EEC) of 22 December 1995, OJ L 335, 30.12.1995, p. 37.



employed workers<sup>10</sup> and on the safety and health of women who are pregnant, have recently given birth or are breastfeeding<sup>11</sup>. At the political level, equality between women and men has become, if not a permanent concern, at least a recurrent theme in politicians' speeches. At Community level the 1994 Essen European summit on employment policy recognised that promoting equality between women and men, together with combating unemployment, was a priority task for the EU.

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<sup>10</sup> Council directive of 11 December 1986 on the application of the principle of equal treatment between men and women engaged in an activity, including agriculture, in a self-employed capacity and on the protection of self employed women during pregnancy and motherhood (86/13/EEC), OJ L 359. 19.12.1986, p. 56.

<sup>11</sup> Council directive of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or who are breastfeeding (92/85/EEC), OJ L 348, 28 November 1992. p.1.

## II. THE WORK OF THE COMMITTEE ON WOMEN'S RIGHTS 1994-1999

The amount of legislation on equality between women and men has increased during this parliamentary term. The Committee on Women's Rights has drawn up numerous reports which led to resolutions adopted by Parliament. New directives were also adopted during this period, on which the Committee on Women's Rights gave its opinion; for example on the directive on reversing the burden of proof in cases of sex-based discrimination<sup>12</sup>. There have also been directives on matters such as parental leave<sup>13</sup> and part-time working<sup>14</sup>.

During this third parliamentary term since it was set up, the Committee on Women's Rights has drawn up numerous reports, ten of them on its own initiative when, pursuant to Rule 148 of Parliament's Rules of Procedure, the Committee on Women's Rights decided *'to draw up a report and to submit a motion for a resolution to Parliament on a subject within its competence'*. To this end, it had to *'request prior authorisation from the Conference of Presidents'*.

There is another category of own-initiative reports adopted on the basis of Rule 50 of Parliament's Rules of Procedure in conjunction with Article 192 of the Amsterdam Treaty (former Article 138B of the EC Treaty). Under this Rule 50, *'Parliament may request the Commission to submit to it any appropriate legislative proposal ... by adopting a resolution on the basis of an own-initiative report from the committee responsible and authorised pursuant to Rule 148'*. Article 138B of the EC Treaty states *'In so far as provided in this Treaty, the European Parliament shall participate in the process leading up to the adoption of Community acts ... Parliament may ... request the Commission to submit any appropriate proposal on matters on which it considers that a Community act is required for the purpose of implementing this Treaty'*.

The Committee on Women's Rights has also carried out remarkable work during the negotiations leading to modifications to the Maastricht Treaty. Many of Parliament's concerns were taken into account, and promoting equality between men and women is now one of the tasks of the European Union.

The main activity of the Committee on Women's Rights during this parliamentary term was based on incorporating equal opportunities between women and men into all Community actions and policies (mainstreaming). Mainstreaming is enshrined in Article 3 of the Amsterdam Treaty; Article 3(2) states *'in all the activities referred to in this article, the Community shall aim to eliminate inequalities, and to promote equality, between men and women'*. Mainstreaming as a priority Community activity represents incalculable progress, the

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<sup>12</sup> Council Directive 97/80/EC of 15 December 1997, OJ L 14, 20.1.1998, p. 6.

<sup>13</sup> Council Directive 96/34/EC of 3 June 1996 on the framework agreement on parental leave concluded by UNICE, CEEP and the ETUC, OJ L 145, 19.6.1996, p. 4.

<sup>14</sup> Council Directive 97/81/EC of 15 December 1997 concerning the framework agreement on part-time work concluded by UNICE, CEEP and the ETUC, OJ L 14, 20.1.1998, p. 9.

effects of which will only be measurable during the next parliamentary term.

The mainstreaming strategy must be combined with more specific measures and here it is a matter of *'positive action to promote women where they are particularly disadvantaged'*<sup>15</sup>. The text adopted in Amsterdam also refers to measures providing for *specific advantages* for women, which has been viewed in some quarters as discriminatory. Article 141(4) of the Amsterdam Treaty states *'the principle of equal treatment shall not prevent any Member State from maintaining or adopting measures providing for specific advantages in order to make it easier for the under-represented sex to pursue a vocational activity or to prevent or compensate for disadvantages in professional careers'*. Article 6 of the Agreement on Social Policy, incorporated in the consolidated Treaty, refers to *'specific advantages in order to make it easier for women to pursue a vocational activity'*.

Two judgments by the Court of Justice of the European Communities have provoked much discussion, the **Kalanke** (1995) and **Marschall** (1997) judgments, and the Committee on Women's Rights held several hearings on this subject. The judgment of 17 October 1995 in the **Kalanke** case revealed that there was a lack of legal clarity on equal opportunities issues, as it stated that a policy of positive action with regard to recruitment and promotion contravened Article 2(4) of Directive 76/207 on equal treatment, which provides for the possibility of *'measures to promote equal opportunity for men and women, in particular by removing existing inequalities which affect women's opportunities'* in the area of access to employment, including promotion and vocational training. On 11 November 1997 the Court judged in the **Marschall** case that the directive in question allows Member States to adopt measures which, by giving special advantages to women, aim to improve their ability to compete on the job market and to pursue a career on an equal footing with men. Thus, Member States are allowed to apply a national rule under which women with the same qualifications as a male applicant may be given preference for promotion in areas where they are under-represented, if this rule is likely to reduce actual, existing inequalities.

The Committee on Women's Rights has also been mobilised on several fronts to urge the EU to commit itself to specific measures and incorporate the 'gender perspective' into all policies. It has organised hearings on this topic, to review the circumstances of a particular situation or to monitor policy implementation in the Member States, particularly concerning combating violence against women and children and trafficking in women, as evidenced by the number of resolutions adopted on this topic and the written declaration on violence, signed by 350 Members of Parliament. The EU attended the Conference on Women held in Beijing in 1995 which recognised that women's rights were an integral and indivisible part of all human rights and fundamental freedoms. This is symptomatic of the EU's willingness to include the women's rights issue as a fundamental factor in its relations with third countries. The Lomé Convention currently contains several clauses relating to equality between women and men. The opinions of the Committee on Women's Rights on reports by the Committee on Development and Cooperation have played an important part in incorporating the gender perspective into development cooperation policy.

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<sup>15</sup> Resolution of 16 September 1997 on the Commission annual report 1996, OJ C 304, 6.10.1997, p. 45.

Parliament in general<sup>16</sup> and its Committee on Women's Rights in particular, have expressed satisfaction with Article 13 of the Amsterdam Treaty (former Article 6a). This provides that the Council, acting unanimously on a proposal from the Commission and after consulting Parliament, may take appropriate action *'to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation'*.

The Committee on Women's Rights stressed that discrimination was particularly prevalent on the job market and that labour policy should take account of the difficulties faced by women. The Amsterdam Treaty has responded to these concerns as it includes a new title which incorporates the women's perspective (Title VIII - Articles 125 to 130).

At the extraordinary European Council on employment held in Luxembourg on 20 and 21 November 1997, the Member States agreed on the guidelines for national employment policies, and these commitments led to the national employment plans submitted to the European Employment Council in Cardiff in June 1998. Part of the employment strategy was devoted to measures which the Member States should implement to promote equality between men and women. The Vienna Summit of 11 and 12 December 1998 called for stronger national action plans and an employment pact to be submitted to the summits during the German Presidency. In 1999, mainstreaming must be included in the employment guidelines to the extent that a horizontal policy of equality between men and women must be applied to all four other chapters<sup>17</sup>.

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<sup>16</sup> Resolution A4-257/97 of 16 September 1997 on the Commission annual report on equal opportunities (1996), OJ C 304, 6.10.1997, p. 45.

<sup>17</sup> Conclusions of the European Council Presidency, Vienna, 11 and 12 December 1998.

### III. EUROPEAN PARLIAMENT RESOLUTIONS BASED ON REPORTS BY THE COMMITTEE ON WOMEN'S RIGHTS<sup>18</sup>

DOCUMENT	RAPPORTEUR	TITLE	DATE ADOPTED BY PARLIAMENT
A4-0104/95 (INI)	Mrs Hedy d'ANCONA (PSE - NL)	Report on the implementation of the third Community action programme on the promotion of equal opportunities for women and men and proposals for the fourth Community programme	14.6.1995 (OJ C 166, 3.7.1995, p. 62)

Parliament evaluates the three previous equal opportunities action programmes. In the light of the objectives set out by the Commission in its White Paper on European social policy - a way forward for the Union<sup>19</sup> (need to combine paid and unpaid work, to end segregation on the labour market and bring more women into the decision-making process), it lays the foundations of the fourth medium-term action programme 1996-2000. This should be implemented by a binding procedure and provided with sufficient financial means, with precise evaluation criteria. Parliament welcomes the idea put forward by the Commission of an annual report on equality between women and men and stresses the need for information and awareness campaigns at national level with regard to the *acquis communautaire* and its implementation.

DOCUMENT	RAPPORTEUR	TITLE	DATE ADOPTED BY PARLIAMENT
A4-0142/95 (INI)	Mrs Lissy GRÖNER (PSE - D)	Report on the Beijing Fourth World Conference on Women: action for equality, development and peace	15.6.1995 (OJ C 166, 3.7.1995, p. 92)

With a view to EU participation in the United Nations Fourth World Conference on Women held in Beijing in September 1995, Parliament, aware of the future importance of this event, states that the rights of women and children are an integral part of universal human rights. It also draws attention to the various forms of discrimination and violence suffered by women throughout the world. As the World Conference took place in China, a country where a coercive policy is in force against women wishing to have more than one child, Parliament took the opportunity to emphasise respect for human rights, the situation of women from minority groups, particularly from Taiwan and Tibet, and the importance of a strong NGO participation in the conference. Parliament also highlights the problems of poverty, the situation of women's health in the world and women's participation in the development process and advocates information and training campaigns, particularly with regard to trafficking in women and girls, the situation of women in armed conflicts and rape.

<sup>18</sup> Some passages have been taken from the EU Bulletin, ISSN 0377-9181.

<sup>19</sup> COM(94)0333.

DOCUMENT	RAPPORTEUR	TITLE	DATE ADOPTED BY PARLIAMENT
A4-0280/95 (CNS)	Mrs Francisca BENNASAR TOUS (PPE - E)	Report on the proposal for a Council decision on the fourth medium-term Community action programme on equal opportunities for women and men (1996-2000) (COM(95)0381)	17.11.1995 (OJ C 323, 4.12.1995, p. 167)

Parliament is in favour of the Commission proposal but includes amendments aiming to achieve better monitoring of the implementation of equal opportunities directives and the preparation of new directives on atypical working, reversal of the burden of proof and combining work with family life. It proposes that the principle of equal treatment and opportunities be included in the Treaty so that positive measures can be taken in the area of economic, political, social and cultural rights with the aim of achieving parity between men and women.

DOCUMENT	RAPPORTEUR	TITLE	DATE ADOPTED BY PARLIAMENT
A4-0338/95 (CNS)	Mrs Maria Paola COLOMBO SVEVO (PPE - I)	Report on the memorandum on equal pay for work of equal value (COM(94)0006)	13.2.1996 (OJ C 65, 4.3.1996, p. 43)

Parliament welcomes the Commission memorandum on equal pay for work of equal value as a specific strategy instrument and calls on the Commission to submit a proposal for a directive to put in place positive measures to eliminate discrimination against women and as a matter of priority to evaluate the effect on equal pay of all its proposals in relation to the job market. It also calls on the Member States, the Commission and both sides of industry systematically and transparently to gather information on pay and on segregation in the world of work in order to ascertain in what way pay is discriminatory. Parliament also calls on the Intergovernmental Conference to propose a new, more precise, wording of Article 119 of the EC Treaty with regard to equal pay for work of equal value, in line with the Court of Justice Case Law referred to in the Commission memorandum.

DOCUMENT	RAPPORTEUR	TITLE	DATE ADOPTED BY PARLIAMENT
A4-0149/96 (CNS)	Mrs Irene CREPAZ (PSE - A)	Report on the proposal for a Council recommendation on the balanced participation of women and men in decision-making (COM(95)0593)	24.5.1996 (OJ C 166, 10.6.1996, p. 269)

Parliament welcomes the proposal for a recommendation, subject to various amendments concerning in particular monitoring the effects of various types of voting system on the political representation of women on elected bodies, equal participation by women and men

in access to and exercise of judicial functions at local, regional and European level and the appointment of equal opportunities ombudsmen in particular to monitor implementation of equal opportunities legislation, to whom women could apply for information about their rights.

*The Commission adopted a modified proposal on 30 May 1996 (COM(96)0252).*

DOCUMENT	RAPPORTEUR	TITLE	DATE ADOPTED BY PARLIAMENT
A4-0152/96 (INI)	Mrs Antoinette FOUQUE (PSE - F)	Report on the follow-up to the Cairo International Conference on Population and Development	4.7.1996 (OJ C 211, 22.7.1996, p. 31)

The Conference on Population and Development held in Cairo in 1994 resulted in an action programme where women play a central role, both in population development and in effective demographic stabilisation. Parliament in its resolution maintains that improving the status of women and their participation in economic, social and cultural life are among the essential preconditions for the success of any demographic or development policy. It also highlights some objectives of the Cairo programme, particularly universal access to family planning services before 2000. Lack of information is the reason why female sterilisation is still the most widely used birth control method. Parliament calls on the EU and its Member States to promote cofinancing of development programmes which take account of the differences between men and women, while promoting the creation of networks and exchanges between NGOs, governments and the people concerned. It calls on the Commission to evaluate the effect of development programmes on demography, in particular with regard to women's health and education.

DOCUMENT	RAPPORTEUR	TITLE	DATE ADOPTED BY PARLIAMENT
A4-0256/96 (CNS)	Mrs Helena TORRES MARQUES (PSE - P)	Report on the proposal for a Council directive amending Directive 86/378/EEC on the implementation of the principle of equal treatment for men and women in occupational social security schemes (COM(95)0186)	12.11.1996 (OJ C 362, 2.12.1996, p. 28)

Parliament welcomes the Commission proposal, subject to some amendments aiming in particular to extend the directive's field of application to contracts for atypical work (including contracts for part-time employment).

*The Commission adopted an amended proposal on 19 November 1996, incorporating the amendments to include part-time workers in the directive's field of application (OJ C 379, 14.12.1996 and COM(96)605).*

DOCUMENT	RAPPORTEUR	TITLE	DATE ADOPTED BY PARLIAMENT
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A4-0283/96 (INI)	Mrs Jessica LARIVE (ELDR - NL)	Report on implementation of equal opportunities for men and women in the civil service	15.11.1996 (OJ C 362, 2.12.1996, p. 337)
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Parliament hopes that the work of the Intergovernmental Conference will lead to a new legal basis for equal opportunities in the Treaty and that positive action will be defined so that it can be included in the amended Directive 76/207/EEC. It calls on the EU Member States to give priority, in recruitment or promotion procedures, to candidates of the under-represented sex in the service where the post is vacant, to encourage more women to work for public bodies, to evaluate progress and to provide more opportunity for both sexes to combine work with family responsibilities. Parliament calls on the Commission to propose provisions encouraging the Member States to adopt equal opportunities measures in the public sector. It also calls on all the Community Institutions to eliminate any form of indirect discrimination against women in selection procedures and to encourage their access to responsible positions.

DOCUMENT	RAPPORTEUR	TITLE	DATE ADOPTED BY PARLIAMENT
A4-0005/97 (INI)	Mrs Astrid LULLING (PPE - L)	Report on the situation of assisting spouses of the self-employed	21.02.1997 (OJ C 85, 17.03.1997, p. 186)

Parliament deplores the fact that Directive 86/613/EEC<sup>20</sup> had not really made it possible to improve the situation of the spouses of self-employed workers with regard to work or adequate social security cover, and hopes that the Commission will draw up an amended and more binding directive which would also apply to unmarried people assisting their partner. It calls for the proposal to provide for compulsory registration of 'spouses' to give them a legal position in social law and social security cover as well as the right to some benefits, to give them access to vocational training and the right to represent their company. Parliament also stresses the need to adopt a flexible formula to avoid excessive costs for small family businesses.

DOCUMENT	RAPPORTEUR	TITLE	DATE ADOPTED BY PARLIAMENT
A4-0115/97 ( <i>first reading</i> ) (SYN)	Mrs Fiorella GHILARDOTTI (PSE - I)	Report on the proposal for a Council directive on the burden of proof in cases of discrimination based on sex (COM(96)0340)	10.04.1997 (OJ C 132, 28.04.1997, p. 21)

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Council Directive on the application of the principle of equal treatment between men and women engaged in an activity, including agriculture, in a self-employed capacity and on the protection of self-employed women during pregnancy and motherhood (OJ L 359, 19.12.1986).



Parliament is in favour of the Commission proposal, subject to some amendments aiming to define indirect discrimination more precisely, to extend the directive's field of application, particularly with regard to parental leave and social security cover, to include a reference to positive measures and to oblige the Member States to inform the Commission, from 1 January 2002 and every three years, on progress made in implementing the directive.

DOCUMENT	RAPPORTEUR	TITLE	DATE ADOPTED BY PARLIAMENT
A4-0326/97 ( <i>second reading</i> ) (SYN)	Mrs Fiorella GHILARDOTTI (PSE - I)	Decision on the common position established by the Council with a view to the adoption of a Council directive on the burden of proof in cases of discrimination based on sex (COM(97)0202)	6.11.1997 (OJ C 358, 24.11.1997, p. 25)

Parliament retables some of its previous amendments and emphasises procedural aspects, particularly the parties' access to relevant information held by the opposing party, except for information relating to private life.

*The Commission submitted a revised proposal (COM(97)0624), and the Council adopted a directive (97/80/EC) on 15 December 1997 on the burden of proof in cases of discrimination based on sex (OJ L 14, 20.1.1998, p. 6).*

DOCUMENT	RAPPORTEUR	TITLE	DATE ADOPTED BY PARLIAMENT
A4-0250/97 (INI)	Mrs Marianne ERIKSSON (GUE /NGL - S)	Report on the need to establish a European Union-wide campaign for zero tolerance of violence against women	16.09.1997 (OJ C 304, 6.10.1997, p. 55)

Noting that violence against women is a persistent and widespread phenomenon throughout society and deploring the fact that it is still too often tolerated, being considered essentially a private matter, Parliament calls on the Commission and the United Nations' member states to convert the Beijing Declaration into a binding convention and to criminalise acts of violence against women. It also calls on the EU Member States to introduce specific legislation to protect victims of sexual violence and to draw up specific provisions against sexual harassment.

Parliament suggests organising special training for judges presiding over this type of case, combating pornography in particular via the Internet, including rehabilitation projects for

victims in programmes to combat trafficking in women and promoting research into the costs of violence by men against women. It hopes that 1999 will be designated the European Year Against Violence Against Women and that respect for women's rights will be included in all agreements with third countries.

DOCUMENT	RAPPORTEUR	TITLE	DATE ADOPTED BY PARLIAMENT
A4-0251/97 (CNS)	Mrs Angela KOKKOLA (PSE - EL)	Report on the communication from the Commission - Incorporating equal opportunities for women and men into all Community policies and activities - "Mainstreaming" (COM(96)0067)	16.09.1997 (OJ C 304, 6.10.1997, p. 50)

Parliament regards the Commission communication on mainstreaming as a step forward in equal opportunities policy. It proposes setting up an interinstitutional working party to ensure that the objective of equality is constantly borne in mind in all Community activities and calls on the Commission to implement information campaigns leading to equal opportunities and rights in all the Community's policies and actions.

DOCUMENT	RAPPORTEUR	TITLE	DATE ADOPTED BY PARLIAMENT
A4-0257/97 (CNS)	Mrs Marie-Paule KESTELIJN-SIERENS (ELDR - NL)	Report on the Commission annual report: equal opportunities for women and men in the European Union 1996 (COM(96)0650)	16.09.1997 (OJ C 304, 6.10.1997, p. 45)

Parliament considers that the Commission annual report is not sufficiently analytical and neglects priority areas such as violence against women, women's health and the environment. It calls for the report to be more specific (for example by including a title on mainstreaming and positive action for women), for lines of action to be defined for the following year, for greater focus on developments and a glossary of terminology used in the equal opportunities context. Parliament also proposes measures to enable working life and family responsibilities to be combined effectively.

DOCUMENT	RAPPORTEUR	TITLE	DATE ADOPTED BY PARLIAMENT
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A4-0258/97 (INI)	Mrs Marlene LENZ (PPE - D)	Report on discrimination against women in advertising	16.09.1997 (OJ C 304, 6.10.1997, p. 60)
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Noting that Member States' and European legislation to protect women against degrading images in the media is inadequate, Parliament calls for legislation to prohibit all forms of pornography in the media and advertising, and a ban on advertising for pornographic products and sex tourism. It proposes setting up a committee on ethics which would draw up a code of conduct.

DOCUMENT	RAPPORTEUR	TITLE	DATE ADOPTED BY PARLIAMENT
A4-0372/97 (CNS)	Mrs Susan A. WADDINGTON (PSE - UK)	Report on the communication from the Commission to the Council and the European Parliament on trafficking in women for the purpose of sexual exploitation (COM(96)0567)	16.12.1997 (OJ C 14, 19.1.1998, p. 39)

Parliament stresses its concern that trafficking in women is increasing, for various reasons: women's vulnerability, poverty and marginalisation in their countries of origin; the large profits which this traffic can generate and low risks run by traffickers; the demand in Europe for women for prostitution and other forms of sexual exploitation. In order to combat this problem, Parliament proposes information campaigns covering the EU and third countries and addressed to women in general, and establishing a system of assistance to victims of trafficking to prevent them being socially excluded. Parliament regards this form of traffic as a violation of the fundamental rights of women, which cannot be viewed exclusively in terms of the fight against organised crime or illegal immigration. It calls on the Member States to implement the joint action adopted by the EU, and the international commitments derived from it, in particular from the Ministerial Conference on trafficking in human beings held at The Hague from 24 to 26 April 1997.

Document	Rapporteur	Title	Date adopted by Parliament
A4-0270/98 (INI)	Mrs Maria Paola COLOMBO SVEVO (PPE-I)	Report on the role of cooperatives in the growth of women's employment	18.09.1998 (OJ C 313 of 12.10.98, p. 234)

Parliament points out that the social economy covers the economic activities of enterprises, cooperatives, mutual societies and non-profit-making organisations. This 'third sector' is growing fast. Cooperatives, mutual societies, associations and foundations (CMAFs) combine economic goals with social provision, encouraging growth based on employment,

fairness and equality. This sector of the social economy therefore should have a beneficial impact on women's employment; it offers a very wide range of jobs. Parliament calls for an assessment of the contribution made by the social economy to combating unemployment and to raising women's skill levels. It calls for the social economy to be taken into account in measures concerning SMEs. Parliament highlights a problem: the existing legal provisions do not fit in with these new forms of enterprises and Parliament considers that this could mean that their development is hampered. It therefore calls on the Commission to work closely with the Member States to set up a legal framework to encourage this new sector of the economy. Parliament also calls on the Member States to provide greater support, particularly financial, to cooperatives. It considers that the decision to set up a consultative committee on CMAFs<sup>21</sup> is very positive and calls on the Commission to draw up a white paper on this subject. Parliament also calls for new impetus for the proposal for a Council decision on a multiannual programme (1994 to 1996) of action for cooperatives, mutual societies, associations and foundations in the Community, as this programme was abandoned when it was not possible to find a consensus in the Council.

Document	Rapporteur	Title	Date adopted by Parliament
A4-0272/98 (INI)	Mrs Elena MARINUCCI (PSE - I)	Report on the particular impact of unemployment on women	17.09.98 (OJ C 313 of 12.10.98, p. 200)

Parliament deplores the fact that women are invisible in unemployment statistics and that women's unemployment is underestimated. It considers that this is because the International Labour Organisation's definition of unemployment is used. It suggests adopting a new definition reflecting the situation of women in the job market and making it possible to provide better protection for women against unemployment. It also calls for all statistical information published in all documents concerning employment policy to be broken down by sex.

Parliament deplores the fact that women form the majority of atypical workers. It calls on both sides of industry to conclude a framework agreement on all these new forms of atypical work, noting in particular the problems of part-time working. Parliament calls on the Commission to submit a proposal for a framework directive on services to care for children and dependants. Similarly, Parliament supports the idea of 'care years' to be taken into account on the same basis as any other work. With regard to parental leave, incentives such as reasonable payment or recognition in statistics of the value of this unpaid work would seem to be necessary. Parliament once more calls for individual social security rights, an essential stage to end provisions which discourage women from entering the job market. Parliament underlines the lack of a horizontal approach to employment, particularly in national employment plans; this is an essential measure and should be combined with ad hoc positive action measures. Parliament calls on the Commission and Member States to evaluate the impact of the social economy on women's unemployment.

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<sup>21</sup> OJ L80, 18.3.1998, p. 51

Document	Rapporteur	Title	Date adopted by Parliament
A4-0273/98 (INI)	Mrs Ludivina GARCIA ARIAS (PSE - E)	Report on the situation of single mothers and single- parent families	18.08.98 (OJ C 313 of 12.10.98, p. 238)

Parliament notes that 10% of households are single parent families and that 80-90% of single parents are women, a very large majority of them not having chosen this situation. Referring to a previous study<sup>22</sup>, Parliament points out that these single parents face many difficulties on the job market, mainly because they are solely responsible for both work and family duties. Social organisation and the law do not take account of these new situations, they are based on traditional family patterns. Parliament therefore considers it essential to adapt laws, particularly on housing, insurance, taxation and social security. With regard to the latter two topics, Parliament for many years has been calling for individual social security rights. With regard to welfare benefits, although Parliament admits that because of the Member States' various budgetary problems, a reduction in the number of recipients of welfare benefit may be envisaged, this should not be to the detriment of the poorest, which often include single parents. Parliament criticises the measures adopted in the United States which deprive single mothers of welfare benefits if they do not work but are considered able to do so. Parliament also indirectly warns the United Kingdom against heading in this direction through its intention to place greater responsibility on single mothers.

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One parent families in the Member States of the European Union (European Parliament, Directorate-General for Research, Women's Rights Series, W9, 3.1996)

**IV. REPORTS AT THE END OF THE PARLIAMENTARY TERM**

Document	Rapporteur	Title	Date adopted by Parliament
A4-0038/99 (CNS)	Mrs Astrid LULLING (PPE-L)	Report on the proposal for a Council Directive amending Directive 76/207/EEC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions (COM(96)0093)	09.03.1999

Following a public hearing on European case law on positive measures and a lengthy debate, the Committee on Women's Rights rejects the Commission's proposal for amendment of the directive which reflected the decision by the Court of Justice in the Kalanke case (1995), referring to another Court decision in the Marschall case (1997), which took a more favourable view of positive measures. The Committee points out that after all the Member States have ratified the new Amsterdam Treaty, which should take place in the months to come, amendment of Directive 76/207/EEC, as proposed in 1996, would be inadequate. It therefore calls on the Commission to withdraw its proposal.

DOCUMENT	RAPPORTEUR	TITLE	DATE ADOPTED BY PARLIAMENT
A4-0029/99 (CNS)	Mrs Heidi Anneli HAUTALA (V - FIN) <i>(first report: Mrs Nel van DIJK)</i>	Second report on the report from the Commission to the Council, the European Parliament, the Economic and Social Committee and the Committee of the Regions on the state of women's health in the European Community (COM(97)0224)	09.03.1999 (first report referred back to committee on 14.7.98)

The Committee on Women's Rights underlines the importance of a specific health policy for each sex, i.e. to take account of certain diseases which are specific to women, the differences in life expectancy between the sexes and certain socially-determined health problems, such as eating disorders, nicotine addiction, Aids, family planning, reproductive health and abortion, the menopause and violence against women. The Commission includes these topics in its report, which views women as a group with specific non-biological health characteristics, thus recognising that the state of women's health is also largely determined by various socio-economic factors, which are of great concern to public opinion. With regard to abortion,

Parliament calls for laws to be harmonised and appeals to the Member States to legalise abortion under certain conditions, the final decision to be taken by the woman herself, and to ensure that abortions are carried out in such a way as to safeguard the health of the woman.

Document	Rapporteur	Title	Date adopted by Parliament
A4-0072/99 (CNS)	Mrs Marianne ERIKSSON (GUE/NGL-S)	Report on the progress report from the Commission on the follow-up of the communication 'Incorporating equal opportunities for women and men into all Community policies and activities' (COM(98)0122)	09.03.1999

Referring to the action platform adopted by the Fourth World Conference on Women held in Beijing in 1995, from which the policy of mainstreaming originated, the Committee on Women's Rights proposes that the Commission adopt a methodological approach to take account of the effect on women of its activities and lists the priority action areas for the evaluation and effective implementation of an equality policy at European level. These action areas entail gathering statistics broken down by sex, balanced participation of men and women in decision making, analysing the reasons why women are almost always less well paid than men and taking account of the 'women's dimension' in the Community Institutions. In this respect it proposes redefining and reinforcing the role of the Committee on Women's Rights as an independent committee, in line with the provisions of the Amsterdam Treaty.

DOCUMENT	RAPPORTEUR	TITLE	DATE OF ADOPTION IN COMMITTEE
PE 229.156	Mrs Francisca BENNASAR TOUS (PPE-E)	Draft report on the proposal for a Council decision on a medium-term Community action programme on measures providing a Community-wide support to Member States' action relating to violence against children, young persons and women (the DAPHNE programme 2000-2004) (COM(98)0335)	Debate and vote on amendments: 17.2.1999

Underlining the essential role played by Parliament in launching the DAPHNE initiative by providing a specific budget line (B3-4109) to fund measures to combat violence against women, young people and children, the Committee on Women's Rights considers that the Commission's proposed programme will add value to local, regional and national actions and contribute to developing a European perspective on the problem of violence, which affects

the whole world. It proposes measures to coordinate Community action with the role played by NGOs in relation to the target groups concerned, in the context of the Fourth Action Programme on equal opportunities,.

\* Equal opportunities between men and women: Fourth Action Programme 1996-2000  
(Commission interim report)  
*(draft report in preparation at the time of going to press).*

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## V. OTHER ACTIVITIES BY THE COMMITTEE ON WOMEN'S RIGHTS

### . HEARINGS

In parallel with its work to draw up resolutions and reports and tackle subjects of topical interest to women, the Committee on Women's Rights has often invited national and international experts, representatives of political or professional organisations or NGOs or members of the public to talk about their area of expertise or experiences. For example:

- Gender-specific human rights violations (26-27.06.1995)
- Equal opportunities policy and the Kalanke judgment (25.04.1996)
- The situation of assisting spouses of the self-employed (29.05.1996)
- 'Mainstreaming' and the Structural Funds (29.10.1996)
- Prostitution and AIDS prevention - trafficking in human beings (25.11.1996)
- Equal pay for equal work or work of equal value (17.12.1996)
- The need for a campaign of zero tolerance of violence against women (23.01.1997)
- The burden of proof in cases of sex-based discrimination (25.02.1997)
- Discrimination against women in advertising (17.06.1997)
- The situation of women in Algeria (25.11.1997)
- The Marschall judgment (22.01.1998)
- The impact of unemployment on the situation of women (3.02.1998)
- Implementation of the recommendations of the United Nations Conferences of Cairo and Beijing (23.06.1998) - joint hearing with the Committee on Development

**. OPINIONS**

In its opinions on the EU budget, the Committee on Women's Rights has systematically advocated an adequate financial basis for implementing the various Community programmes for women. Moreover, the new mainstreaming strategy means that the gender perspective must be taken into account in all European actions and policies; for this reason the Committee on Women's Rights is more and more frequently consulted by other parliamentary committees on a large range of issues. The list below is not exhaustive, but includes some important topics.

- Treaty on European Union and the IGC (A4-0102/95)
- Parental leave (A4-0064/96)
- Human rights in the world 1995/96 (A4-0400/96)
- Education and training 'Teaching and learning - Towards the learning society' (A4-0056/97)
- Equal pay for men and women (A4-0143/97)
- Relations between the EU and the ACP countries on the eve of the 21st century (A4-0274/97)
- Social protection in the EU (A4-0291/97)
- Combating child sex tourism and helping prevent the sexual abuse and exploitation of children (A4-0306/97)
- European Council Summit on Employment in Luxembourg (A4-0307/97)
- Partnership for a new organisation of work (A4-0313/97)
- Integrating gender issues in development cooperation (A4-0318/97)
- Economic and social cohesion (A4-0324/97)
- The Treaty of Amsterdam (A4-0347/97)
- Part-time work (A4-0352/97)
- Employment in Europe - 1997 (A4-0353/97)
- Enlargement - Agenda 2000 (A4-0368/97)
- Fifth framework programme for research, technological development and demonstration activities 1998-2002 (A4-0396/97)
- Access to continuing training in the EU (A4-0405/97)
- Human rights in the EU 1996 (A4-0034/98)
- Demographic report 1997 (A4-0056/98)
- Cooperation agreements with the ACP countries (A4-0085/98)
- Islam and European Averroes day (A4-0167/98)
- Endocrine-disrupting chemicals (A4-0281/98)
- Social action programme 1998-2000 (A4-0381/98)

## **. DELEGATION VISITS**

The Committee on Women's Rights sends at least two delegations on visits each year. The aim of these missions is to gain first-hand information about the situation of women in a particular area and on the results of new initiatives in order to disseminate models of good practice. During the current parliamentary term, the following visits were made.

### **\* 1995**

Sweden (Stockholm) - The situation of women in the Swedish political, fiscal and social security systems, 3-4 July

China (Beijing) - Fourth World Conference on Women, 4-15 September

Netherlands - Trafficking in women for sexual exploitation purposes, 4-5 December

### **\* 1996**

Germany (Potsdam, Brandenburg) - Implementation of the Structural Funds in Objective 1 regions (agriculture, SMEs), 6-7 May

Portugal (Lisbon) - Equal opportunities policy, 3-4 June

United Kingdom (Midlands) - Integration of minorities in the United Kingdom, 23-24 September

Spain (Seville) - Women in the rural environment (NOW programme), 2-3 December

### **\* 1997**

Greece (Thessaloniki) - Women in culture and the media, 23-24 June

Finland (Oulu/Helsinki) - The situation of women with regard to employment and implementation of Objective 6 of the Structural Funds, 2-4 September

Austria (Vienna) - Accommodation for women in difficulty; battered, homeless and migrant women, 6-9 October

### **\* 1998**

Italy - Women and cooperatives, 25-26 May

Northern Ireland - Structural Funds/peace initiatives, 23-25 September

Portugal (Lisbon) - Second conference of parliamentary committees responsible for equality between women and men in the EU Member States and the European Parliament, 29-30 October



<p><b>LIST OF VARIOUS DOCUMENTS ISSUED DURING THE 1994-1999 PARLIAMENTARY TERM</b></p>
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**1. Directorate-General for Research, European Parliament**

- Programmes for the promotion of women's interests, EU Structural Funds and Community initiatives 1994-1999, *Women's Rights Series*, E-1, October 1994
- Women's rights and the Maastricht Treaty on European Union, *Women's Rights Series*, W-5, January 1995
- Confronting the Fortress - Black and Migrant Women in the European Union, *Women's Rights Series*, E-2, January 1995
- Bodies responsible for promoting equal opportunities for men and women in the Member States and Institutions of the European Union, *Women's Rights Series*, W-1/rev., October 1995
- Women in Islam, *Women's Rights Series*, W-6, September 1996
- Human rights = Women's rights?, *Women's Rights Series*, W-7, June 1996
- Central and Eastern European women - a portrait, *Women's Rights Series*, W-8, June 1996
- One-parent families in the Member States of the European Union, *Women's Rights Series*, W-9, March 1996
- Differential impact of the electoral systems on female political representation, *Women's Rights Series*, W-10, August 1997
- Briefing on ending sex discrimination, No 35, PE 165.968/rev. 1, 7 July 1997
- The situation of women in Hungary, Poland and the Czech Republic, *Women's Rights Series*, FEMM 102, July 1998
- EU anti-discrimination policy: from equal opportunities between men and women to combating racism, *Civil Liberties Series*, LIBE 102, February 1998
- Women's rights and the Treaty of Amsterdam on European Union, *Women's Rights Series*, FEMM 104, May 1998

- Briefing No 26 on women's rights and the enlargement of the EU, 'Enlargement' Task-Force, PE 167.735, 14 July 1998

## **2. Commission**

### **2.1. COM documents**

- Memorandum on equal pay for work of equal value (COM(94)0006)
- Communication from the Commission to the Council - A new partnership between women and men: Equal sharing and participation - The European Community's priorities for the Fourth UN World Conference on Women - Beijing, September 1995 (COM(95)0221)
- Report from the Commission - equal opportunities for women and men - third Community Action Programme (1991 - 1995) - mid-term report (COM(95)0246)
- Report from the Commission on the implementation of the Council Recommendation of 13 December 1984 on the promotion of positive action for women (84/635/EEC) (COM(95)0247)
- Proposal for a Council decision on the fourth medium-term Community action programme on equal opportunities for women and men (1996-2000) (COM(95)0381)
- Proposal for a Council Regulation on integrating gender issues in development cooperation (COM(95)0423) - (COM(97)0265) - (COM(1998)0082) - (COM(1998)0694)
- Communication from the Commission - 'Incorporating equal opportunities for women and men into all Community policies and activities' (COM(96)0067)
- Communication from the Commission on the interpretation of the Judgment of the Court of Justice on 17 October 1995 in Case C-450/93, Kalanke v Freie Hansestadt Bremen (COM(96)0088)
- Proposal for a Council Directive amending Directive 76/207/EEC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions - (COM(96)0093)
- Communication from the Commission - A code of practice on the implementation of equal pay for work of equal value for women and men - (COM(96)0336)
- Communication from the Commission to the Council and the European Parliament on trafficking in women for the purpose of sexual exploitation (COM(96)0567)
- Annual report from the Commission - Equal Opportunities for Women and Men in the

European Union - 1996 (COM(96)0650)

- Amended proposal for a Council directive on the burden of proof in cases of discrimination based on sex (COM(97)0202 - (COM(97)0624)
- Report on the state of women's health in the European Community (COM(97)0224)
- Proposal for a Council directive concerning the framework agreement on part-time work concluded by UNICE, CEEP and the ETUC (COM(97)0392)
- Proposal for a Council Directive extending Council Directive 96/34/EC of 3 June 1996, on the framework agreement on parental leave concluded by UNICE, CEEP and the ETUC, to the United Kingdom of Great Britain and Northern Ireland (COM(97)0457)
- Proposal for a Council directive on the extension of Council Directive 97/80/EC of 15 December 1997, on the burden of proof in cases of discrimination based on sex, to the United Kingdom of Great Britain and Northern Ireland (COM(1998)0084)
- Progress report from the Commission on the follow-up of the Communication: 'Incorporating equal opportunities for women and men into all Community policies and activities' (COM(1998)0122)
- Communication from the Commission on violence against children, young persons and women and proposal for a Council Decision on a medium-term Community action programme on measures providing a Community-wide support to Member States' action relating to violence against children, young persons and women (the DAPHNE Programme) (2000-2004) (COM(1998)0335)
- Communication to the Council and the European Parliament: 'For further action in the fight against trafficking in women' (COM(98)0726)
- Interim report to the European Parliament, the Council, the Economic and Social Committee and the Committee of the Regions on the implementation of the medium-term Community action programme on equal opportunities for men and women 1996 - 2000 (COM(98)0770)

**2.2. Decisions**

- Decision (95/420/EC) of 19 July 1995 amending Decision 82/43/EEC relating to the setting up of an advisory committee on equal opportunities for women and men, OJ L 249, 17.10.1995

**2.3. Others**

- Annual reports on equal opportunities for women and men in the European Union. Commission, Employment and Social Affairs

- Les femmes et les hommes dans l'Union Européenne: portrait statistique. Eurostat, EUR-OP, Luxembourg, 1995
- Surveiller la mise en oeuvre et l'application du droit communautaire en matière d'égalité. *Rapport général de 1995 du Réseau d'experts concernant l'application des directives « égalité »*, May 1996
- Concilier la vie professionnelle, familiale et sociale, Guide de bonnes pratiques, V/1532/96-FR, juin 1996
- Suivi des recommandations du Conseil européen d'Essen de 1994 sur la politique de l'emploi. Tableau de bord 1996. EUR-OP, Luxembourg
- Stratégie pour une démocratie de participation des deux sexes : les femmes et le droit social européen, *Europe sociale*, suppl.4/95, EUR-OP, Luxembourg, 1996
- Egalité des chances, unir aussi les citoyens, *Europe sociale*, n°4, July 1996
- Tendances et perspectives dans l'emploi des femmes dans les années 1990. V/D/5, Égalité des chances entre les femmes et les hommes, V/2002/96-FR, November 1996
- Travail et garde d'enfants. Guide bonnes pratiques, *Europe sociale*, Supplément 5/96, Luxembourg, 1997
- How to create a gender balance in political decision-making. EUR-OP, Luxembourg, 1997
- Cent mots pour l'égalité- Glossaire de termes sur l'égalité entre les femmes et les hommes. DG V, EUR-OP, Luxembourg, 1998
- Flexible working and the reconciliation of work and family life - or a new form of precariousness - *Final report*. European Commission, Employment & Social Affairs, Unit V/D/5, February 1998

### **3. Council of the European Union**

#### **3.1. Directives**

- Council Directive (94/34/EC) of 3 June 1996 on the framework agreement on parental leave concluded by UNICE, CEEP and the ETUC - OJ L 145, 19.6.1996, p. 4
- Council Directive (96/97/EC) of 20 December 1996 amending Directive (86/378/EEC) of 24 July 1986 on the implementation of the principle of equal treatment for men and women in occupational social security schemes - OJ L 46, 17.2.1997, p. 20
- Council Directive (97/80/EC) of 15 December 1997 on the burden of proof in cases of



discrimination based on sex - OJ L 14, 20.1.1998, p. 6

- Council Directive (97/81/EC) of 15 December 1997 concerning the framework agreement on part-time work concluded by UNICE, CEEP and the ETUC - OJ L 14, 20.1.1998, p. 9
- Council Directive (98/52/EC) of 13 July 1998 extending to the United Kingdom of Great Britain and Northern Ireland Directive 97/80/EC on the burden of proof in cases of discrimination based on sex - OJ L 205, 22.7.1998, p. 66

### **3.2. Decisions**

- Decision (95/593/EC) of 22 December 1995 on a medium-term Community action programme for equal opportunities between men and women (1996-2000) - OJ L 335, 30.12.1995, p. 37

### **3.3. Resolutions**

- Resolution of 22 June 1994 on the promotion of equal opportunities for men and women through the action of the European Structural Funds - OJ C 231, 20.8.1994, p. 1
- Resolution (94/C 368/02) of the Council and the representatives of the Governments of the Member States meeting within the Council of 6 December 1994 on equal participation by women and men in an employment-intensive economic growth strategy within the European Union - OJ C 368, 23.12.1994, p. 2
- Resolution of 27 March 1995 on balanced participation by men and women in decision-making- OJ C 168, 4.7.1995, p. 2
- Resolution (95/C 296/06) of the Council and the representatives of the Governments of the Member States meeting within the Council of 5 October 1995 on the image of women and men portrayed in advertising and the media- OJ C 296, 10.11.1995, p. 6
- Resolution (96/C 386/01) of 2 December 1996 on mainstreaming equal opportunities for men and women into the European Structural Funds - OJ C 386, 20 December 1996, p. 1
- Resolution (97/C 394/01) of 4 December 1997 concerning the report on the state of women's health in the European Community - OJ C 394, 30.12.1997, p. 1

### **3.4. Recommendations**

- Recommendation (96/694/EC) of 2 December 1996 on the balanced participation of women and men in the decision-making process - OJ L 319, 10.12.1996, p. 11

#### 4. Judgments by the Court of Justice of the European Communities

- Jennifer Meyers v Adjudication Officer, CJEC C-116/94 13 July 1995, ECR 1995, p.I-2131.  
*Equal treatment for men and women - Directive 76/207/EEC - working conditions - family credit*
- Eckhard Kalanke v Freie Hansestadt Bremen, CJEC C-450/93 17 October 1995, ECR 1995, p. I-3051.  
*Equal treatment for men and women - Directive 76/207/EEC - Article 2(4) - promotion - equally qualified candidates of different sexes - priority given to women*
- The Queen v Secretary of State for Health, ex parte Cyril Richardson, CJEC C-137/94 19 October 1995, ECR 1995, p.I-3407.  
*Equality between men and women - exemption from prescription charges - scope of Directive 79/7/EEC - link with pensionable age - temporal effects of judgment*
- Ursula Megner and Hildegard Scheffel v Innungskrankenkasse Vorderpfalz (later Innungskrankenkasse Rheinhessen-Pfalz), CJEC C-444/93 14 December 1995, ECR 1995, p.I-4741.
- Nolte v Landesversicherungsanstalt Hannover , CJEC C-317/93 14 December 1995, ECR 1995, p. I-4625.  
*Equal treatment for men and women in matters of social security - Article 4(1) of Directive 79/7/EEC - exclusion of minor employment from compulsory invalidity and old-age insurance*
- Y.M. Posthuma van Damme v Bestuur van de Bedrijfsvereniging voor Detailhandel, Ambachten en Huisvrouwen and N. Oztürk v Bestuur van de Nieuwe Algemene Bedrijfsvereniging, CJEC C-280/94 1 February 1996, ECR 1996, p.I-0179.  
*Equality between men and women - social security - Directive 79/7/EEC - interpretation of judgment of 24 February 1994 in Case 343/92, Roks et al*
- Kuratorium für Dialyse und Nierentransplantation e. V. v Johanna Lewark, CJEC C-457/93 6 February 1996, ECR 1996, p.I-0243.  
*Indirect discrimination against women workers - compensation for attendance at training courses providing staff council members with the necessary knowledge for performing their functions*
- C.B. Laperre v Bestuurcommissie beroepzaken in provincie Zuid-Holland, CJEC C-8/94, 8 February 1996, ECR 1996, p. I-0273.  
*Equal treatment for men and women in a scheme of social assistance for older and/or partially incapacitated workers who are long-term unemployed - conditions relating to previous employment and age*
- Joan Gillespie and others v Northern Health and Social Services Boards, Department of Health and Social Services, Eastern Health and Social Services Board and Southern

Health and Social Services Board, CJEC C-342/93 13 February 1996, ECR 1996, p. I-0475.

*Equal treatment for men and women - maternity pay*

- Edith Freers and Hannelore Speckmann v Deutsche Bundespost, CJEC C-278/93, 7 March 1996, ECR 1996, p.I-1165.  
*Indirect discrimination against women workers - compensation for attendance at training courses providing members of staff committees with the necessary knowledge for performing their functions*
- Commission of the European Communities v French Republic, CJEC C-197/96, 13 March 1997, ECR 1997, p.I-1489.  
*Failure to fulfil obligations - equal treatment for men and women - prohibition of night working*
- Stanley Charles Atkins v Wrekin District Council and Department of Transport, CJEC C-228/94, 11 July 1996, ECR 1996, p. I-3633.  
*Equal treatment for men and women - concessionary fares on public passenger transport services - scope of Directive 79/7/EEC - link with retirement age*
- Francina Johanna Maria Dietz v Stichting Thuiszorg Rotterdam, CJEC C-435/93 , 24 October 1996, ECR 1996, p. I-5223.  
*Equal pay for men and women - right to join an occupational pension scheme - right to payment of a retirement pension - part-time workers*
- Nils Draehmpaehl v Urania Immobilien service OHG, CJEC C-180/85, 22 April 1997, unpublished
- Hellmut Marschall v Land Nordrhein-Westfalen, CJEC C-409/935, 11 November 1997, ECR 1997, p. I-6363.  
*Equal treatment for men and women - equally qualified male and female candidates - priority for female candidates - saving clause*
- Commission of the European Communities v Italian Republic, CJEC C-207/96, 4 December 1997, ECR 1997, p. I-6869.  
*Failure to fulfil obligations - equal treatment for men and women - prohibition of night working*
- Lisa Grant v South West Trains, judgment of 17 February 1998, not yet published in the ECR.

<b>TABLE OF RESOLUTIONS ADOPTED</b>
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DOCUMENT	RAPPORTEUR	TITLE	DATE ADOPTED BY PARLIAMENT
A4-0104/95	Mrs Hedy d'ANCONA	Report on the implementation of the third Community action programme on the promotion of equal opportunities for women and men and proposals for the fourth Community programme	14.6.1995 (OJ C 166, 3.7.1995, p. 62)
A4-0142/95	Mrs Lissy GRÖNER	Report on the fourth World Conference on Women: action for equality, development and peace	15.6.1995 (OJ C 166, 3.7.1995, p. 92)
A4-0280/95	Mrs Francisca BENNASAR TOUS	Report on the proposal for a Council decision on the fourth medium-term Community action programme on equal opportunities for women and men (1996-2000)	17.11.1995 (OJ C 323, 4.12.1995, p. 167)
A4-0338/95	Mrs Maria Paola COLOMBO SVEVO	Report on the memorandum on equal pay for work of equal value	13.2.1996 (OJ C 65, 4.3.1996, p. 43)
A4-0149/96	Mrs Irene CREPAZ	Report on the proposal for a Council recommendation on the balanced participation of women and men in decision-making	24.5.1996 (OJ C 166, 10.6.1996, p. 269)
A4-0152/96	Mrs Antoinette FOUQUE	Report on the follow-up to the Cairo International Conference on Population and Development	4.7.1996 (OJ C 211, 22.7.1996, p. 31)
A4-0256/96	Mrs Helena TORRES MARQUES	Report on the proposal for a Council directive amending Directive 86/378/EEC on the implementation of the principle of equal treatment for men and women in occupational social security schemes	12.11.1996 (OJ C 362, 2.12.1996, p. 28)

A4-0283/96	Mrs Jessica LARIVE	Report on implementation of equal opportunities for men and women in the civil service	15.11.1996 (OJ C 362, 2.12.1996, p. 337)
A4-0005/97	Mrs Astrid LULLING	Report on the situation of assisting spouses of the self-employed	21.02.1997 (OJ C 85, 17.03.1997, p. 186)
A4-0115/97 ( <i>first reading</i> )	Mrs Fiorella GHILARDOTTI	Report on the proposal for a Council directive on the burden of proof in cases of discrimination based on sex	10.04.1997 (OJ C 132, 28.04.1997, p. 21)
A4-0326/97 ( <i>second reading</i> )	Mrs Fiorella GHILARDOTTI	Decision on the common position established by the Council with a view to the adoption of a Council directive on the burden of proof in cases of discrimination based on sex	6.11.1997 (OJ C 358, 24.11.1997, p. 25)
A4-0250/97	Mrs Marianne ERIKSSON	Report on the need to establish a European Union-wide campaign for zero tolerance of violence against women	16.09.1997 (OJ C 304, 6.10.1997, p. 55)
A4-0251/97	Mrs Angela KOKKOLA	Report on the communication from the Commission - Incorporating equal opportunities for women and men into all Community policies and activities - "Mainstreaming"	16.09.1997 (OJ C 304, 6.10.1997, p. 50)
A4-0257/97	Mrs Marie-Paule KESTELIJN-SIERENS	Report on the annual report: equal opportunities for women and men in the European Union 1996	16.09.1997 (OJ C 304, 6.10.1997, p. 45)
A4-0258/97	Mrs Marlene LENZ	Report on discrimination against women in advertising	16.09.1997 (OJ C 304, 6.10.1997, p. 60)

A4-0372/97	Mrs Susan A. WADDINGTON	Report on the communication from the Commission to the Council and the European Parliament on trafficking in women for the purpose of sexual exploitation	16.12.1997 (OJ C 14, 19.1.1998, p. 190)
A4-0270/98	Mrs Maria Paola COLOMBO SVEVO	Report on the role of cooperatives in the growth of women's employment	18.09.1998 (OJ C 313 of 12.10.98, p. 234)
A4-0272/98 (INI)	Mrs Elena MARINUCCI (PSE - I)	Report on the particular impact of unemployment on women	17.09.98 (OJ C 313 of 12.10.98, p. 200)
A4-0273/98	Mrs Ludivina GARCÍA ARIAS	Report on the situation of single mothers and single-parent families	18.09.1998 (OJ C 313 of 12.10.98, p. 238)
A4-0038/99	Mrs Astrid LULLING	Report on the proposal for a Council Directive amending Directive 76/207/EEC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions	09.03.1999
A4-0029/99	Mrs Heidi Anneli HAUTALA	Second report on the report from the Commission to the Council, the European Parliament, the Economic and Social Committee and the Committee of the Regions on the state of women's health in the European Community	09.03.1999
A4-0072/99	Mrs Marianne ERIKSSON	Report on the progress report from the Commission on the follow-up of the communication 'Incorporating equal opportunities for women and men into all Community policies and activities'	09.03.1999