

EUROPEAN PARLIAMENT

DIRECTORATE-GENERAL FOR RESEARCH

WORKING PAPER

**INSTITUTIONS AND BODIES RESPONSIBLE
FOR EQUALITY BETWEEN
WOMEN AND MEN**

WOMEN'S RIGHTS SERIES

FEMM 107 EN

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FEMM 107 EN

10-1999

FOREWORD

The fifteen Member States of the European Union are listed in the official order, i.e.:

- Belgium
- Denmark
- Germany
- Greece
- Spain
- France
- Ireland
- Italy
- Luxembourg
- Netherlands
- Austria
- Portugal
- Finland
- Sweden
- United Kingdom

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INTRODUCTION

This guide is an extensively reworked version of a document drawn up by the Directorate-General for Research (Women's Rights Series). It aims to provide a survey of the institutions and bodies responsible for promoting equal opportunities for men and women in the Member States of the European Union, the European Institutions, the Council of Europe and the United Nations. We have also included some organisations representing women in Europe and worldwide.

The description of the structure in each Member State begins with a reference to the ministry responsible for equal opportunities in the relevant country, in the case of those countries which have a specific women's rights portfolio. For countries where equality laws are firmly entrenched in society, as in the Nordic countries, a brief description is included.

In view of their specific nature, parliamentary committees on equal opportunities for women and men in the EU Member States are listed in an annex, with their electronic address.

This information has largely been compiled from data supplied by the organisations themselves and from their Internet sites. In view of the considerable number of information sources we have not been able to quote the source in every instance. If an Internet address is given, this signifies that the data have been obtained or confirmed by this source.

The administrative structure of some countries changed while this guide was being compiled. Therefore although we reconfirmed most of the information, some of it has been superseded or did not reach us in time.

We are grateful to all those contributors whose comments, written material and suggestions have enabled us to draw up this guide, and invite them to continue to send us their comments.

I. THE MEMBER STATES OF THE EUROPEAN UNION

BELGIUM

1. AT FEDERAL LEVEL

FEDERAL MINISTRY OF EMPLOYMENT AND LABOUR

(Ministre de l'Emploi et du Travail et de la Politique d'égalité des chances)

51, Rue Belliard
B - 1040 Brussels
Tel.: +32 2 233 41 11
Fax: +32 2 233 44 88
<http://www.meta.fgov.be>
E-mail: info@meta.fgov.be

* *Equal Opportunities Division (Service de l'égalité des chances)*

Origins

Since 1991 the Belgian Government has had a minister for equal opportunities who is also responsible for employment and labour policy. At the beginning of 1992, the responsibilities of the Secretary of State for Social Emancipation, which since 1985 had been the linchpin of the entire policy on women's social emancipation, were transferred to the Ministry of Employment and Labour. The Equal Opportunities Division came into being in 1993, when the division attached to the Working Party on Women, which had been in existence since 1975 in the Ministry of Employment and Labour, merged with the Social Emancipation Division.

Responsibilities

The Equal Opportunities Division participates in policy-making on various aspects of equal opportunities policy as well as implementation. It focuses on the areas of employment, combating violence and decision-making, and its activities go beyond the responsibilities of the ministerial department. It sometimes works with other ministries when their draft laws, decisions and policies have equal rights implications.

In practice, the Division's work involves:

- detecting persistent inequalities in legislation, regulations and practice;
- drafting laws, regulations or other measures, systems and instruments to eradicate the inequalities which have been detected, and monitoring these measures;
- information and raising awareness of various aspects of equality between men and women;
- coordinating existing initiatives,
- supplying technical assistance and experts to organising authorities, State and private bodies, enterprises and professional organisations wishing to implement procedures to promote equality between men and women;

Institutions and bodies responsible for equality between women and men

- the secretariat and preparatory work for the Equal Opportunities Council;
- monitoring equal opportunities policy at international level, which involves drawing up reports and participating in work preparatory to the adoption of international and supranational legal instruments and in various international events;
- planning and carrying out various projects with European co-financing, either alone or in cooperation with other departments, bodies etc;
- case management of equality subsidies.

Budget

The budget for the equal opportunities programme under the budget for the Federal Ministry of Employment and Labour is FB 100m. (1998-1999).

Address

Ministère fédéral de l'Emploi et du Travail
Service de l'égalité des chances
51, rue Belliard
B - 1040 Bruxelles
Tel.: + 32 2 233 41 11
+ 32 2 - 233 40 15/ 40 18 (Secretariat)
Fax: + 32 2 - 233 40 32
E-mail: info@meta.fgov.be

** Affirmative Action Unit in the Division for Labour Relations in the Federal Ministry of Employment and Labour (Cellule Actions Positives du Service des relations collectives de travail du Ministère fédéral de l'Emploi et du Travail)*

Origin

The Affirmative Action Unit was set up in 1989, at the request of the two sides of industry, under the inter-service agreement 1989-90, to assist in negotiating and implementing affirmative action plans in the State sector and private enterprises.

Responsibilities

It carries out general awareness-raising campaigns and disseminates information and advice on subjects such as the organisation and quality of work, flexible working, stress at work, job classification, sexual harassment in the workplace, etc. In particular, the Unit advises any business wishing to develop an affirmative action plan. It offers a number of training courses (e.g. gender-neutral job classification). It also functions as a nerve centre for several networks for exchanging information, best practice and experience in relation to equal opportunities in the private sector. It assists businesses which are in trouble or undergoing restructuring when they have to introduce affirmative action plans as part of their restructuring.

Address:

Ministère fédéral de l'Emploi et du Travail
Cellule Actions Positives
51, rue Belliard
B - 1040 Bruxelles
Tel.: + 32 2 - 233 41 99/ 41 84
Fax: + 32 2 - 233 41 27.

* *Equal Opportunities Council (Conseil de l'égalité des chances entre hommes et femmes)*

Origin

The Equal Opportunities Council is a federal consultative body; set up by Royal Decree of 15 February 1993, it started its activities in October 1993.

Responsibilities

The Council is intended as an instrument for achieving de facto equality between men and women and ending direct and indirect discrimination. It draws up reports, carries out research, proposes measures and provides information on equal opportunities policy.

It also draws up reports on request for the National Labour Council. To carry out its work, the Council can gather any necessary information and call on experts.

Membership

The Council has 54 members representing management and labour in the private and public sectors, women's organisations, advisory bodies concerned with cultural policy and young people, political parties and the ministers responsible for the civil service, employment and equal opportunities policy. It also has a chairperson, two vice-chairpersons and two expert members.

Organisation

Apart from its general assembly, the Council has a Bureau and a standing executive committee. It can set up temporary committees as its work requires; it has had active committees on: job-sharing in the family, social security, violence, Europe, women and politics, women and the law, women and poverty, women and sport and women and development.

Address

Conseil de l'Égalité des Chances
entre Hommes et Femmes
Service de l'égalité des chances
Ministère de l'Emploi et du Travail
51, rue Belliard
B - 1040 Bruxelles
Tel.: + 32 2 - 233 40 15/ 40 18 / 40 20
Fax: + 32 2 - 233 40 32.
E-mail: CECRGK@meta.fgov.be
<http://www.meta.fgov.be>

* In addition, in 1984 the Civil Service Ministry set up an Advisory Committee on disputes involving equal treatment for men and women in the public services (*Commission consultative en matière de litiges relatifs à l'égalité de traitement entre les hommes et les femmes dans les services publics*), made up of trade union and civil service representatives, and the Ministry for Development Cooperation has a Committee on Women and Development (*Commission Femmes et Développement*), which gives opinions on the implementation of a women and development policy and conducts information campaigns in this area.

2. AT COMMUNITY AND REGIONAL LEVEL

- **Flemish Community**

When the Flemish Government was formed in June 1995, a *Flemish Minister for Equal Opportunities* was appointed for the first time.

- * *The 'Cel Gelijke Kansen in Vlaandere' (Equal Opportunities Unit in Flanders)*

Origin

The *Equal Opportunities Unit in Flanders* was set up on 1 January 1996 to support the policies of the minister concerned.

Responsibilities

Within the structure of the Flemish Community, this unit is part of the horizontal coordination department, which covers all the policy areas of the Flemish Community and region. Equal opportunity in Flanders operates at three policy levels: preparation, implementation and evaluation.

Budget

The budget for equal opportunities in Flanders is approximately FB 60 000 000 (1998).

Address

Vlaamse Gemeenschap
Gelijke kansenbeleid
Boudewijnlaan 30
B - 1000 Brussel
Tel.: +32 2 - 553 58 04
Fax: +32 2 - 553 51 38

- * *Interdepartmental Committee on Equal Opportunities (Commission interdépartementale égalité des chances)*

The Interdepartmental Committee on Equal Opportunities was set up on 2 July 1996, as one of the instruments of mainstreaming policy. It is an administrative committee which aims to encourage various departments, Flemish public bodies and scientific institutions to adopt equal opportunities policies and to coordinate such action.

- **French-speaking Community**

- * *Equal Opportunities Directorate of the Ministry of the French-speaking Community in Belgium (Direction de l'Égalité des Chances du Ministère de la Communauté française de Belgique)*

This department, set up in 1994, succeeded the Division for the Cultural and Professional Advancement of Women set up in 1985. It aims to promote equal opportunities policies in areas governed by the French-speaking Community and in its government's administrations.

Institutions and bodies responsible for equality between women and men

The Directorate supplies information and support and makes recommendations to associations. It has a documentation centre and sees itself as a resource base for information, discussion and communication. It intends to encourage innovation to further equal opportunities policy.

Address

Ministère de la Communauté française
Direction de l'Égalité des Chances - Bureau 4B074
Espace 27 Septembre, 4^{ème} étage
Boulevard Léopold II, 44
B - 1080 Bruxelles
Tel.: +32 2 - 413 20 73/413 32 25
Secretariat: +32 2 - 413 32 24
Fax: +32 2 - 413 20 75
<http://www.cfwb.be/egales>
E-mail: annie.dewiest@cfwb.be

• **Region of Wallonia**

* *Advisory committee on equal opportunities for men and women in the Region of Wallonia (Comité d'avis sur l'Égalité des Chances entre les hommes et les femmes de la Région wallonne)*

This was established within the Walloon Government in March 1997 and has nine members.

Its task is to consider equal opportunities issues and give opinions, on its own initiative or at the request of the Presidency or a standing committee.

* *Regional Women's Committee of the Economic and Social Council of the Region of Wallonia (Commission régionale des femmes du Conseil économique et social de la Région wallonne)*

This committee, set up in 1994, is made up of equal numbers of members appointed by employers' and workers' organisations. Representatives of the Walloon Region ministers are also members.

It aims to promote equal opportunities initiatives in the Walloon region. It draws up opinions for the Council, either on its own initiative or at the request of the Walloon government, on proposals for legislation or regulations on all regional issues affecting women. It proposes measures aimed at promoting equal opportunities and participation by women in the social and economic life of the region and it disseminates information and raises awareness in the area of equality.

Address

Commission régionale des femmes
Conseil économique et social de la Région wallonne
13c, rue du Vertbois
B - 4000 Liège
Tel: +32 4 232 98 11

Institutions and bodies responsible for equality between women and men

Fax: +32 4 232 98 10

E-mail: cesrw@skynet.be

<http://www.cesrw.be>

D E N M A R K

The principle of *gender mainstreaming* plays an important role in Denmark. Therefore, all ministerial departments now have an equality policy. At the time of drafting this guide, new national machinery was being planned for Autumn 1999 and new spheres of competence had just been established:

* A *Minister for Equality* was appointed on 17 June 1999

* Since 1 July 1999, the *Ministry for Housing and Urban Affairs* has been responsible for the general aspects of equality.

Address

Slotsholmsgade 1
DK - 1216 COPENHAGEN K
Tel.: + 45 33 92 61 00
Fax: + 45 33 92 61 04

* **Equality Law**

Equal treatment in Denmark is governed by the *Act on Equal Opportunity Between Men and Women*, which consists of five individual acts.

- The Act on Equal Opportunity Between Men and Women (Act No 238 – ‘Ligestillingsloven’) was passed in 1978. This act regulated the activities of the Equal Status Council until 1988, when it was replaced by the Act on equal opportunities between men and women (equal treatment law), which covers the activities and composition of the Equal Status Council. The act on equal opportunities between men and women was revised in 1993, when the jurisdiction of the Equal Status Council was broadened to cover the treatment of concrete equal pay cases.
- Consolidation Act on Equal Treatment of Men and Women as Regards Access to Employment, Maternity Leave, etc. (Act No 686 ‘Ligebehandlingsloven’), passed in 1978 and revised on 1 June, 1994.
- Consolidation Act on Equal Pay for Men and Women (Act No 639 ‘Ligelønsloven’), passed in 1976 and revised on 20 May 1992.
- Act on Equality in Appointing Members to Public Committees (Act No 157 ‘Udvalgsloven’), passed in 1985.
- Act on Equal Opportunity Between Men and Women Occupying Certain Executive Positions in the Public Administration (Act No 427 ‘Bestyrelsesloven’), passed in 1990.

* *Equal Status Council (Ligestillingsrådet)*

History

The Equal Status Council was established on 31 October 1975 by prime ministerial decision following a proposal from the committee on women’s rights, which was set up to study the condition of women in society.

Membership

The Equal Status Council has nine members. The Prime Minister appoints the chairperson and confirms the other eight members recommended by their respective organisations. Three members represent the two sides - industry and labour - and are appointed, respectively, by the Danish Confederation of Trade Unions (LO), the Employers' Confederation (DA) and the Salaried Employees' and Civil Servants' Confederation (FTF). Four members represent women's organisations: the *Women's Council* appoints three members and the *Danish Women's Society (DK)* one. One member comes from the world of research into the situation of women and is appointed on the basis of proposals by other members of the Equal Status Council.

The length of the members' mandate, and that of their substitutes, is four years.

Functions

- In accordance with the Act on Equal Opportunity Between Men and Women, the function of the Council is to promote equality in the employment market, schools and higher education, as well as in family life. These functions are set out in detail in the rules of procedure of the Equal Status Council, laid down by the Prime Minister. The ESC is an advisory institution for government authorities and municipalities, advising them on questions of gender and equal opportunities.
- The Council coordinates ministries' equal rights policies. Each ministry must propose measures offering improved guarantees for equal rights in the area for which it is responsible. These measures are part of a Government action plan.
- Counties and municipalities have a legal obligation every second year to report to the Ministry of Internal Affairs on their efforts concerning their equality work and the gender profile of their employees. The Equal Status Council publishes an evaluation report after each term on the basis of these 289 reports.
- The Equal Status Council has set up a consultation service which gives practical and strategic assistance to public and private companies wishing to incorporate equal rights policies into their staff policy.
- The Equal Status Council takes part in work at international level on equal rights in the Nordic Council, the European Union, the Council of Europe, the UN and the OSCE (Organisation on Security and Cooperation in Europe) and publishes information documents on equal rights.

Budget

The Council is funded from budget appropriations.

Address

Ligestillingsrådet
Tordenskjoldsgade 27.3
P.O Boks 1519
DK - 1020 Copenhagen K
Tel: +45 - 33 92 33 11
Fax: +45 - 33 91 31 15
<http://www.lige.dk>
E-mail: lr@lige.dk

*** *Equality consultants***

Within the sphere of the Danish *Ministry of Labour*, **29 equality consultants** are part of the public employment service. It is their task to promote equal opportunities on the regional labour market. These efforts are coordinated by the National Labour Market Authority. The work is targeted on all in the labour market: employees, unemployed persons, enterprises, educational/training institutions, etc. Information and guidance concerning equality issues in the public employment service are an important element of the work of the equality consultants.

*** *Women's Council in Denmark***

History and membership

This Council, dating back to 1899, is today an umbrella organisation for 49 organisations with a total of more than one million members.

Aims

To strengthen women's rights and influence in society and to create real equality between women and men.

Role

The Women's Council is the coordination body in dealing with the government, the parliament and public authorities, as well as in national and international organisations. It works with current women's issues: human rights, the condition of the family, child care, the condition of women in the labour market, including training and guidance, unemployment and equal pay. Other issues are women and power, violence against women, women and development, health policies, consumer policies, refugee policies and national and international plans of action for the equal status of women.

Address

Niels Hemmingsensgade 10, 2nd floor
P.O. Boks 1069
DK - 1008 Copenhagen K
Tel: + 45 33 12 80 87
Fax: +45 33 12 67 40
E-mail: kvr@kvinderaad.dk

*** *Danish Women's Society (Dansk Kvindesamfund)***

For more than 125 years, the Danish Women's Society has promoted equal rights and equal opportunities for women and men. It is organised in branches covering the entire country and has a number of permanent committees and working groups which, among other things, monitor government legislative initiatives within the policy areas of concern to DWS.

DWS cuts across party lines and cooperates with organisations and institutions all over Denmark. It has a long tradition of working directly with Parliament and is in contact with parliamentary committees preparing legislative amendments of interest to DWS. It is represented in the Equal Status Council.

Institutions and bodies responsible for equality between women and men

Its activities cover issues like equal pay, shorter daily working hours, maternity leave, male and female staff in nurseries and schools, women's right to abortion and other women's issues.

Address

Niels Hemmingsensgade 10,3

D - 1153 Copenhagen K

Tel./fax: + 45 33 15 78 37

<http://www.kvindesamfund.dk>

FEDERAL REPUBLIC OF GERMANY

1. Structures at Federal level

***FEDERAL MINISTRY FOR THE FAMILY, SENIOR CITIZENS, WOMEN AND YOUTH
(BUNDESMINISTERIUM FÜR FAMILIE, SENIOREN, FRAUEN UND JUGEND)***

History

- 1950: a unit responsible for protecting the interests of women under constitutional law was set up within the Federal Ministry of the Interior.
- 1972: the Federal Ministry for Youth, Family Affairs and Health took on responsibility for women's issues.
- 1979: a Planning Section for Women's Policy was set up in the Federal Ministry.
- 1987: a Women's Policy Section was set up in the Federal Ministry for Youth, Family Affairs, Women's Issues and Health.
- 1991: the Women's Policy Section was brought into the Federal Ministry for Women and Youth.
- 1994: the Women's Policy Section was brought into the Federal Ministry for the Family, Senior Citizens, Women and Youth.
- 1998: an Equal Rights Division was set up in the Federal Ministry for the Family, Senior Citizens, Women and Youth.

*** *Equal Rights Division (Abteilung Gleichberechtigung)***

Composition

Five departments and about 42 staff.

Aim

The Equal Rights Division has the task of ensuring, in the field of government and economic and social affairs, that the principle of equal rights for women and men enshrined in the Constitution (Art. 3 II of the Basic Law) is observed.

Functions

- Securing equal opportunities by eliminating discrimination against women in employment, social life and politics;
- Putting in place a comprehensive and effective equal rights policy, by setting up interministerial coordination *inter alia*;
- Promoting women's concerns and interests in all areas of activity;
- Influencing government policy;
- Circulating information on equality;
- Conducting studies on equal rights;
- Cooperating with international and multilateral organisations on equal rights;
- Adopting measures to protect women against violence and sexual abuse.

Budget

1998 and 1999: approximately DM 20 m

Address:

Bundesministerium für Familie, Senioren,
Frauen und Jugend (BMFSFJ)
Abteilung Gleichberechtigung
Glinkastr. 18-24
D-10117 BERLIN
Tel.: + 49 1 30 20 655 - 0
Fax: + 49 1 30 20 655 1145
<http://www.bmfsfj.de>

*** Government Action**

On 29 June 1999 the German Government adopted an extensive programme at federal level ('**Frau und Beruf**') to promote equality for women at all levels of society (combining work and family life, women's participation in decision-making, improving women's skills, supporting young people, training programmes taking equality into account, promoting equality in science and education, information campaigns on the roles of mothers and fathers, child care etc.). The programme is in line with the 'gender mainstreaming' principles in all government policies.

It has also drawn up a **national action plan to counter violence against women**.

*** German Women's Council – Women's Lobby (*Deutscher Frauenrat - Lobby der Frauen*)**

This is a federal association of women's organisations and groups from various sectors, financed by the Federal Ministry for the Family, Senior Citizens, Women and Youth .

Set up in: 1952

Membership and aim

The German Women's Council represents 52 women's associations and groups at federal level and has about 11 million members. It represents women's interests in the German Parliament, the Federal Government, the Constitutional Court and federal bodies in every sector of society.

Functions

- Circulating information on policy with relevance to women;
- Public education to promote democracy, tolerance and understanding between different sectors of society;
- Monitoring all the elements which may impact on the condition of women, with regard to political, economic, social, legal and cultural developments;
- Action in legislative bodies at federal and Länder level through joint measures to defend the interests of the associations it represents.

Address

Simrockstr. 5
D - 53113 Bonn
Tel: +49 2 28 - 94 919 0
Fax: +49 228 - 94 919 44
E-mail: frauenrat@gmx.de

2. Bodies at Länder level

All the Länder have set up *departments responsible for equal rights*, but the way in which they are integrated into the administrative structure differs.

In recent years 12 Länder have established *ministries responsible for women's rights*: Baden-Württemberg, Bavaria, Berlin, Brandenburg, Bremen, Hamburg, Hesse, Lower Saxony, North Rhine-Westphalia, Rhineland-Palatinate, Saarland and Schleswig-Holstein. In Saxony and Thuringia this department comes under the auspices of the State Chancellor's office and is therefore under the direct authority of the head of government of the Land. In Mecklenburg-Western Pomerania and Saxony-Anhalt the department responsible for equal rights is equivalent to State secretariats.

The departments responsible for equal rights at Land level have the following tasks and responsibilities:

- to make suggestions and proposals concerning projects and to monitor the legislation, regulations and measures adopted by the Land government;
- to cooperate with women's organisations and other bodies which deal with questions concerning women;
- to cooperate with their counterparts at federal level and in the other Länder and all other authorities able to implement measures relating to equal rights and treatment for men and women.

The work of these departments extends to all areas of political activity.

In November 1991 the *Conference of ministers and senators of the Länder responsible for women's rights and equality* was set up. A new chairperson is appointed annually. The Federal Government has permanent observer status and keeps the Conference informed on the application of decisions taken by the Federal Government and can also submit certain topics to the Conference. The Conference carries out information and voting campaigns and holds debates on draft legislation at federal and Länder level, attempting to reach common decisions and positions, and to take more extensive action.

Bodies responsible for women's issues in the Länder¹

Senatsverwaltung für Arbeit und Frauen
des Landes Berlin
Storkower Straße 134
D - 10179 Berlin
Tel. +49 30 - 4214-0

Ministerium für die Gleichstellung
von Frau und Mann
des Landes Nordrhein-Westfalen
Breite Straße 27
D - 40213 Düsseldorf
Tel. + 49 211 - 8618-50

Sächsische Staatskanzlei
Staatsministerium für Fragen der
Gleichstellung von Frau und Mann
Archivstraße 1
D - 01097 Dresden
Tel. +49 351- 564-0

Niedersächsisches Ministerium
für Frauen, Arbeit und Soziales
Postfach 41 20
D - 30041 Hannover
Tel. + 49 511- 120-8811

Senatsamt für die Gleichstellung
Alter Steinweg 4
D - 20459 Hamburg
Tel. +49 40 - 3504-0

Ministerium für Kultur, Jugend, Familie
und Frauen des Landes Rheinland-Pfalz
Postfach 33 08
D - 55116 Mainz
Tel. + 49 6131- 16-0

Staatskanzlei des Landes Sachsen-Anhalt
Leitstelle für Frauenpolitik
Domplatz 2-3
D - 31094 Magdeburg
Tel. +49 391- 567-6207

Ministerium für Frauen, Arbeit,
Gesundheit und Soziales
des Saarlandes
Postfach 10 24 53
D - 66024 Saarbrücken
Tel. + 49 681- 501-00

Ministerium für Arbeit, Soziales, Gesundheit
und Frauen des Landes Brandenburg
Abt. Frauen und Gleichstellung
Postfach 60 11 63
D - 14411 Potsdam
Tel. +49 331- 289 10 80

Hessisches Ministerium für Frauen,
Arbeit und Sozialordnung
Dostojewskistraße 4
D - 65187 Wiesbaden
Tel. + 49 611- 817-0

Sozialministerium Baden-Württemberg
Abteilung Frauen und Familie
Postfach 10 34 43
D - 70029 Stuttgart
Tel.: +49 711-123- 0

¹ Information dating from May 1998.

Thüringer Staatskanzlei
Frauenbeauftragte der
Thüringer Landesregierung
Bergstraße 4
D - 99092 Erfurt
Tel. + 49 361- 5976-500

Ministerium für Frauen, Jugend, Wohnungs-
und Städtebau des Landes Schleswig-
Holstein
Abteilung Frauenpolitik
Theodor-Heuss-Ring 49
D - 24113 Kiel
Tel. +49 431- 988-0

Senatorin für Frauen, Gesundheit,
Jugend, Soziales und Umweltschutz - ZGF
Knochenhauerstraße 20 - 25
D - 28195 Bremen
Tel. + 49 421- 361-0

Bayerisches Staatsministerium
für Arbeit und Sozialordnung,
Familie, Frauen und Gesundheit
Winzererstraße 9
D - 80797 München
Tel. +49 89 - 1261-01

Frauen- und Gleichstellungsbeauftragte
des Landes Mecklenburg-Vorpommern
Schloßstraße 2 - 4
D - 19053 Schwerin
Tel. + 49 385 - 588-0

3. Policy for Women in the city of Berlin

The Berlin Senate conducts a policy for equality and non-discrimination at all levels of society. To that end, the Senate services cooperate with different organisations when launching projects under their responsibility or which require the participation of women's representatives or education specialists.

The city of Berlin has a female population of different origins, which was previously divided between East and West Berlin. Therefore, the integration of women, specially of migrant and foreign women, plays an important role in the city life. The integration policy includes training projects, information centres, social assistance and psychological support to women. Some shelters are specialised in trafficking in women and lodge women and children, mostly from ex-Yugoslavia.

The city also promotes preventive measures and assistance in case of violence against women and girls.

<http://www.berlin.de>

G R E E C E

The principle of gender equality was established in Greece by the Constitution of 1975 and consolidated during the 1980s by means of legislation aiming to remove discrimination against women in all sectors of the country's social life.

During that period, the appropriate institutional framework and the relevant governmental agencies were created in order to promote the principle of gender equality in practice.

** Special Adviser to the Prime Minister on women's issues*

The office of the Special Adviser to the Prime Minister on women's issues was established in 1982.

Address

Maximos Manson
Gr - 100 21 Athens
Tel.: + 301 33 85 252 / + 301 33 85 254
Fax: + 301 72 40 762
E-mail: mail@primeminister.gr

** General Secretariat for Equality (GSE)*

History

In 1982, a Council for Gender Equality was attached to the Prime Minister's Office. In 1985, this Council was upgraded to the General Secretariat for Equality of the Interior Department.

Aims

The General Secretariat for Equality is the agency responsible for promoting the principle of gender equality. On this basis, it gives priority to changing attitudes to the roles of the two sexes in work, family, politics and social life and adopts measures and strategies that will contribute to reducing inequalities between men and women, as well as eliminating the reasons that cause them:

- promoting and implementing legal and effective protection of gender equality;
- recommending the necessary measures to be taken by the State (ministries, local government, social institutions) for that purpose;
- direct cooperation with all ministries in revising legislation and incorporating the principles of equality into new draft laws;
- planning and recommendations for inclusion in the government's development programme of activities aimed at ensuring women's participation in the country's development process;
- information to the public to overcome biases and anachronistic social attitudes and to increase awareness on equality issues;

Institutions and bodies responsible for equality between women and men

- implementing vocational training and retraining programmes for unemployed women in order to achieve their integration or reintegration in the labour market; these programmes are jointly funded by the State and the Community;
- supervising several centres for battered women in Athens and Piraeus, as well as a home for battered women in cooperation with the Municipality of Athens.

Address

General Secretariat for Equality
8 Dracachaniou Street, Clathmonos Square
GR - 10559 Athens
Tel: + 30 1-3315291 -5, + 30 1-3315343 -6
Fax: + 30 1-3315276
E-mail: gs.equality@otenet.gr
<http://www.kethi.gr>

*** *Prefectural Equality Committees***

In 1983, Prefectural Equality Committees were formed in all Prefectures, with representatives from national, local and women's organisations. Their role is to advise citizens, at local level, on equality issues.

*** *Regional Equality Centres***

In 1998, Regional Equality Centres were established in order to promote the principle of gender equality at a regional level.

*** *Research Centre for Equal Opportunities (KETHI)***

Set up under Law No 1835/89, this centre is supervised by the Interior Department.

Its main task is to carry out studies and research into the issue of sex equality and the promotion of equal opportunities in the areas of employment and economic development via the planning, implementation, monitoring and assessment of continuous vocational training programmes specifically designed for women and, in general, the development and implementation of a policy of equal opportunities.

Address

2, Mousaiou Street, Plaka
GR - 105 55 Athens
Tel.: +301 33 11 685-6 / +301 32 18 044
Fax: +301 33 11 779
<http://www.kethi.gr>

*** *Centre for Research in Women's Issues DIOTIMA***

The DIOTIMA Centre specialises in the design and organisation of vocational training and educational programmes for women only. For this purpose, the Centre has developed educational methods and tools - of a theoretical and experiential approach - specifically designed to help women in dealing with their employment conditions and also supporting their professional development within the labour market.

Among the Centre's programmes aiming to promote equal opportunities are: equal opportunity counsellors, children's after-school programs concentrating on non-sexist activities, parent counselling with a similar approach and officers who tackle violence against women.

The Centre also carries out studies and research in order to cover the existing lack of data as regards the presence of women - social, family, educational, professional and economic - as a social category in contemporary Greece.

The Centre's staff mainly consists of women scientists who specialise in this area.

Address

2, Kekropos Str.
GR-ATHENS 10558
Tel.: + 30 1-32.44.380
Fax: + 30 1-32.27.706
E-mail:diotima@otener.gr
<http://www.uky.edu/AS/classics/gender.html>

*** *Women's Political Association***

The Women's Political Association was established by women from the Greek political parties. Its basic objective is the encouragement and support of women's participation in politics and their equal representation in democratic institutions and decision-making centres.

Address

5 Kerasountos Street
GR - 115 28 Athens
Tel.: +301 777 52 23/ 46 54
Fax: +301 775 77 71

SPAIN

INSTITUTE FOR WOMEN'S AFFAIRS (INSTITUTO DE LA MUJER)

Origin

The Institute for Women's Affairs is an autonomous body under the Ministry of Labour and Social Affairs through the General Secretariat for Social Affairs. It was set up by Law 16/83 of 24 October 1983 and its activities are currently regulated by Royal Decree 774/97 of 30 May 1997.

Composition

The Institute is headed by a Governing Council and a Management Board. The Minister for Labour and Social Affairs chairs the Governing Council and the vice-chair is the Director-General of the Institute. The Governing Council is made up of members representing various ministries. The remaining members are appointees who have distinguished themselves by their commitment to equal rights in their personal and working lives.

In line with constitutional principles, the Institute's main aim is to encourage women to take part in political, cultural, economic and social affairs.

Functions

The Institute's work involves:

- studying the situation of women in Spain;
- collecting and disseminating information and documentation on women's affairs;
- drawing up reports and encouraging activities which will help to eliminate discrimination between the sexes;
- assisting the Government on all matters within its terms of reference and coordinating the activities of the various ministries and organisations concerned with women's affairs;
- closely monitoring the regulations in force and their implementation as far as women are concerned;
- hearing and following complaints made by women in specific cases of de facto or de jure discrimination;
- maintaining relations with non-governmental organisations and promoting women's groups;
- liaising with similar institutions in the Autonomous Communities and local government;
- encouraging the provision of services to help women;
- making contact with international organisations whose aim is to develop and promote women's affairs.

The Institute operates under the Equality Plans. The Plan currently in force is the Third Plan for equal opportunities between women and men, 1997 – 2000, adopted by the Council of Ministers on 7 March 1997. The plan includes measures concerning the legal system, family affairs, public health, education, culture, vocational training, employment, social security, international cooperation and community life, in line with the objectives of the Fourth World Conference on Women Action Platform, adopted in Beijing in 1995, and with the guidelines of the Fourth Community Programme for equal opportunities between men and women (1996 – 2000).

In many Spanish provinces, the Institute has information centres on women's rights which give women free help on legal and social matters. These regional centres report cases of

Institutions and bodies responsible for equality between women and men

discrimination to their headquarters in Madrid. It is there that complaints are dealt with and, where appropriate, forwarded to the relevant government departments.

Budget

The Institute for Women's Affairs is subsidised by the State. Other income comes from gifts, bequests, its own property, investment and profits derived from its own activities.

Address

Instituto de la Mujer
c/ Condesa de Venadito, 34
E-28027 MADRID
Tel. +34 9 1- 347 80 00
Fax +34 9 1- 347 79 95
<http://www.mtas.es/mujer>
E-mail: inmujer@mtas.es

*** *National Council of Spanish Women (Consejo Nacional de Mujeres de España)***

This is a national, federative body which cooperates with and provides a link between women's organisations at national and international level. Its objectives include women's rights, women's participation in decision-making and action at international level. It has 10 member associations.

Address

Rambla Catalunya, 45, 1º 2ª
E - 08007 Barcelona
Tel: +34 9 1 - 215 14 25/217 34 03

*** *Autonomous Communities***

Responsibility for women's issues is now delegated to the 17 Autonomous Communities which form the Spanish State, which are empowered to act within their own territory and have executive bodies to deal with questions of sexual equality, whose position within the administrative hierarchy varies from one Autonomous Community to another. Cooperation mechanisms between the State and the Autonomous Communities have been set up with a view to optimising the available resources and coordinating activities.

Bodies responsible for equality policies in the Autonomous Communities:

1. Andalucía

Consejería de Presidencia
Instituto Andaluz de la Mujer
Sede de Sevilla:
Alfonso XII, 52
41002 SEVILLA
Tel.: + 34 95/490 48 00
Fax: + 34 95/490 83 93

Sede de Málaga:
C/San Jacinto, 7 (Detrás de Hacienda)
29007 MÁLAGA
Tel.: + 34 95/230 40 00
Fax: + 34 95/239 39 89
E-mail: iam@iam.junta-andalucia.es
Web: www.junta-andalucia.es/iam

2. Aragón

Presidencia de la Diputación General de Aragón

Instituto Aragonés de la Mujer

Pº María Agustín, 38

Edificio Antigua Maternidad Provincial, planta baja

50071 ZARAGOZA

Tel.: + 34 976/44 52 11

Fax: + 34 976/44 14 42

Pº María Agustín, 36

Edificio Pignatelli

50071 ZARAGOZA

E-mail: iam@aragob.es

Web: www.aragob.es/pre/iam/homi2

3. Asturias

Consejería de Cultura

Secretaría de la Mujer

Pza. Del Sol, 8

33009 OVIEDO

Tel.: + 34 98/510 67 17

Fax: + 34 98/510 67 32

E-mail: secmujer@princast.es

4. Baleares

Conselleria de Presidencia

Pza. De Tarazonas, 4

07012 PALMA DE MALLORCA

Tel.: + 34 971/17 65 65

Fax: + 34 971/ 17 64 46

E-mail: pmir@sgtcpres.caib.es

Web: www.caib.es

5. Canarias

Consejería de Empleo y Asuntos Sociales

Instituto Canario de la Mujer

Profesor Agustín Millares Carlo, 18

Edificio Uso Múltiple, 2º-3ª planta

35003 LAS PALMAS

Tel.: + 34 928/30 63 00 - 30 63 30 - 30 63 11

Fax: + 34 928/ 30 63 38 - 30 63 47

E-mail: icm@ceyas.rcanaria.es

rosaripo@ceyas.rcanaria.es

(centro de documentación)

6. Cantabria

Consejería de Presidencia

Dirección General de la Mujer

Castilla 2, 1ª planta

39002 SANTANDER

Tel.: + 34 942 22 14 33 - 942/22 27 39

Fax: + 34 942/36 42 70

E-mail: cantabriamujer@mundivia.es

7. Castilla - La Mancha

Consejería de Bienestar Social

Dirección General de la Mujer

Avda. De Francia, 4, 2ª planta

45071 TOLEDO

Tel.: + 34 925/26 72 00 (Centralita)

+ 34 925/26 73 82 (Directora)

Fax: + 34 925/26 71 40

E-mail: mferreras@jccm.es

Asanroma@jccm.es (Directora)

Web: www.jccm.es

8. Castilla y León

Consejería de Sanidad y Bienestar Social

Secretaría Regional de la Mujer

Avda. De Burgos, 11

47071 VALLADOLID

Tel.: + 34 983/33 76 76 -37 89 47

Fax: + 34 983/ 33 37 83

E-mail: anabelen@srm.sg.csbs.jcyl.es

9. Cataluña

Departamento de la Presidencia
Institut Català de la Dona
Viladomat 319, entresuelo
08029 BARCELONA
Tel.: + 34 93/495 16 00
Fax: + 34 93/321 61 11
E-mail: ICD@correu.gencat.es
nllorach@correu.gencat.es

11. Galicia

Consejería de Familia, Mujer y Juventud
Servicio Galego de Igualdade do Home e da Muller
Pza. De Europa, 15-A, 2º, Área Central-Fontiñas
15703 SANTIAGO DE COMPOSTELA (LA CORUÑA)
Tel.: + 34 981/ 54 53 51 - 54 53 62
Fax: + 34 981/ 54 53 65
E-mail: sgpahm@mail.xunta.es

13. Murcia

Consejería de Presidencia
Dirección General de la Juventud, Mujer y Familia
Villaleal, 1-bajo
30001 MURCIA
Tel.: + 34 968/36 66 29
(centralita C.A. - + 34 968/ 36 20 00)
Fax: + 34 968/ 36 66 20
E-mail: jumufa@carm.es
Web: www.carm.es/cpre/dgjmf

15. Euskadi

Presidencia del Gobierno Vasco
Instituto Vasco de la Mujer/Emakumearen Euskal Erakundea- EMAKUNDE
Manuel Iradier, 36
01005 VITORIA-GASTEIZ
Tel.: + 34 945/ 13 26 13
Fax: + 34 945/ 23 18 91
E-mail: emakunde@ej-gv.es
Web: www.emakunde.es

10. Extremadura

Consejería de Cultura y Patrimonio
Dirección General de la Mujer
Almendralejo, 14
06800 MERIDA (BADAJOZ)
Tel.: + 34 924/38 12 22/ext. 1904
Fax: + 34 924/ 38 13 24

12. Madrid

Consejería de Sanidad y Servicios Sociales
Dirección General de la Mujer
Pza. Carlos Trías Beltrán, 7, 5ª planta.
Edificio Sollube
28020 MADRID
Tel.: + 34 91/580 37 73 - 580 46 72
- 580 47 01
Fax: + 34 91/ 580 35 50
Fax Directora: + 34 91/ 580 47 09
E-mail: asuncion.miura@comadrid.es
Web: www.comadrid.es/comadrid/dgmujer

14. Navarra

Consejería de Bienestar Social, Deportes y Juventud
Instituto Navarro de la Mujer
Estella, 7, entreplanta izq.
31002 PAMPLONA
Tel.: + 34 948/ 20 66 04
Fax: + 34 948/ 20 63 92
E-mail: inmujer@cfnavarra.es

16. La Rioja

Consejería de Salud, Consumo y Bienestar Social
Dirección General de Bienestar Social
Villamediana, 17
26071 LOGROÑO
Tel.: + 34 941/ 29 11 00 - 29 12 06
Fax: + 34 941/ 29 13 33
E-mail: informacion@larioja.org
(Gobierno de La Rioja)
Web: www.larioja.org (Gobierno de La Rioja)

Centro Asesor de la Mujer
Tel./Fax: + 34 941/29 11 44

17. Comunidad Valenciana

Consejería de Bienestar Social
Dirección General de la Mujer
Náquera, 9
46003 VALENCIA
Tel.: + 34 96/398 56 00
- 96/398 56 13 (Directo)
Fax: + 34 956/ 51 44 70
Fax: + 34 96/ 398 56 17
E-mail: lola.marquez@trabajo.m400.gva.es
Web: www.gva.es/novedades

18. Ceuta

Consejería de Sanidad y Bienestar Social
Pza. De África, s/nº
51701 CEUTA
Tel.: + 34 956/ 52 82 00

19. Melilla

Consejería de Bienestar Social y Sanidad
Dirección General de Bienestar Social
y Sanidad
Avda. De la Marina Española, 12
52004 MELILLA
Tel.: + 34 952/ 67 50 85 - 952/ 67 54 24
Fax: + 34 952/ 67 80 80

**20. Federación Española de Municipios
Y Provincias (FEMP)**

Comisión de la Mujer
Nuncio, 8
28005 MADRID
Tel.: + 34 91/364 37 00
Fax: + 34 91/ 365 54 82
E-mail: femp@femp.com

F R A N C E

MINISTRY FOR EMPLOYMENT AND SOLIDARITY (MINISTÈRE DE L'EMPLOI ET DE LA SOLIDARITÉ)

(Secretary of State for Women's Rights and Vocational Training) (Secrétaire d'État aux droits des femmes et à la formation professionnelle)

Address

Bureau du Cabinet du Secrétaire d'État aux droits de femmes et à la formation professionnelle
Ministère de l'Emploi et de la Solidarité
8, avenue de Ségur
F - 75350 Paris 17 SP
Tel. +33 1 - 40 56 60 00
<http://www.sante.gouv.fr>

*** *Women's Rights Unit (Service des droits des femmes) (SeDF)***

History

In France a national policy for women first began to be institutionalised in 1965 with the creation of the Research and Liaison Committee for Problems Relating to Women's Employment, which in 1971 became the Committee on Women's Employment. This consultative structure, which brought together representatives of trade unions, employers and women's groups, existed until 1984.

The first government body with specific responsibility for women was the State Secretariat for Women's Rights. Set up in 1974, it laid the foundations for a network of national delegates.

From 1978 to 1981 two structures existed in succession, then side by side, one concerned with the situation of women, the other with women in employment.

In 1978 an interministerial committee responsible for women's rights was set up, with the minister for women's rights as its chairperson.

After 1981 the women's rights structure took a number of different forms: a ministry with full responsibility, a secretary of State and a national delegation. In 1993 the Women's Rights Unit was attached to the Ministry of Social Affairs, Health and the Urban Environment.

Since 7 November 1995 the Women's Rights Unit has come under the Ministry of Employment and Social Affairs, at present the Ministry of Employment and Solidarity.

Membership

The Women's Rights Unit is made up of a central administrative unit and a network of regional delegates and departmental representatives.

Aim

To implement any measure or undertake any activity designed to enhance women's rights in all areas of social, economic, political and cultural life and to remedy the inequalities they have to face.

This activity is part of the government's general policy of promoting equal opportunities.

Organisation

The offices of the *Council for sexual equality at work (Conseil supérieur de l'égalité professionnelle entre les femmes et les hommes)*, the *Council for sex information, birth control and family education (Conseil supérieur de l'information sexuelle, de la régularisation des naissances et de l'éducation familiale)* and the Parity Monitoring Centre (l'Observatoire de la parité) are also concerned to promote equal opportunities.

Address

Service des droits des femmes (SeDF)

31, Rue Le Peletier

F - 75009 Paris

Tel. +33 1 - 47 70 41 58

Fax +33 1 - 42 46 99 69

(This unit is included in the Ministry of Employment's Internet site and will shortly have its own site)

** Monitoring Centre on Parity between women and men (Observatoire de la parité entre les femmes et les hommes)*

Origin and aim

The first parity monitoring centre was set up by the Prime Minister in October 1995 to highlight inequalities between women and men in social, professional and political life; this made it possible to achieve equality under the law, but it is still far from being achieved in practice.

Basic laws:

- Decree 95-753 of 1 June 1995
- Decree 95-1114 of 18 October 1995
- Decree 95-1214 of 15 November 1995
- Decree 98-922 of 14 October 1998.

Composition and operation

The Monitoring Centre is headed by the Prime Minister, who may delegate this task to the Minister responsible for Women's Rights. The Interministerial Delegate for Women's Rights attends meetings and the general rapporteur proposes the programme of work and coordinates it, in cooperation with the Interministerial Delegate for Women's Rights. The Interministerial Delegate for Women's Rights is in charge of the Centre's secretariat, which receives assistance from the Women's Rights Unit of the Ministry of Employment and Solidarity. Membership includes appointees selected for their skills and experience. It meets at least three times a year, on the initiative of its chairperson, on a proposal by the secretary-general or at

Institutions and bodies responsible for equality between women and men

the request of a majority of its members. The agenda is set by the chairperson on a proposal by the general rapporteur.

It reports to the Prime Minister every two years, and the report is submitted to parliament.

Functions:

- to centralise, generate and disseminate data, analyses, studies and research on the situation of women at national and international level, if necessary through specific action programmes;
- to evaluate persistent sexual inequality and identify obstacles to parity, particularly in political, economic and social life;
- to give opinions on draft legislation referred to it by the Prime Minister;
- to make recommendations and proposals for reform to the Prime Minister to prevent and counteract sexual inequality and promote parity.

Address

13, Rue de Bourgogne
F - 75007 Paris
Tel.: + 33 1 42 75 86 91
Fax: + 33 1 42 75 77 76
<http://www.premier-ministre.gouv.fr>

* *National Information and Documentation Centre on Women and Families (Centre national d'information et de documentation des femmes et des familles)(CNIDFF) and network of Women's Rights Information Centres (réseau des Centres d'information sur les droits des femmes)(CIDF)*

History

Set up in 1972 by the Prime Minister, the CNIDFF and the CIDF are associations within the meaning of the law of 1 July 1901.

In 1976 the Women's Information Centre in Paris became the national umbrella organisation of the CIDFs - the CNIDFF.

The CNIDFF comes under the auspices of the Minister for Employment and Solidarity, who is responsible for women's rights. The regional delegates and departmental representatives for women's rights supervise the CIDFs.

Membership

At present there are 128 information centres on women's rights (CIDF). The CIDFs as a whole make up a network of organisations working at national, regional and local level.

Aim

The CIDFs provide a public service in the form of information for women in the areas of law, employment and family matters. In 1997, 8000 women received individual assistance.

Functions

- Individual and group information service;

Institutions and bodies responsible for equality between women and men

- Publication of guides for the general public on motherhood, employed women, single women, migrant women, cohabitation, divorce, obtaining alimony etc;
- Training for job-seekers;
- Research on various aspects of women's lives.

The CNIDFF has set up a women's European documentation and information network - EUDIFF - to encourage the dissemination of information throughout Europe. In 1999 the CNIDFF and CIDFs held European forums throughout France on the topic 'Women as economic activators'.

Address

CNIDFF

7, rue du Jura

F - 75013 Paris

Tel: +33 1 - 42 17 12 34 (public information)

+33 1 - 43 31 77 00 (administration)

Fax: +33 1 - 47 07 75 28

E-mail: cnidff@club-internet.fr

CIDF network: <http://www.cidff.com>

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In addition to these organisations connected with the Women's Rights Unit, the following should be mentioned.

- Labour inspectors from the Ministry of Employment and Solidarity are responsible for monitoring the proper application of the July 1983 Act, including the provisions requiring companies with a staff of more than 50 to submit an annual report comparing the conditions of employment and training for women and men in their undertakings.
- Within the education authorities (a specific regional administrative department of the ministries of national education and the universities) there are inspectors who monitor equal opportunities for girls and boys at school and are responsible for implementing, following up and evaluating measures taken here, in conjunction with the Women's Rights Unit.

Most of the programmes of action undertaken to help women are actually carried out by private associations set up under the 1901 Act. In return, these associations receive financial help from the Government. This applies, for example, to the reception centres for women in difficulties or the centres set up to help women return to work .

*** *Regional delegates and departmental representatives for women's rights***

Since 1974 there has been a network of women's rights correspondents whose task is to undertake specific action on behalf of women at local level. Each of the 26 regions has a regional delegate for women's rights, assisted in each department by a departmental representative. They are attached to the regional and departmental prefectures.

Their role is an essential one, since they put into operation at local level the political decisions adopted at national level and provide input for the decisions taken centrally.

They work in close collaboration with all the representatives of the State at regional and departmental level.

Regional and departmental delegations on women's rights¹

*** RÉGION ILE-DE-FRANCE**

138, rue de Grenelle
F - 75007 Paris

*** RÉGION FRANCHE-COMTÉ**

Cité Administrative
5, rue Sarrail
F - 25000 Besançon

*** RÉGION CHAMPAGNE-ARDENNE**

Préfecture de Région
1, Rue Jessaint, 2^{ème} étage
F - 51000 Chalons en Champagne

*** RÉGION CORSE**

Préfecture de Région
27, Cours Napoléon, 2^{ème} étage
B.P. 401
F - 20188 Ajaccio Cedex

*** RÉGION BOURGOGNE**

23, place de la République (rdc)
F - 21000 Dijon Cedex

*** RÉGION CENTRE**

Préfecture du Loiret
181, rue de Bourgogne (Bât. A, 2^{ème} étage)
F - 45042 Orléans Cedex 1

*** RÉGION BRETAGNE**

Préfecture de Région
3, Rue Martenot
F - 35065 Rennes Cedex

*** RÉGION AUVERGNE**

12, rue Georges Clémenceau, 1^{er} étage
F - 63000 Clermont Ferrand

*** RÉGION PICARDIE**

Préfecture de Région
51, rue de la République
F - 80020 Amiens Cedex

*** RÉGION POITOU-CHARENTES**

Préfecture de Région
Place Aristide Briand, 2^{ème} étage
B.P. 589
F - 86021 Poitiers Cedex

*** RÉGION PROVENCE-ALPES-
CÔTE-D'AZUR**

Préfecture de Région
Boulevard Paul Peytral
F - 13282 Marseille Cedex 20

*** RÉGION RHÔNE-ALPES**

31, Rue Mazenod
F - 69003 Lyon

*** RÉGION NORD PAS DE CALAIS**

171, boulevard de la Liberté
F - 59039 Lille Cedex

*** RÉGION BASSE-NORMANDIE**

29, rue du Général Giraud, 1^{er} étage
F - 14000 Caen

*** RÉGION HAUTE-NORMANDIE**

Préfecture
7, Place de la Madeleine
F - 76036 Rouen Cedex

*** RÉGION PAYS DE LA LOIRE**

Préfecture
6, Quai Ceineray
F - 44035 Nantes Cedex

¹ Data obtained from the Internet (www.cidff.com), June 1999.

Institutions and bodies responsible for equality between women and men

*** RÉGION LANGUEDOC-ROUSSILLON**

350, Rue des États du Languedoc
B.P. 905
F - 34041 Montpellier Cedex 1

*** RÉGION LORRAINE**

6, Rue François de Curel, 1^{er} étage
F - 57000 Metz

*** RÉGION ALSACE**

Hôtel du Préfet
Petit Broglie
F - 67073 Strasbourg Cedex

*** RÉGION LIMOUSIN**

Préfecture de la Haute Vienne
27, rue Théodore Bac
F - 87000 Limoges

*** RÉGION MIDI-PYRÉNÉES**

7, rue des Prêtres, 2^{ème} étage
F - 31000 Toulouse

*** RÉGION AQUITAINE**

Annexe de la Préfecture
46, rue Ferrere
F - 33000 Bordeaux

OVERSEAS DEPARTMENTS AND TERRITORIES

*** GUADELOUPE**

Préfecture de Région
Palais d'Orléans, Rue Lardenoy
F - 97109 Basse-Terre

*** GUYANE (Antilles)**

Préfecture de la Guyane
Rue Fiedmont
F - 97307 Cayenne Cedex

*** RÉUNION**

Préfecture (au dessus des douanes)
9, avenue de la Victoire, porte 7, 1^{er} étage
F - 97400 Saint-Denis
Île de la Réunion

*** MARTINIQUE**

Préfecture de Région
Rue Victor Sévère
F - 97200 Fort de France

o o o

*** MAYOTTE**

D.D.A.S.S.
B.P. 104
F - 97600 Mamoudzou

*** SAINT-PIERRE-ET-MIQUELON**

Correspondante aux droits des femmes
Préfecture
B.P. 4200
F - 97500 Saint-Pierre

*** POLYNÉSIE FRANÇAISE**

Haut-Commissariat de la République
B.P. 115
Papeete
Tahiti
Polynésie Française

I R E L A N D

MINISTER OF STATE AT THE DEPARTMENT OF JUSTICE, EQUALITY AND LAW REFORM

Address

72-76, St. Stephens Green
IRL - Dublin 2
Tel.: + 353-1-60 28 202
Fax: +353-1-66 15 461
<http://www.irlgov.ie>
E-mail: info@justice.ie

*** *Employment Equality Agency (EEA)***

Role

The Employment Equality Agency is an independent, statutory body and has the following functions:

- to work to eliminate discrimination in employment which is based on gender or marital status;
- to promote equal opportunity between men and women in employment, and
- to keep the equality legislation under review.

The EEA's remit is set down in the Employment Equality Act, 1977. In exercise of its statutory functions, the EEA provides an advisory and information service to the public.

Board and staff

Policy is set by the Board of the EEA. The Board is composed of an independent chairperson appointed by the Minister of Justice, Equality and Law Reform, representatives from the Irish Business Employers' Confederation, the Irish Congress of Trade Unions, the National Women's Council of Ireland and ministerial appointees. Board members serve a five year term. The EEA had in 1998 a staff of 13.

Funding

Funding for the EEA is provided by Government through the Department of Justice, Equality and Law Reform.

Operation

• Advising on discrimination complaints

EEA provides a free, confidential advisory service to employers, individuals and trade unions on the operation of the employment equality legislation. EEA handles over 5000 individual complaints from these sources every year. A small number of these complaints proceed for investigation. In some instances, complaints can be resolved without involvement of the legal process.

Institutions and bodies responsible for equality between women and men

EEA can help individual complainants in a number of ways, for example:

- by explaining the current legal position on an issue,
- by advising on the facts as presented,
- by communicating with the employer on behalf of the complainant,
- by preparing written submissions for the Labour Relations Commission and/or the Labour Court,
- by referring a complaint for investigation under the legislation,
- by representing the complainant during the investigation.

EEA will ask complainants to complete a questionnaire at the preliminary stage of the enquiry: this helps to identify the basis for the complaint and to decide whether the matter comes within the scope of the legislation. EEA staff meet complainants as part of this process. EEA has an in-house legal adviser.

Decisions regarding EEA representation are made by the EEA Board, taking account of EEA priorities. Complainants are also encouraged to take cases through their trade union. Given EEA resources, it is not possible to represent all those who request it. Advice and other forms of assistance are of course available.

In recent years, EEA assistance has focused on issues like: sexual harassment, pregnancy discrimination, vertical and horizontal segregation, discrimination against part-time and other atypical workers, discrimination in promotion and equal pay.

Complaints under the employment equality legislation are investigated by an *equality officer* of the Labour Relations Commission and, on appeal, by the Labour Court. There is a six months time limit within which to lodge discrimination complaints. This does not apply to equal pay claims.

• **Promoting equality**

EEA works with employers, trade unions, State agencies and others to develop equality policies. EEA's advice may be sought on specific matters such as selection procedures, training policy, pay criteria or on the overall equality policy. EEA has also developed guidelines on implementing equality practices in the local authorities and in retail sectors. The EEA has a role in combating sexual harassment in the workplace, raising awareness of this issue and distributing a Code of Practice on sexual harassment to both employers and employees. EEA regularly publicises equality developments and assists the media in reporting equality matters. EEA is involved in a number of specific projects on matters relating to gender equality in employment and vocational training.

• **Information role**

EEA receives enquiries every year from employers, employees, trade unions and professionals seeking information about the employment equality legislation. All enquiries are handled in strictest confidence. EEA also provides an information service on entitlements under the Maternity Protection Act, 1994 and the Adoptive Leave Act, 1995. It publishes a quarterly newsletter (*Equality News*) and other material on subjects like sexual harassment, women in the labour force, women returning to paid work, positive action in employment and others.

Address

36 Upper Mount Street
IRL - Dublin 2
Tel: +353 1 - 662 4577
Fax: +353 1 - 662 5139
E-mail: info@equality.ie
<http://www.equality.ie>

* *National Women's Council of Ireland (NWCI)*

History

The NWCI was established in 1973 as the Council for the Status of Women. Its foundation was preceded by the formation of an ad hoc working group to review the position of women in Ireland. Over the last decades, the role of the Council has expanded and changed. Maintaining its role as a non-governmental organisation, it has addressed many complex and sometimes controversial issues affecting women. In 1995 the Council completed an internal review which led to the adoption of a strategic plan and to its new name - the NWCI.

Membership

Through its affiliate organisations, urban and rural, local, regional and national, the NWCI represents an estimated 300,000 women, organised in 140 women's groups and organisations.

Aims

- Shaping society so that all women can achieve their true potential;
- Ensuring that the law encourages equality and places no barriers in its way;
- Changing attitudes to ensure the recognition of the individual dignity of each woman;
- Removing all threats of violence to women and children both inside and outside the home;
- Monitoring to ensure that the effects of poverty on women and their children are highlighted and removed;
- Achieving access to appropriate, affordable and quality health care for all women and safeguarding reproductive health rights;
- Creating an education system in which women and young girls can participate fully and that also fosters equality and respect.

Funding

Its main source of funds is the Department of Equality and Law Reform; however, the NWCI receives grants from other sources as well.

Budget

In 1997, its budget ran up to IR£495.863.

Address

16-20 Cumberland Street South
IRL - Dublin 2
Tel: +353 1 - 661 52 68
Fax: +353 1 - 676 08 60
E-mail: admin@nwci.ie; info@nwci.ie; members@nwci.ie
<http://www.nwci.ie>

I T A L Y

MINISTER FOR EQUAL OPPORTUNITIES (MINISTRO PER LE PARI OPPORTUNITÀ)

This portfolio has been a part of Italian Government structure since 1996/1997.

<http://www.donne-impresa.net>

* *National Committee for implementation of the principles of equal treatment and equal opportunities at work (Comitato nazionale di parità e pari opportunità nel lavoro)*

Origin

The Committee was set up by Law 125/91.

Membership

Under the chairmanship of the Minister for Labour and Social Affairs, the Committee members represent:

- trade unions and employers' organisations,
- cooperatives
- women's associations and movements

The following also attend:

- experts in the field of employment,
- the National Equality Adviser
- officials from the Ministry of Labour,
- officials from the Ministries of Education, Foreign Affairs, Justice, Craft Trades and Trade and the Civil Service.

Their term of office is three years but may be renewed.

The committee is convened on the initiative of the Minister of Labour or at the request of a majority of its members.

Aims

To promote the elimination of discrimination on the grounds of sex and any other obstacle which, in practice, restricts equality for women as regards access to jobs, working life and promotion, by applying positive measures funded in the private sector.

Functions

- to propose and promote affirmative action
- to advise on projects to be funded and draw up codes of conduct,
- to monitor the application of laws on equality,
- to promote fair representation of women in public bodies concerned with employment and vocational training,
- to propose solutions in cases of collective labour disputes,
- to ask inspectors for information on working conditions.

Budget: Lit 10 bn per annum on average.

Address

Comitato Nazionale di parità e pari opportunità nel lavoro
Ministero del Lavoro e della Previdenza Sociale
Via Antonio Salandra, 18
I-00187 Roma
Tel. +39 (0) 6 - 47 46 280/46 83 25 33/46 83 26 03
Fax +39 (0) 6 - 47 44 877
<http://www.minlavoro.it>

* *National Commission for Equality of Treatment and Opportunity for Men and Women (Commissione nazionale per la parità e le pari opportunità tra uomo e donna)*

Origin

Set up in 1984 by decree of the President in Council; amended by Law No 164/90 which limits its period in office to three years.

Membership (Article 3 of Law 164/90)

Twenty-nine women appointed by decree of the President in Council, namely:

- 7 selected from the most representative associations of the women's movement at national level;
- 11 selected from the women's sections of the political parties;
- 3 selected from the most representative trade union organisations at national level;
- 4 selected from the most representative employers' organisations at national level;
- 4 selected from women who are particularly eminent in the scientific, literary and social spheres.

The chairperson of the Commission is appointed from among its members by the President of the Council.

The Commission appoints by a majority of its own members a vice-chairperson and a secretary. They, together with the chairperson, constitute the bureau.

Organisation of work (Article 5)

The Commission may set up working groups from among its membership and request the assistance of experts and consultants appointed by decree of the President in Council.

Responsibilities (Article 2)

The Commission provides the President of the Council with the information needed to achieve equality between the sexes through the following measures:

- proposed amendments to legislation;
- proposals designed to coordinate social, economic and cultural policy;
- coordinating sexual equality initiatives taken by the authorities and public undertakings;
- monitoring the application of policies on equality;
- periodically submitting reports on cases of failure to comply with the principle of sexual equality;
- promoting and monitoring initiatives designed to encourage the active involvement of women in political, economic and social life;

Institutions and bodies responsible for equality between women and men

- monitoring the dissemination of information on the extent to which the principle of sexual equality is applied.

Budget (Article 11): Lit 2 bn per annum on average.

Address

Commissione Nazionale per la parità
c/o Presidenza del Consiglio dei Ministri
Palazzo Chigi
Piazza Colonna, n° 370
I-00157 Roma
Tel. +39 (0) 6 - 67 86 066
Fax + 39 (0) 6 - 67 94 920
E-mail: commissione.parita@pcm.it
<http://www.palazzochigi.it/cmparita>

** Regional, departmental and local committees on equal opportunities (Commissioni regionali, provinciali e comunali per le Pari Opportunità)*

In each administrative unit (region, province and district), there is a committee responsible for equality at work at local level.

These committees are responsible to the Regional Council (Assessorato) (in the case of the five regions which have a special constitution) and to the Ministry of Labour (in the case of the others).

Addresses¹:

Piemonte

Commissione Pari Opportunità
Via Pisano, 6
I - 10152 TORINO
Tel.: +39 (0) 11-98 84 666
Fax: +39 (0) 11-43 24 878

Marche

Commissione Pari Opportunità
Via Leopardi, 9
I - 60100 Ancona
Tel.: +39 (0) 71-22 98 369
Fax: +39 (0) 71-22 98 345

Valle d'Aosta

Consulta Regionale per la Condizione Femminile
Viale Partigiani, 52
I - 11100 Aosta
Tel.: +39 (0) 165-23 57 53
Fax: +39 (0) 165-42 242

Lombardia

Commissione Regionale Pari Opportunità
Via Fabio Filzi, 22
I - 20124 Milano
Tel.: +39 (0) 2-67 65 48 30 / 44 24 / 48 86
Fax: +39 (0) 2-67 65 45 94

Umbria

Centro per le pari opportunità tra uomo
e donna
Palazzo della Penna
Via Podiani, 11
I - 06120 Perugia
Tel.: +39 (0) 75-57 29 149 / 50 43 956
Fax: +39 (0) 75-50 43 949

Abruzzo

Commissione Regionale per le Pari
Opportunità
Via A. Moro
I - 67100 L'Aquila

Emilia Romagna

Assessore Regionale Pari Opportunità
Viale Aldo Moro, 30
I-40127 Bologna
Tel.: +39 (0) 51-28 38 88/ 28 39 20
Fax: +39 (0) 51-28 38 94

Liguria

Commissione Pari Opportunità
c/o Servizio Lavoro
Via Fieschi, 15
I - 16121 Genova
Tel.: +39 (0) 10-54 84 70
Fax: +39 (0) 10-54 85 932 / 59 02 05

Trento Autonomous Province

Commissione per le Pari Opportunità
Piazza Dante, 15
I - 38100 Trento
Tel.: +39 (0) 461-23 79 05
Fax: +39 (0) 461-23 35 91

Toscana

Commissione Pari Opportunità
Via dei Pucci, 4
I - 50122 Firenze
Tel.: +39 (0) 55-23 87 811
Fax: +39 (0) 55-29 11 79

Lazio

Consulta Regionale Femminile
Via Lucrezio Caro, 67
I - 00193 Roma
Tel./Fax: +39 (0) 6-32 44 439

Bolzano

Comitato per le Pari Opportunità
Via Roma, 79
I - 39100 Bolzano

¹ Data obtained from the Internet (www.palazzochigi.it/cmparita), June 1999.

Institutions and bodies responsible for equality between women and men

Tel.: +39 (0) 862-64 72 11/37
Fax: +39 (0) 862-41 41 43 / 65 660

Friuli-Venezia Giulia autonomous region

Commissione Pari Opportunità
Via S. Francesco, 37
I - 34133 Trieste
Tel.: +39 (0) 40-37 75 226
Fax: +39 (0) 40-37 75 511

Molise

Commissione Pari Opportunità
Via D'Amato, 1
I - 86100 Campobasso
Tel.: +39 (0) 874-42 95 75
Fax: +39 (0) 874-42 95 68

Basilicata

Commissione Regionale per la realizzazione
delle Pari Opportunità
Via Anzio
I - 85100 Potenza
Tel.: +39 (0) 971-44 71 40
Fax: +39 (0) 971-46 537

Sicilia

Centro Regionale per le Pari Opportunità
Via Nunzio Morelli, 41
I - 90135 Palermo
Tel.: +39 (0) 91-30 93 01
Fax: +39 (0) 91-61 10 196

Tel.: +39 (0) 471-99 15 80/1-2
Fax: +39 (0) 471-93 117

Veneto

Commissione per le Pari Opportunità
tra uomo e donna
Palazzo Ex Esav
S. Croce 1187
I - 30125 Venezia
Tel.: +39 (0) 41-27 91 156/27 91 153
Fax: +39 (0) 41-27 91 221

Campania

Commissione Pari Opportunità
Isolato F 13
Centro Direzionale
I - 80100 Napoli
Tel.: +39 (0) 81-77 83 32 3
Fax: +39 (0) 81-77 83 354

Sardegna autonomous region

Commissione per le Pari Opportunità
Villa Patanozzi
Corso V. Emanuele, 437
I - 09100 Cagliari
Tel.: +39 (0) 70-60 64 518
Fax: +39 (0) 70-60 64 501

* *Advisers on equality (Consiglieri di parità)* (Art. 8 of Law 125/91)

Origin

Appointed by the Minister for Labour, they form part of the (national, regional or provincial) employment committee.

Membership

1 adviser at national level
1 adviser per region and 1 per province.

Functions:

- to take any measures needed to implement legislation,
- to represent or support working women in court and to initiate criminal proceedings independently.

Institutions and bodies responsible for equality between women and men

Address

c/o regional or provincial employment offices.

L U X E M B O U R G

MINISTRY FOR THE ADVANCEMENT OF WOMEN (MINISTÈRE DE LA PROMOTION FÉMININE)

By setting up a Ministry for the Advancement of Women in January 1995, the Luxembourg Government showed its intention of promoting women's affairs as a separate policy area. This ministry is particularly active at several levels of society and makes a decisive contribution to promoting women's rights.

Origin

Set up in January 1995.

Aim

The Ministry for the Advancement of Women aims to eliminate all forms of inequality and persistent discrimination against women.

The Ministry's political activity is focused on two main objectives:

- Promoting the situation of women with a view to achieving a true partnership between the sexes;
- Achieving equal rights and actual parity between the sexes and developing models of cultural equivalence, including femininity and masculinity as essential components for social development .

Its activities are directed to both men and women. It seeks to set up appropriate structures and strategies for changing human beings' behaviour and aspirations and enabling both sexes to fulfil their responsibilities in both private and public life.

Functions:

- to ensure that the gender perspective is included in political action;
- to achieve coordination at ministerial level;
- to monitor the application of laws affecting women;
- to represent women at national and international level;
- to disseminate information and raise awareness in the areas of women's rights and the principle of equality;
- to raise the standing of employment for women;
- to assist women and girls in distress;
- to support gender awareness teaching in education and training;
- to support the organisation of introductory courses, careers guidance and computer courses for women wishing to return to work;
- to make proposals for the National Action Plan on Employment;
- to encourage enterprises to take specific measures to manage their human resources better (affirmative action);
- to activate the process of cultural change through publications, media campaigns, conferences, seminars and round tables.

Budget

The Ministry for the Advancement of Women has its own budget.

Address

Ministère de la promotion féminine
L - 2921 Luxembourg
Tel. +352 - 478 58 10
Fax: +352 - 24 18 86

*** *Interministerial Committee on Equality between women and men (Comité interministériel de l'égalité entre femmes et hommes)***

This committee was set up on 31 March 1996 by a Grand-Ducal regulation and has the following mandate:

- to study any issue with a bearing on equality between women and men and to forward opinions, proposals or suggestions to the relevant Ministry;
- to give its opinion on any draft laws which may impact on equality between women and men, analysing the implications respectively for women and men and gender-neutral terminology;
- to assist generally with the affirmative action programme in the civil service.

The committee members act as correspondents on equality between the ministers in their respective departments and the committee. They receive the necessary documents and information to carry out their task and circulate within their ministry any information and suggestions they consider useful for the achievement of de facto equality between women and men.

*** *Committee on Women's Work (Comité du travail féminin)***

This is an advisory body set up by the Grand-Ducal regulation of 27 November 1994; it is responsible for considering, either on its own initiative or at the government's request, all questions relating to the employment, training and career prospects of women. It provides information and makes proposals on its own initiative, either to the government or to the Ministry for the Advancement of Women, on any measure which it considers likely to improve the situation of women and to promote their enjoyment of equal rights and opportunities.

In particular, the Committee gives its opinion on bills involving working women and their right to equal treatment in all respects.

The Committee's opinions are included in parliamentary texts on the same basis as the opinions of professional organisations. It issues press releases summarising its views or opinions.

The Committee also monitors implementation of the European Union's directives, recommendations, resolutions and action programmes on equal treatment and equal opportunities for men and women.

Address

Ministère de la Promotion Féminine
Comité du Travail Féminin
L - 2921 Luxembourg

* *National Luxembourg Women's Council (Conseil National des Femmes Luxembourgeoises asbl) (CNFL)*

Origin

Set up in 1975.

Membership

In 1998/99 the Council comprised 11 women's associations:

- Action Catholique des Femmes du Luxembourg
- Association des Femmes Libérales
- CID-Femmes
- Femmes Socialistes
- Fédération Nationale des Femmes Luxembourgeoises
- Femmes au Présent
- Fédération Luxembourgeoise des Femmes Universitaires
- Femmes Chrétiennes-Sociales
- Union des Femmes Luxembourgeoises
- Union des Dames Israélites
- Union Luxembourgeoise du Soroptimist International.

Administrative Board

The CNFL is run by an administrative board on which all its members are represented by two delegates and two substitutes. The chairperson, two deputy chairpersons, a secretary, an assistant secretary, a treasurer and three auditors are appointed annually by drawing lots.

Aim

To defend and promote the interests of women.

Functions

- Cooperation with various committees, commissions and working groups;
- Giving opinions and making proposals to the relevant authorities;
- Activities and campaigns to promote equal opportunities, e.g. promoting a local equal opportunities policy, taking part in the European 'Women in Decision-making' network set up by the European Commission under the third Community action programme on equal opportunities, with aims which are also included in the fourth action programme started in 1996; establishing a monitoring centre on political participation by women in the 1999 elections;
- Awareness-raising campaigns on the Internet to promote a better balance between women and men in the decision-making process;
- Organising specific meetings and events;
- Running a refuge for women in distress;
- Representation on the Committee on Women's Work;
- Organising training courses and conferences from time to time for *equal opportunities delegates* appointed at local level.

Institutions and bodies responsible for equality between women and men

Budget

Membership fees, subsidies, EC co-funding.

Address

Conseil National des Femmes luxembourgeoises

B.P. 160

L - 2011 Luxembourg

Tel: +352 - 29 65 25

Fax: +352 - 29 65 24

E-mail: cnfl@ci.educ.lu

<http://www.cnfl.lu>

THE NETHERLANDS

MINISTRY FOR SOCIAL AFFAIRS AND EMPLOYMENT RESPONSIBLE FOR WOMEN'S RIGHTS (MINISTERIE VAN SOCIALE ZAKEN EN WERKGELEGENHEID BELAST MET EMANCIPATIEZAKEN)

(State Secretary for Social Affairs and Equal Opportunities)

History

In 1977, a State Secretariat for Women's Rights was set up by government order, under the auspices of the Ministry for Social Affairs and Employment. After 1994, women's rights issues were brought within the authority of the Minister for Social Affairs and Employment.

Aim

The coordinating minister for emancipation policy monitors the progress of emancipation policy and policy mainstreaming, i.e. that the interests of both men and women are carefully taken into consideration in all government fields of policy.

Address

Postbus 90801
NL-2509 LV Den Haag

Anna van Hannoverstraat 4
NL-2595 BL Den Haag
Tel: +31 70 - 333 44 44
Fax: +31 70 - 333 40 40
<http://www.minszwl.nl>

** Directorate for the Coordination of Equal Rights Policy (Directie Coördinatie Emancipatiebeleid) (DCE)*

History

The DCE was set up in 1982 by government order under the auspices of the Ministry for Social Affairs and Employment.

Aim

Responsible for the implementation of equal opportunities policy.

Functions

- Evaluates data on women's social position and factors affecting it;
- Develops, implements and evaluates equal opportunities policy;
- Coordinates women's rights aspects of national government policy;
- Gives advice, coordinates and prepares a joint work plan in which each department sets out the activities it pursues in the field of equal opportunities.

Address

Postbus 90801
NL - 2509 LV Den Haag

Anna van Hannoverstraat 4
NL - 2595 BL Den Haag
Tel: +31 70 - 333 59 03
Fax: +31 70 - 333 40 33
E-mail: hvraena@menszw.nl

**** Interdepartmental Coordinating Committee on Equal Opportunity Policy
(Interdepartementale Coördinatiecommissie Emancipatiebeleid)***

History

Instituted in 1977 by Government order.

Membership

All thirteen ministerial departments have an equal opportunities committee, each with its own specific tasks and competences. The ministries are represented in the Interdepartmental Coordinating Committee for Equal Opportunities.

Aim

This committee sees to coordination between the individual departments, takes care of exchanges of information and submits recommendations to the relevant ministers. It is the appropriate governmental forum for innovative initiatives and preparations for decision-making in the field of equal opportunities.

Functions

- Issuing advisory statements on equal opportunities policy and its interministerial consistency;
- taking initiatives in relation to government policy;
- monitoring the consistency of equal opportunities policy in the various ministries;
- drawing up reports on progress with equal opportunities policy.

Address

Postbus 90801
NL - 2509 LV Den Haag

Anna van Hannoverstraat 4
NL - 2595 BL Den Haag
Tel: +31 70 - 333 59 03
Fax: +31 70 - 333 40 22

**** Equal Treatment Commission (Commissie Gelijke Behandeling)***

History

This commission is an independent, professional organisation. It was established in 1994 by the government as an organisation where individuals can turn for help with complaints about unequal treatment.

Functions

It ensures compliance with the General rules providing protection against discrimination on the grounds of religion, belief, political opinion, race, sex, nationality, heterosexual or homosexual orientation or civil status (**Equal Treatment Act**).

Under the **Equal Treatment Act 1994**, it is forbidden to treat people differently on the grounds of discrimination in the following situations:

- in working relationships (any area related to work, job advertisements, salary, holidays, promotions and training opportunities);
- in offering goods or services (unequal treatment is unlawful in concluding, implementing or terminating agreements on the subject);
- in providing advice about educational or career opportunities.

Address

Postbus 16001
NL - 3500 DA Utrecht

Godebaldkwartier 355
NL - 3511 DT Utrecht
Tel: +31 30 - 233 51 11
Fax: +31 30 - 230 06 06
E-mail: cgb@support.nl
<http://www.cgb.nl>

AUSTRIA

*FEDERAL MINISTRY FOR WOMEN'S AFFAIRS AND CONSUMER PROTECTION
(BUNDESMINISTERIUM FÜR FRAUENANGELEGENHEITEN UND VERBRAUCHERSCHUTZ IM
BUNDESKANZLERAMT)*

History

In 1979 a Secretary of State for Women's Affairs was appointed in the Federal Chancellery. In 1991 she was promoted to the rank of Federal Minister and in 1997 she was appointed Federal Minister for Women's Affairs and Consumer Protection.

Women's rights divisions in the administration

Since September 1997 the Federal Chancellery has had a *Section* (equivalent to a directorate-general) *for Women's Affairs and Consumer Protection*. Women's affairs are covered by three divisions within this Section:

- Division for legal and constitutional affairs and international women's affairs,
- Division for equal treatment and institutional promotion of women,
- Division for administrative matters.

Political aims

- To make equality for women in all areas of society a reality;
- To transform the patriarchal social model into one geared to equal rights for women and men;

Functions of the Federal Ministry in the women's affairs sector

- Coordinating the Government's general policy, ensuring that women's political objectives are taken into account – horizontal policy on women;
- Influencing legislative measures;
- Supporting programmes or measures for women;
- Active commitment to improving child care structures;
- Action in various sectors concerning women, in particular through the *Equal Opportunities Commission*;
- Implementing measures to combat violence against women;
- Adopting measures to make work compatible with family life;
- Adopting political measures at job market level to increase women's participation;
- Adopting social security measures, particularly for individual social rights for women;
- Adopting measures for better representation of women in the public services;
- Commitment at European and international level through the participation in political bodies representing women;
- Adopting measures to apply the provisions of the Convention for the elimination of all forms of discrimination against women (CEDAW) and the Action Platform adopted at the Fourth World Conference on Women held in Beijing;
- Adopting measures to increase women's participation in business, particularly through public contracts.

Budget

The Ministry and its three divisions have an annual budget of approximately ATS 40 m.

Addresses

Büro der Bundesministerin für Frauenangelegenheiten und Verbraucherschutz

Bundeskanzleramt

1 Ballhausplatz

A - 1014 Wien

Tel. +43 1 - 536 33 34

Fax: +43 1 - 536 33 44

E-mail: marlies.stubits@bmff.bka.gv.at

Sektion VII - Frauenangelegenheiten und Verbraucherschutz

Bundeskanzleramt

Ballhausplatz 1

A - 1014 WIEN

Tel.: +43 1 53 115 21 50

Fax: +43 1 53 115 21 55

E-mail: johanna.hoffmann@bka.gv.at

<http://www.bminfv.gv.at>

*** MINISTRY OF EMPLOYMENT, HEALTH AND SOCIAL AFFAIRS
(BUNDESMINISTERIUM FÜR ARBEIT, GESUNDHEIT UND SOZIALES)**

History

Set up in 1917 as a social welfare ministry (assistance for widows, orphans and young people and protection for workers and immigrants), in 1920 it became the Federal Ministry of Social Administration and, in 1987, the Ministry of Employment and Social Affairs. Since 1997 it has been the Federal Ministry of Employment, Health and Social Affairs.

Composition

The following departments deal with women's issues within the Ministry:

Department III/4: fundamental policy questions relating to the economic and social situation of women in society, in particular equal status and treatment (outside the remit of the Equal Treatment Commission), promotion of women's interests and family policy; fundamental research in the above areas, running of pilot projects and encouragement of women's initiatives; training and information on women's issues, cooperation in legal and literary documentation of the social and political situation of women;

Department V/3: issues relating to the principle of equality and legal provisions on equal treatment; representation in the *Equal Treatment Commission*;

Department V/4: internal communication, information and coordination on the situation of women at international level, outside the EU; monitoring issues concerning equality between women and men at work and, in particular, regular evaluation of data, studies and analyses on the social and professional status of women and men at work

Institutions and bodies responsible for equality between women and men

Department V/6: coordination of EU principles and legislative provisions on equal treatment and labour law, mainly in the context of initiating legislation; legal coordination and representing the sector in European Council working groups (the ‘Social Affairs’ Council working group, inter alia) and on other EU bodies concerned with equal treatment and labour law; legal documentation on these issues; representing the Government on the Advisory Committee for Equal Opportunities between Women and Men.

Aim:

To promote equal treatment.

Functions

- Effective implementation of the equal treatment laws;
- Development and implementation of employment market policy measures and programmes for women;
- Improving the status of women (violence against women, equal treatment in the sphere of education)
- Improving the situation of women at work (returning to work, part-time work, women’s access to management positions).

Addresses

Bundesministerium für Arbeit, Gesundheit und Soziales
Stubenring 1
A-1010 Wien
Tel. +43 1 - 711 00-0 / Sozialtelefon: 0810/20 10 20
Fax: +43 1 -715 82 57
<http://www.bmags.gv.at>

Abteilung III/4:

Tel. +43 1 - 711 00 - 64 98
Fax: +43 1 - 715 60 49

Abteilung V/3:

Tel.: +43 1 - 711 00 - 62 89
Fax. +43 1 - 715 82 57

Abteilung V/4:

Tel.: +43 1 - 71 100 - 62 89
Fax: +43 1 - 71 58 257

Abteilung V/6:

Tel.: +43 1 71 100 6585
Fax: +43 1 71 58 257

Abteilung V/7:

Tel.: +43 1 71 100 - 6210/2253
Fax: +43 1 71 100 - 6591/6508

<http://www.bmags.gv.at>

*** Other equal opportunities structures in Austria**

As required by the UN Convention on Elimination of all Forms of Discrimination against Women, equal opportunities are actively promoted. For this purpose, each Federal Ministry must issue a plan for the promotion of equal opportunities for women, that contains mandatory targets for increasing the proportion of women.

In order to implement and monitor the legal provisions for equal treatment, a government *equality committee*, an *equal opportunity spokesperson* and an *ombudswoman for equal opportunities* were set up in Austria.

In addition to counselling work, the **ombudswoman for equal opportunities** may propose an investigation on discrimination to the **equality committee**.

The **equality committee** controls the enforcement of equal treatment requirements in the preliminary judicial phases and can draw up general opinions and, in the case of confirmed discrimination, call upon the employer to end it.

*** City of Vienna Women's Office (Wiener Frauenbüro)**

In December 1991 the Vienna City Council set up this office made up of 18 women to tackle the specific problems of women (53% of the population) in areas such as:

- information for women,
- women's rights and town planning,
- training,
- subsidies for women's projects,
- telephone helpline for women (for cases of violence, sexual abuse, health and psychological problems).

The Women's Office set up a division to help **migrant families** which, in cooperation with the Youth and Family Service, provides specialised help for problems suffered by the Turkish, Serbian and Croatian minorities in their own language, with regard to families, family planning or children's education.

Address

Wiener Frauenbüro
Friedrich Schmidt-Platz 3
A - 1082 WIEN
Tel.: +43 4000 83519
Fax: +43 4000 99 83519
<http://www.magwien.gv.at>

PORTUGAL

MINISTRY FOR EQUALITY

* **HIGH COMMISSIONER FOR EQUALITY AND THE FAMILY¹** (*ALTO COMISSÁRIO PARA A IGUALDADE E A FAMÍLIA*)

Origin

Established by Order in Council 3 – B/96 of 26 January 1996.

Legal Status

This is an official body under the auspices of the Council of Ministers Presidency, responsible for coordinating various divisions of the State administration with responsibilities in this area. Its status is similar to the office of an Under-Secretary of State.

Responsibilities:

- to ensure that women and men are equal in society and the family, by promoting policies to compensate for and eliminate all forms of discrimination;
- to promote and enhance the institution of the family through an active family policy, taking account of the specific situation of family members;
- to help citizens to enjoy equal dignity and equal opportunities and rights, by taking action to gradually remove discrimination;
- to monitor the situation of children, ensuring that the relevant State authorities act in a coordinated way, by monitoring the activities of NGOs and encouraging the drafting and implementation of policies to deal with problems faced by children.

Organisations for which it is responsible

- * Committee for Equality and Women's Rights (Comissão para a Igualdade e para os Direitos das Mulheres (CIDM) – see below)
- * National Council for the Family (Conselho Nacional da Família -CNF) – advisory body responsible for coordination between various State services and NGOs, with regard to family policy, established by Order in Council 163/96 of 5 September 1996
- * Family and Child Support Project (Projecto de Apoio à Família e à Criança - PAFAC) – an interdisciplinary structure established by Council of Ministers Resolution 30/92 of 18 August 1992
- * National Committee on the Rights of the Child (Comissão Nacional dos Direitos da Criança - CNDC)

Budget

Publicly funded.

Address

Palácio Foz
Praça dos Restauradores
P - 1200 Lisboa
E-mail: np83mn@mail.telepac.pt
<http://www.pcm.pt>

¹ Replaced, as of October 1999, by a Minister for Equality, with a similar competence and the same address.

** Committee for Equality and Women's Rights (Comissão para a Igualdade e para os Direitos das Mulheres - CIDM)*

History

Established by Order in Council 166/91 of 9 May 1991, this has replaced the Women's Committee set up by Order in Council 485/77 of 17 November 1977. It is an official body currently attached to the High Commissioner for Equality and the Family, within the Council of Ministers Presidency (Order in council 296 – A/95 of 17 November 1995).

Structure

The Committee comprises:

- a chairperson
- a Technical Coordination Council
- an Advisory Council with representatives of Ministers and the NGOs, in two different sectors.

Aim:

- to help secure equality of opportunities and rights for men and women;
- to ensure that responsibility is genuinely shared by men and women in all areas of family, professional, cultural, economic, social and political life;
- to help society to appreciate that fatherhood and motherhood are social functions that bring with them corresponding responsibilities.

Areas of activity

- Multidisciplinary research into the situation of women and related information and training measures to secure equal rights and equal opportunities;
- Informing the public and stimulating awareness of the rights of women and the principle of equality;
- Providing documentation and library facilities for research and measures conducted by the Committee;
- Legal activities, including evaluating the implementation of Community directives and court decisions and providing assistance and direct information to women;
- Participation in drafting policies concerning women;
- International representation.

Budget

Publicly funded

Addresses

Avenida da República, n° 32 - 1°

P - 1050-193 Lisboa

Tel: +351 1 - 798 30 00

Fax: +351 1 - 798 30 98

E-mail: cidm@mail.telepac.pt

Institutions and bodies responsible for equality between women and men

Delegation in Porto:
Rua Ferreira Borges, 69 - 2º C
P - 4050 - 253 Porto
Tel: +351 2 - 200 19 96
Fax: +351 2 - 200 38 48

* *Committee for Equality at Work and in Employment (Comissão para a Igualdade no Trabalho e no Emprego - CITE)*

History

- Set up by Order in Council 392/79 of 20 September 1979;
- Order in Council 426/88 of 18 November 1988 extended the responsibilities of the Committee to cover the public service and modified its structure;
- Independent tripartite committee attached to the Ministry of Employment and Solidarity

Membership

- two representatives from the Ministry of Employment and Solidarity, one of whom holds the chair;
- one representative of the Ministry of Public Administration;
- one representative of the Ministry of Planning and Territorial Administration;
- one representative of the Committee for Equality and Women's Rights
- two trade union representatives, from the General Confederation of Portuguese Workers – National Inter-Union (CGTP-IN) and the General Workers' Union (UGT)
- two employers' representatives, from the Portuguese Confederation of Trade and Services (CCP) and the Confederation of Portuguese Industry (CIP)

Aim

To combat discrimination and promote equal opportunities and equal treatment for men and women in employment, vocational training and the workplace, in both the public and private sectors (access to employment, equal pay and conditions, career development, implementation of the duty to respect the dignity of women and men in the workplace and application of Law 4/84 of 5 April 1984 on protecting the rights of mothers and fathers).

Functions

- Investigating and dealing with complaints;
- Drawing up opinions on specific instances of discrimination;
- Reviewing job advertisements and collective bargaining agreements;
- Considering the implications of legislation on equal treatment in employment, the workplace and vocational training, increasing awareness of it and circulating the text of provisions;
- Promoting equal opportunities training;
- Awarding prizes to enterprises with exemplary equal opportunities policies;
- Drawing up manuals of good practice;
- Boosting the equal opportunities element of the National Employment Plan.

Budget

Publicly funded

Address

Avenida da República, 44-2º

P - 1050 LISBOA

Tel. +351 1 - 796 40 27

Fax: +351 1 - 796 03 32

E-mail: cite@mail.iefp.pt

<http://www.min-qemp.pt/dep/cite.html>

*** Other equality structures**

Following a recent initiative by the Portuguese Government, each Ministry appoints an *Equal Opportunities Adviser* to represent it on the advisory council of the Commission for Equality and Women's Rights (CIDM). This advisory council also covers the NGO sector.

In addition, under the TRAMPOLIM/REDA transnational project (which also covers Spain and Italy), *equality advisers for local authority bodies* have been appointed in each municipality and have received special training.

On 15 June 1999 a **national plan to combat domestic violence** was adopted. The second **national equal opportunities plan** is currently in preparation.

The **autonomous regions of Madeira and the Azores** have recently adopted their own *Equality Commissions*.

FINLAND¹

MINISTRY OF SOCIAL AFFAIRS AND HEALTH (RESPONSIBLE FOR EQUALITY AFFAIRS)

** Office of the Ombudsman for Equality (Tasa-arvovaltuutettu)*

History

Set up in 1987, the Office of the Ombudsman for Equality is a unit within the Ministry for Social Affairs and Health, which funds its operation.

Functions

- Monitors the application of the law and, in particular, the ban on discrimination;
- promotes equality and issues statements and opinions on related matters;
- supplies information on legislation on equality and its practical application in different areas of society.

Role

The Ombudsman handles about 200 written discrimination cases annually. One of his/her tasks is to monitor the observance of the Act on Equality between Women and men, dating from 1987 and periodically amended.

The Act on Equality

- aims to promote equality between women and men;
- prevents direct and indirect discrimination based on gender;
- improves the status of women particularly in working life;
- facilitates the reconciliation of working life and family life for women and men;
- prohibits discrimination in advertising jobs and training vacancies;
- gives those suffering discrimination in working life a right to claim compensation;
- obliges the authorities to change circumstances that prevent equality being achieved;
- requires that men and women shall be given equal opportunities for education and career development;
- demands an even distribution of male and female members in State and municipal bodies.

The Act does not apply to activities connected with the religious practices of religious communities and does not authorise interference in families' internal affairs or in people's private lives.

Since 1 March 1995, employers with 30 or more regular workers are obliged to include measures promoting equality in annual staff and training programmes or in labour protection programmes.

The Amendment of 1995 includes a quota provision; in official committees and councils, the proportion of representatives of either sex should not be below 40%.

¹ Scandinavian letters ä, ö and å replaced with, a o and a.

Discrimination on grounds of sex is prohibited in all societal activities and in all areas of life. The ban on discrimination in employment covers hiring, wages and working conditions, including sexual harassment. In 1992, discrimination concerning pregnancy and family care responsibilities were prohibited.

Address

Tasa-arvovaltuutettu (Ombudsman for Equality)
Ministry for Social Affairs and Health
PO Box 267
FIN-00171 Helsinki
Tel: + 358 9 - 160 44 64
Fax: +358 9 - 160 45 82
<http://www.tasa-arvo.fi>

* *Council for Equality (Tasa-arvoasiain neuvottelukunta - TANE)*

History

The Council for Equality was set up in 1972. The present Council was appointed by the Council of State for a period of three years, from June 1998.

Role

To promote social equality between men and women and to prepare reforms to improve equality. It is a permanent consultative body within the State administration operating in connection with the Ministry of Social Affairs and Health.

Functions

- to act as coordinating body for research concerning the social equality of men and women in different fields;
- to prepare reforms increasing equality in cooperation with authorities, State and municipal institutions, social partners and other organisations;
- to monitor and promote the implementation of equality in social planning and to make motions and submissions to develop equality research, training and education;
- to make motions and submissions for developing equality legislation and administration;
- to monitor the development of equality issues abroad;
- to undertake research and planning functions within its field requested by the Ministry of Social Affairs and Health.

Divisions and working groups

The Council has set up a violence division, a research division and a men's division. The violence division addresses violence against women and aims to develop ways of reducing and preventing such violence. The research division is the Council's expert body on issues related to women's studies, equality studies and research policy; the men's division investigates ways of getting men interested in equality, surveys their special problems from the equality point of view and promotes men's studies.

Research and library

The Council has a national women's studies coordinator who runs the women's studies and equality studies information service. This service is used by the media, scholars, students and non-governmental organisations. The office has an extensive reference library on women's and equality issues.

Address

Tasa-arvoasiain neuvottelukunta
Council for Equality
Ministry of Social Affairs and Health
P.O. Box 267
FIN-00171 Helsinki
or
Mikonkatu 2D
FIN-00100 Helsinki
Tel: +358 9 - 160 38 37
Fax: +358 9 - 160 45 82
[http:// www.vn.fi/vn/stm](http://www.vn.fi/vn/stm)
<http://www.tasa-arvo.fi>

*** Equality Board**

The Equality Board monitors the ban on discrimination, imposes penalties and takes part in investigations in cases of discrimination. Its duties are connected with the Ministry of Social Affairs and Health.

*** Other Equality structures**

Equality between women and men is a central socio-political target, with old traditions, in Finland. In the Parliament, about 34% of Members are women and in Finnish society certain population groups are strongly represented. The *Sámi Women's Organisation* represents Sámi women, who live in Lapland - a sparsely populated area in the arctic region - and have preserved their own handicraft traditions, culture and political organisation¹. Other social groups are represented in many different ways, like *disabled women* or *immigrant women*, the latter having the same official rights and opportunities as other Nordic women.

¹ The Sámi people live in parts of Sweden, Norway, Finland and the Kola Peninsula in Russia. They have their own flag, languages and Parliament. The Nordic Sámi Council was established in 1956 (<http://www.sameting.se>; <http://www.lysator.liu.se>)

S W E D E N

MINISTER FOR GENDER EQUALITY AFFAIRS (MINISTRY FOR AGRICULTURE, FOOD AND FISHERIES)

A national machinery for the advancement of women has been in place at central government level since the early 1970s. Also, since the 70s, a Cabinet Minister has held the overall responsibility for the Government's policy for equality between women and men. However, since there is a conviction in Sweden that a policy for equality cannot be developed independently of other policy areas, each Minister in the Swedish Government is responsible for promoting, analysing, evaluating and following up the work for equality in his or her respective field of responsibility.

**** Equal Opportunities Ombudsman (Jämställdhetsombudsmannen, JämO)***

History

Set up by the government in 1980 to oversee and promote gender equality in working life, in accordance with the first Act on Equality between Men and Women at Work, dating from 1980.

Aim

To oversee compliance with the **Equal Opportunities Act**, 1 January 1992, as amended up to 1994. The Act requires action and sanctions against discrimination on grounds of gender as well as affirmative measures to promote gender equality. According to this Act, all employers with a minimum of ten employees are required to prepare an annual equal opportunities plan, including an annual survey of pay differentials.

Functions

The Equal Opportunities Ombudsman:

- promotes gender equality in accordance with the Equal Opportunities Act through information and a programme of affirmative measures directed at the public, employers and unions;
- investigates complaints about discrimination on grounds of gender relating to wages, employment or harassment in accordance with the Equal Opportunities Act;
- acts on behalf of complainants when necessary and appropriate;
- presents cases in the Labour Court when necessary.

The Equal Opportunities Ombudsman is appointed by the Government and is head of the government authority bearing the same name. As with other government authorities, the Ombudsman has independent status, which means that the office reaches its own decisions in all individual matters.

Address

Jämställdhetsombudsmannen, JämO
Box 3397
S-103 68 Stockholm

Institutions and bodies responsible for equality between women and men

Tel: +46 8 - 440 10 60
Fax: +46 8 - 21 00 47
<http://www.jamombud.se>

** Equality Affairs Division (Ministry of Industry, Employment and Communications)*

History

Set up in 1982.

Aim

To promote equality between women and men.

Functions

- Draws up proposals on equal opportunities for the government and liaises with other ministries;
- Initiates certain equality-promoting activities, such as the launching of various nationwide projects designed to improve the situation for women in the labour market and elsewhere, as well as projects to encourage men to share practical responsibility for the home and children;
- Works at an international level with issues related to the EU and the UN.

Address

Socialdepartementet
Regeringsg 30-32
S-103 33 Stockholm
Tel: +46 8 - 405 10 00
Fax: +46 8 -723 11 91
<http://social.regeringen.se>

** Equal Opportunities Commission(Jämställdhetsnämnden)*

History

Set up in 1976.

Aim

To promote equal status for men and women in the workplace.

Functions

In accordance with the Equal Opportunities Act and upon a request from the Equal Opportunities Ombudsman, the Commission can, in combination with an order to pay a fine, order an employer to take active measures to promote equality.

Membership

The Commission comprises lawyers, representatives of the parties to the labour market and experts on matters relating to the labour market and equality.

Address

Jämställdhetsnämnden
c/o Datainspektionen
Box 8114
S-104 20 Stockholm
Tel: +46 8 - 657 66 15
Fax: +46 8 - 652 86 52

*** Council on Equality Issues**

The Council on Equality Issues is an advisory body to the Minister for Equality Affairs, who chairs it. Its 30 members represent political and private interests including women's organisations, political parties, and employer and employee organisations. The Council meets four times a year to exchange information and discuss equality issues.

*** Regional experts on equality issues**

At regional level, the 23 county administrative boards are responsible for coordinating national and local policies. Since 1995, there has been a regional expert on equality issues in each of the 23 counties. Their main task is to promote mainstreaming of a gender perspective into all policy fields and support efforts to achieve equality between women and men in their regions.

*** Kvinnoforum - Women's Forum**

History

Kvinnoforum, Foundation of Women's Forum, was established in 1988, as an independent non-profit organisation.

Aims

- to document projects on women's empowerment and health in Sweden and the world, with a focus on developing countries
- to disseminate information on ongoing local and global activities on gender and health
- to enhance contacts for short and long term exchange, interaction and co-operation
- to inspire joint action for change.

Areas of interest

- Empowerment of Women (equal rights and opportunities for women in society and family)
- Society and Women's Health
- Sexuality and Reproduction
- Violence and Abuse
- Adolescents - teenage pregnancies, access to education and services on sexuality, fertility and gender issues.

Membership

The board of directors is composed of women and men of different age groups and professional backgrounds.

Address

Kungsgatan 65
S - 111 22 STOCKHOLM
Tel.: + 46 8 200 800
Fax: + 46 8 200 830
<http://www.qweb.kvinnoforum.se>

*** Swedish legislation on Equality**

A major source of legal protection against discrimination on the basis of gender is found in the Instrument of Government, which forms part of the Swedish Constitution.

The Act on Equality between Men and Women at Work, generally known as the **Equal Opportunities Act**, entered into force in 1980 and was replaced by a new Act in 1992 and amended in 1994. Its main purpose is to promote equal rights in employment and working conditions. It has rules prohibiting discrimination based on gender and rules on active steps that employers must take to promote equality.

The ban on gender discrimination applies to recruitment, terms of employment, termination of employment and transfers. Disputes concerning alleged gender discrimination are tried by a Labour Court.

In 1995, the **Education Act** was amended in order to charge all school staff with the task of promoting equality between female and male students. Corresponding legislation applies to adult education.

Swedish **family law** has been often amended, providing for equality within the family in aspects such as the property of cohabiting unmarried couples, divorce rules, custody of children and others.

From 1 January 1995, **leave of absence with parental benefit** in connection with childbirth is provided for a total of 400 days, half the time for the mother and half for the father. All fathers are entitled to a ten-day leave of absence with parental benefit when a child is born.

New legislation has been passed concerning **violence**, especially concerning restraining orders and free legal counsel for victims of violent crimes, and increased attention is given to male perpetrators. In the early 1980s, a number of changes were made to the law, concerning the prosecution of assault and rape cases.

*** Women in politics**

After the 1994 elections, the Riksdag had the highest number of women members of all parliaments in the world. In the 1998 election, 42,7% of the representatives elected were women. In addition, the Speaker of the Riksdag is a woman. In the Swedish Government there are as many women as men.

UNITED KINGDOM

Since the 1997 election, the United Kingdom has developed a new infrastructure for women's representation in government, ensuring that the women's agenda is at the heart of government action.

Therefore, besides a *Minister for Women*, who sits in the House of Lords, the Government includes a *Minister of State at the Department of Health*, who is the Minister in the House of Commons. The *Secretary of State for Northern Ireland*, the *Secretary of State for Wales* and the *Minister of State for Scotland* are responsible for women's interests and equal opportunities in their regions.

*** Mainstreaming**

All Government policies now include an equality approach, which means that the impact of each policy or programme on women, men and other groups is taken into account at every stage of conception, implementation and evaluation of those policies. Joint guidance prepared by the Women's Unit, Home Office and the Department for Education and Employment has been circulated to all Government Departments who use it to support and promote mainstreaming.

Address

Minister for Women
Richmond House
79 Whitehall
UK - London SW1A 2NS
Tel: + 44 171 - 238 08 66

*** Women's Unit**

The inter-departmental Women's Unit was set up to support the Minister for Women and to ensure that Government policies knit together to take account of the interests of women. The Unit is based in the Cabinet Office at the heart of the Civil Service, and works across Government in key areas such as childcare, violence against women, and to promote the wider adoption of family-friendly employment practices. At the centre of its work is the drive to put women's interests into the mainstream of government policy, including instruction for civil servants through guidance and training.

In November 1998, the Women's Unit issued central guidelines to all Government Departments, asking them to develop their own action plans for implementation. These include the collection of statistics, the development of training programmes and the establishment of a monitoring system. Progress is published in annual reports.

Address

Cabinet Office
10 Great George Street
UK - London SW1P 3AE
Tel.: +171 273 88 80 / +171 270 03 02/ +171 273 88 21
Fax: +171 273 88 13 / 88 14 / 88 15

Institutions and bodies responsible for equality between women and men

e-mail: womens.unit@gtnet.gov.uk
<http://www.open.gov.uk/womens-unit>

*** *Women's Policy Network***

Each department includes officials who are responsible for coordinating policy for women's rights and each department is represented in the *Women's Policy Network*. The Network is coordinated by the Women's Unit.

*** *Equal Opportunities Commission for Great Britain (EOC)***

Established

The EOC was created by Parliament in 1976, following the Sex Discrimination Act which came into force in 1975 (amended and broadened in 1986) and the Equal Pay Act adopted in 1975 (amended in 1984).

Type of body

Independent statutory body, financed through grant-in-aid by the Department of Education and Employment.

Membership

A minimum of 8 and a maximum of 15 Commissioners including the Chair and Deputy Chair, who are appointed by the Secretary of State for Education and Employment for five years. It has a staff of approximately 163.

The Commissioners are representatives of the trade unions, employers, the professions and educational and women's organisations. EOC staff have equivalent status to civil servants.

Sphere of competence

Law enforcement, public education and promotional activities.

Objectives

- working to end sex discrimination;
- promoting equal opportunities for women and men;
- reviewing and suggesting improvements to the Sex Discrimination Act and the Equal Pay Act.

New Law Proposals

The EOC submitted recommendations for a new sex equality law to the Government on 5 November 1998. *Equality in the 21st Century: A New Sex Equality Law* for Britain recommends a radical overhaul of the Sex Discrimination and Equal Pay Acts to create a new foundation for sex equality in the next century.

Resources

The Equal Opportunities Commission is financially independent. It benefits from a yearly grant from the Government, which will reach £ 7.1 million by the year 2000-2001.

Address

Equal Opportunities Commission
Overseas House
Quay Street
UK - Manchester M3 3HN
Tel: +44 161 - 833 92 44
E-mail: info@eoc.org.uk
<http://www.eoc.org.uk>

*** *The Sex and Race Equality Division***

The *Sex and Race Equality Division* is integrated in the *Department for Education and Employment*. It is divided into 6 teams, each having specific responsibilities in equality issues, namely in the coordination and presentation of Government policy in the field of women's rights. Each Government Department evaluates the impact of its policy on different groups.

Address

Caxton House
6-12 Tothill Street
UK .- London SW1H 9NF
Tél.: +171 273 53 25
Fax: +171 273 49 06

*** *Women's National Commission (WNC)***

Established

1969

Type of body

The WNC is the official, independent advisory body giving the views of women to the Government. It is located alongside the Women's Unit which was established in 1997 to support the Minister for Women. The WNC is able to liaise directly with the Minister for Women and is recognised as the primary channel of communication with UK women.

Membership

The WNC represents women through the organisation to which they belong. It has 50 full and over 30 associate member organisations drawn from professional associations, voluntary bodies, the major political parties, trade unions and religious groups representing all parts of the United Kingdom.

Chair

It operates with two co-Chairs: one is a Government Minister and the other is elected by the WNC members.

Operation

Each full member organisation nominates a senior woman from its membership to represent it in the Commission. The WNC's independence of view is assured by the fact that its members are appointed by, and answerable to, their own organisations, not the Government.

Objective

The WNC's official responsibility is 'to ensure, by all possible means, that the informed opinion is given its due weight in the deliberations of government and in public debate on matters of public interest, including in particular those which may be considered as of special interest to women'. This is done through meetings of members, conferences and seminars, working groups, information bulletins and other material.

Address

WNC Secretariat
Cabinet Office
Horse Guards Road
UK - London SW1P 3AL
Tel: +44 171 - 238 03 86
Fax: +44 171 - 238 03 87
E-mail: v.patel@cabinet-office.gov.uk
<http://www.thewnc.org.uk>

** Cabinet Sub-Committee for Women's Issues*

Established

May 1992

Type of body

Sub-Committee in UK Government Cabinet

Membership

Government Ministers

Objective

To review and develop the Government's policy and strategy on issues of concern to women and to oversee their implementation.

Role

- Co-ordinates government policy across departments;
- Reviews and develops implementation of policy.

Resources

Integrated in government machinery

Address

Sex Equality Branch
Department for Education and Employment
Caxton House
Tothill Street
UK - London SW1H 9FNA
Tel: +44 171 - 273 49 13

*** *Equality Commission for Northern Ireland - Sex Equality Directorate***

According to the Northern Ireland Act 1998, equality bodies were changed in September 1999. Section 75 of this Act provides that public authorities are required to have due regard to the need to promote equality of opportunity between different individuals and groups (regarding religion, political opinion, gender, race, sexual orientation, marital status, disability and others). Public authorities are each required to produce 'equality schemes' on how they propose to fulfil these duties, and 'impact assessments' will be conducted in certain situations.

These new duties are designed, in particular, to make equality issues central to the whole range of public policy decision-making, according to the 'mainstreaming' trends.

The ***Equality Commission*** will adopt its own draft Guidelines on Equality and June 2000 will be the last date for submission of Equality Schemes to the Commission. Therefore, the previous Equal Opportunities Commission for Northern Ireland is now the Sex Equality Directorate of the Equality Commission.

Address

Chamber of Commerce House
22 Great Victoria Street
UK - Belfast BT2 7BA
Tel: +44 1232 - 24 27 52
E-mail: info@eocni.org.uk
<http://www.eocni.org.uk>

*** *Equal Opportunities Commission for Scotland***

The establishment of the Scottish Parliament has created new demands for EOC Scotland, set up 21 years ago. Although responsibility for the laws relating to equality of opportunity have been reserved to the UK Parliament, the Scottish Parliament has responsibility for encouraging equal opportunities and securing observance of the requirements of the law, and for ensuring that Scottish public authorities do not discriminate unlawfully.

The EOC has advised on effective ways of mainstreaming equal opportunities into the structure and procedures of the Parliament, which has recently set up an ***Equal Opportunities Committee***.

Address

Stock Exchange House
UK - Glasgow G2 1QW
Tel.: +44 - 141 248 58 33
Fax: +44 - 141 248 58 34
E-mail: scotland@eoc.org.uk
<http://www.eoc.org.uk/html/scotland.html>

Institutions and bodies responsible for equality between women and men

The Scottish Office has appointed a *Women's Issues Research Consultant* and an Advisory Group, and adopted an Action Plan for Preventing Violence Against Women. Other initiatives are a Social Inclusion Network and a New Deal for Lone Parents.

*** *Equal Opportunities Commission for Wales***

The vote for a Welsh Assembly has offered a new challenge to mainstream equality into the heart of decision making in Wales. The EOC has contacted the Secretary of State, Ministers and others to ensure that the structure for promoting equality is put in place.

The National Assembly for Wales has established an *Equal Opportunities Committee*.

Address

Windsor House

Windsor Place

UK - Cardiff CF 10 3GE

Tel.: +44 - 29 20 34 35 52

Fax: +44 - 29 20 64 10 79

<http://www.eoc.org.uk/html/wales.html>

II. THE INSTITUTIONS OF THE EUROPEAN UNION

We shall limit this section to a detailed study of the European Parliament and Commission. It should be noted, however, **that Equal Opportunities Ministers** have recently held **informal councils or meetings (April, June and September 1999)**.

To promote equal opportunities within its Institutions and thus to enable its decisions to be implemented effectively, the EU has its own internal equal opportunities structures. Each Institution has set up an **Equal Opportunities Committee (COPEC)** for officials, and the committees are linked through **Intercopec**. Further details are under the European Parliament heading.

EUROPEAN PARLIAMENT

** Committee on Women's Rights and Equal Opportunities*

Origin

Set up as a permanent committee in 1984, known as the Committee on Women's Rights; since 15 April 1999, it has had a new name and new powers¹.

Membership

40 members in July 1999

Main aim

To secure the 'acquis communautaire' and further develop equal opportunities and rights for men and women.

Responsibilities

The Committee is responsible for issues concerning:

- defining, developing and implementing women's rights in the Union and promoting women's rights in non-member States;
- achieving and pursuing further mainstreaming in all sectors;
- putting in place and evaluating all policies and programmes concerning women;
- monitoring and implementing international agreements and conventions concerned with women's rights (United Nations, International Labour Organisation, etc.);
- information policy and research on women;
- equal opportunities policy (Art. 141 ECT), including equality between men and women with regard to job market opportunities and treatment at work (Art. 137(1)(5) ECT);
- ongoing monitoring of budget implementation in the area of its responsibilities, on the basis of reports provided periodically by the Commission.

¹ See Doc. B4-0365/99 adopted on 15 April 1999 and the European Parliament's Rules of Procedure, 14th edition, June 1999, Annex VI, XVI.

Activities

The Committee meets every month, draws up numerous reports and opinions leading to resolutions adopted in Parliament and organises hearings on various topics (sex discrimination, violence against women, equal pay, mainstreaming, Court of Justice case-law on affirmative action, United Nations conferences on the situation of women in the world, etc.).

During the last parliamentary term (1994 – 1999), the Committee made a decisive contribution to incorporating equality between women and men into all Community policies and activities (mainstreaming), which means that, more and more, a large range of topics are referred to it for an opinion. The members of the Committee on Women's Rights and Equal Opportunities who also belong to other committees are asked to table amendments to draft resolutions which have a bearing on equality between women and men.

In 1999 the Committee organised a campaign against violence against women. It acted firmly on the proposed amendment to Directive 76/207/EC on implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions, taking recent Court of Justice case-law into account. More recently the Committee played a vital part in launching the DAPHNE programme and initiative on measures to support, at Community level, Member States' measures to combat violence against children, young people and women (2000 – 2003).

The equal opportunities, mainstreaming and affirmative action provisions in the Treaty of Amsterdam are also the result of pressure from Parliament's Committee on Women's Rights.

Address

Committee on Women's Rights and Equal Opportunities
Directorate-General for Committees and Delegations
European Parliament
Bur. 5 A 25 Schuman
L - 2929 Luxembourg
Tel. +352 - 4300.22970/23822
Fax: +352 - 4300.27708
<http://www.europarl.eu.int>

In the context of the parliamentary work done by the Directorate-General for Committees and Delegations, **the Committee on Development and Cooperation and the ACP – EU Joint Assembly** have been concerned for a number of years with the situation of women in developing countries, in particular the ACP States. Various working groups have been set up within these bodies and have drawn up reports and adopted resolutions.

*** Women's Rights Unit in the Directorate-General for Research (DG IV)**

A division of the Directorate-General for Research (DGA4) works, inter alia, on research in the area of women's rights.

It carries out a programme of studies and research work in close cooperation with Parliament's Committee on Women's Rights and Equal Opportunities and its secretariat.

It undertakes various types of work:

Institutions and bodies responsible for equality between women and men

- **Long-term studies**, which can be carried out either by the DG's staff or by external research departments (universities or researchers). A tendering procedure is used for contracts for studies carried out by external offices; the studies themselves are generally available on the Intranet and Internet.
- **Short-term studies**, usually undertaken by the Division's staff. These may be working documents, factsheets or briefings, information notes prepared for or at the request of MEPs or political groups or simple documentation work for rapporteurs or in preparation for hearings.

The following studies have recently been published in the 'Women's Rights' series:

- The Work of the Committee on Women's Rights, 1994 – 1999
- Development of theories on women's rights and feminism in Europe
- Treaties and conventions on women's rights
- An approach to women's work in the home.

Address

European Parliament
Directorate-General for Research
Division for Social, Legal and Cultural Affairs
L - 2929 LUXEMBOURG
Tel.: + 352 4300 238 05 / 229 27
Fax: + 352 4300 2 77 20
E-mail: ebacelar@europarl.eu.int
<http://www.europarl.eu.int>

*** *Committee on Equal Opportunities for men and women (COPEC)***

Parliament's COPEC is part of DG V (Directorate-General for Personnel) and has adopted its second equal opportunities action programme 1997 – 2000.

This programme takes account of all the elements of work organisation and of the career development of officials and other staff which may affect parity representation of women and men at all levels of the organisation, dignity at work and equal opportunities in general.

More specifically, it pursues objectives in the following areas:

- establishing a work atmosphere where everyone's dignity is respected;
- rearranging working hours to make it possible to combine responsibilities at work and at home;
- promoting part-time working and the possibility of teleworking;
- making arrangements for CCP (leave on personal grounds), parental leave and family leave;
- ensuring individual rights;
- improving child care structures;
- ensuring equal opportunities in recruitment, career management, vocational training and access to decision-making positions;
- ensuring greater participation by women in internal committees and bodies.

COPEC delegates from the Council, Parliament, the Court of Justice, the Economic and Social Committee and the Commission and an observer from the Committee of the Regions

Institutions and bodies responsible for equality between women and men

meet in the *Intercopec (joint equal opportunities inter-committees)*. This makes proposals on reforms to the Staff Regulations and monitors problems concerning women and men in all areas of work.

EUROPEAN COMMISSION¹

* *EQUAL OPPORTUNITIES BETWEEN WOMEN AND MEN AND FAMILY POLICY UNIT (D/5)*

Origin

Set up in 1976, the Unit comes under Commission Directorate-General V, 'Employment and Social Affairs'.

Aims

- to ensure compliance with the European Union directives on equal opportunities for women and men;
- to encourage the integration of women into the labour market and improve the status of women in society;
- to include the gender element in EU policies and activities.

Responsibilities

The Unit is responsible for devising and implementing medium-term Community action programmes to promote sexual equality. In this context it:

- monitors the application of equal opportunities legislation;
- submits new legislative proposals to the ministers of the European Union who will then discuss, amend and adopt them in a form acceptable to all the Member States;
- supports transnational projects to promote equality between men and women in the areas of employment, combining work with family life, the media, decision-making and mainstreaming;
- assists the Group of European experts on equality between women and men.

The Equal Opportunities Unit keeps in close touch with the European Parliament Committee on Women's Rights, which has a crucial role in defending and promoting Community policy on equality both within the European Parliament and vis-à-vis the public.

The Unit also maintains contacts with the European Committee for Equality between Women and Men of the Council of Europe and the Commission on the Status of Women of the United Nations Economic and Social Council.

The Commission is assisted by a **consultative committee** to plan and implement EU activities to promote equal opportunities between women and men. The committee has 40 members representing the ministers or departments of the national governments which are responsible for promoting equal opportunities, national bodies on equality and employers' and workers' organisations at Community level.

Functions

The Commission's action is covered by a Council decision of 1995² as well as the Fourth medium-term Community Action Programme for equal opportunities between men and women (1996-2000). The programme is guided by the principle of mainstreaming, or

¹ While the present document was drafted, the newly appointed Commission was preparing a restructuring of its General Directions.

² Council Decision 95/593/EEC - OJ L 335, 30.12.1995, p.37.

incorporating equal opportunities into the process of planning, implementing and monitoring all the policies and actions of the EU and its Member States.

The programme has the following objectives:

- to incorporate equal opportunities into all policies and actions (mainstreaming);
- to mobilise all the players in economic and social life to achieve equal opportunities;
- to promote equal opportunities between men and women in a changing economy, particularly in the areas of education, vocational training and the labour market;
- to make work and family life compatible, for both men and women;
- to promote balanced participation of men and women in decision-making;
- to improve the conditions under which the right to equality is exercised.

The fourth Action Programme will come to an end in 2000, and a **fifth equal opportunities Community Action Programme** may be adopted.

In 1997 the Commission launched the **Daphne** programme to support NGOs in their efforts to combat violence against children, adolescents and women. Many of the activities among those funded by this initiative were particularly concerned with trafficking in human beings or were linked with NGOs in Central and Eastern Europe. In view of the success of this initiative, the Commission has proposed a multiannual programme for 2000 – 2003.

Under the new rules for the Structural Funds, the **Equal** initiative will support activities to combat all forms of discrimination on the labour market. This initiative replaces the NOW programme (New Opportunities for Women).

Address

Unité pour l'égalité des chances
DG V/D/5
Commission européenne
Direction générale V
"Emploi et affaires sociales"
200, rue de la Loi
B - 1049 Bruxelles
Tel. +32 2 - 29- 95182
Fax: +32 2 - 29- 63562
E-mail: info@dg5.cec.be
http://europa.eu.int/comm/dg05/index_fr.htm

*** Expert groups and networks at European level set up by DG V:**

'Gender and Law' Expert Group. Set up under the Fourth equal opportunities Action Programme (1996-2000), this group monitors legal developments in the Member States in the area of equal opportunities.

'Gender and Employment' Expert Group. Also set up under the Fourth equal opportunities Action Programme (1996-2000), this group analyses the obstacles, problems and challenges to women in the area of employment, at European level.

'Family and Work' European network. This network was set up in 1994 as part of the International Year of the Family. It is funded by the Commission and aims to study,

Institutions and bodies responsible for equality between women and men

disseminate and exchange innovative practices in the area of combining work and family life. It analyses new forms of work organisation, flexible working hours and professional mobility. The network includes experts from all the EU Member States.

European monitoring centre on national family policies. This is a multidisciplinary network of independent experts which since 1998 has been coordinated by the Austrian Institute for Family Studies. It was set up by the Commission in 1989 and aims to study trends in different forms of family structure, demographic change and the impact of various policies on the family.

**** Consultative Committee on equal opportunities for women and men***

Origin

This committee was set up in 1981 following a Commission decision (9 December 1981). The Commission took a further decision on the consultative committee in July 1995.

Membership

Each Member State has two representatives on the Committee, as do the two sides of industry at European level. Observers include the European Women's Lobby, the Council of Europe, the ILO (International Labour Office) and the EEA countries (Norway, Iceland and Liechtenstein).

Aims

- to assist the Commission in drawing up and implementing its policy on the promotion of women's interests, women's employment and equal opportunities;
- to maintain an ongoing exchange of information on developments and action in these areas throughout the EU.

The role of the Consultative Committee is thus to exchange information with the Commission and issue opinions or draft reports for the Commission.

Once a year the Committee is invited by the **Group of Commissioners on equal opportunities** for men and women and women's rights to a joint meeting with delegations from the European Parliament, the Committee of the Regions, the ESC and the European Women's Lobby.

*** Other Directorate-Generals at the Commission are also concerned with women and their rights, in particular DGX (Information), DG VIII (Development) and DG I (External Relations)**

- *Women's Information Division (DG X)*

- Directorate-General for Information, Communication, Culture and Audiovisual Media (DGX)
- Information and Communication Strategy Directorate
- Unit "Information to trade unions, young people and women"

The Women's Information Division within Directorate-General X (Information, Communication, Culture and Audio-visual Media) disseminates information about Community measures in favour of women and maintains a permanent dialogue between the

Institutions and bodies responsible for equality between women and men

Commission and women throughout the EU. Information is circulated through a monthly newsletter, 'Women of Europe', which appears in 11 languages; 25 000 copies are distributed to women's associations, relay networks, libraries and individuals throughout the EU. The Division also organises, every two years, a 'Prix Niki' awarded to European TV producers who portray women and men in non-traditional ways in TV programmes. In 1999, this Division has played a role in the European Campaign to raise awareness of violence against women, conducted by the Commission.

Address

Women's Information Division
200, rue de la Loi
B-1049 Brussels
Tel: +32 2 - 295.87.26 (Secretariat)
Direct line: +32 2 - 299.25.88
Switchboard: +32 2 - 299.11.11
Fax: +32 2 - 299.38.91
E-mail: infofemmes@dg10.cec.be
http://europa.eu.int/comm/dg10/women/index_en.html

- ***Women and Development Unit, Directorate-General for Development (DG VIII):***

- is concerned to integrate gender issues into all areas of development cooperation with ACP countries (regions of Africa, the Caribbean and the Pacific) through advice and training activities and by developing appropriate methodologies;
- supports activities and projects targeted directly at women's needs and rights;
- prepares and implements contracts (in cooperation with the SCR, Joint Aid Management Service) financed from the budget line on integrating gender issues into development cooperation .

Address

Commission européenne
DG VIII/A/2
G-12,3/05
200, rue de la Loi
B - 1049 Bruxelles
Tel. +32 2 - 299.58.05 (direct)/299.11.11 (standard)
Fax: +32 2 -296.36.97
E-mail: arne.strom@dg8.cec.be

- **PHARE and TACIS - programmes of support for non-governmental organisations in Central Europe, the newly independent States and Mongolia (General Direction of External Relations)**

In 1993, at the request of Parliament's Committee on Women's Rights, a budget of ECU 600 000 was allocated to the programme of support for non-governmental organisations in the Central and Eastern European countries (Phare) and the newly independent States (Tacis) to meet the specific needs of women.

Women's issues were subsequently incorporated into two of the NGO programmes set up under PHARE and TACIS.

Address

Phare/Tacis Information Centre
Commission européenne
19, Rue Montoyer
B - 1000 Bruxelles
Tel. +32 2 - 545 90 10
Fax: +32 2 -545 90 11
E-mail: phare.tacis@dg1a.cec.be
<http://europa.eu.int/comm/enlargement>

- ***The 'Women and Development' Unit (DG IB)***

Established within the Directorate-General for External relations: Southern Mediterranean, Middle East, Latin America, Southern and South-East Asia, and North-South relations (DG IB) in 1990, the unit ensures that women's needs and priorities are fully taken into account in Commission-funded development cooperation in those countries.

It has been responsible for its own budget line (Community budget B7-5052) since 1992; these funds are intended to finance strategies for incorporating the needs of women into large-scale programmes rather than funding small-scale action projects for women, which would have a more limited impact

Address:

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200, rue de la Loi
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Tel: (32) (2) 296 39 82
Fax: (32) (2) 299 02 04
<http://www.europa.eu.int/com/dgs>

III. COUNCIL OF EUROPE

STEERING COMMITTEE FOR EQUALITY BETWEEN WOMEN AND MEN (CDEG)

Origin

Set up in 1979 by the Committee of Ministers.

Membership

Experts appointed by the governments of the 40 Member States.

Representatives appointed by: the Parliamentary Assembly, the Congress of Local and Regional Authorities of Europe and the European Commission.

Observers:

Canada, Japan, the Holy See, Belarus, United Nations and its specialised bodies and institutions, OECD, the 'equality parity for men and women' grouping of NGOs with advisory status at the Council of Europe, the Office of Democratic Institutions and Human Rights (BIDDH-OSCE) and the standing committee of locally and regionally elected women representatives of the Council of European Municipalities and Regions (CCRE).

Functions

The functions of the CDEG are:

- to review the situation as regards equality between women and men in European society and monitor developments;
- to promote European cooperation between the Member States with a view to achieving genuine equality for men and women as an essential precondition for true democracy, and encourage the necessary measures at national level as well as that of the Council of Europe, bearing in mind the work being done in other international bodies, particularly the UN Commission on the Status of Women;
- for this purpose, to collect data, analyse, study, evaluate and compare national policies, pool experiences and define strategies, coordinated policy measures and instruments to put into practice the governing principles of equality and, if necessary, to draw up legal and other appropriate instruments;
- to prepare European ministerial conferences on equality between men and women and follow them up, bearing in mind decisions of the Committee of Ministers;
- to cooperate with the other steering and ad hoc committees in putting into effect various projects and encouraging them to adopt an integrated equality approach with a view, *inter alia*, to improving and developing their activities to help fulfil the objectives for which the CDEG is chiefly responsible;
- to comment on the annual report of the Secretary-General on the activities undertaken to secure equality between men and women in the various sectors of activity of the organisation and within the secretariat.

Groups set up by the Steering Committee for Equality between Women and Men (CDEG)

- Group of specialists on future priorities, strategies and working methods in the area of equality between women and men (EG-S-FP)
- Group of specialists on affirmative action in the area of equality between women and men (EG-S-PA)
- Group of specialists on protecting women and girls against violence (EG-S-FV)
- Multisectoral Group on combating trafficking in human beings for sexual exploitation (EG-S-TS)
- Group of specialists on the impact of new information technologies on trafficking in human beings for sexual exploitation (EG-S-NT)

The CDEG also organises multilateral events such as conferences, seminars and fora on various topics concerned with equality between women and men

Address

Comité directeur pour l'égalité entre les femmes et les hommes (CDEG)
Direction des Droits de l'Homme
Conseil de l'Europe
F – 67075 Strasbourg Cedex
Tel: +33 388 - 41 23 39
Fax: +33 390 - 21 49 18
E-mail: olof.olafsdottir@coe.fr
<http://www.dhdirhr.coe.fr>

*** *Committee on equal opportunities for women and men***

Origin

Set up on 26 January 1998, following a decision by the Parliamentary Assembly of the Council of Europe.

Mandate:

- to study equal opportunities issues, including the situation in the Council of Europe member states, and report directly to the Assembly on these issues;
- to consider ways of influencing policies and/or legislation to promote such equality in the Council of Europe member states;
- to monitor the extent to which commitments made by the Council of Europe member states under the terms of the platform adopted by the fourth World Conference on Women (Beijing 1995) are being fulfilled and to report regularly to the Assembly on this matter;
- to monitor the implementation by the Council of Europe member states of Parliamentary Assembly recommendations on equal opportunities;
- to promote equal opportunities for women and men by organising seminars, conferences and parliamentary hearings on equal opportunities issues;
- to promote cooperation between the parliamentary bodies of the Council of Europe in the equal opportunities area and maintain relations with the European network of parliamentary committees responsible for equal opportunities for women and men.

Institutions and bodies responsible for equality between women and men

Two subcommittees have been set up, one on violence and the other on institutional instruments to implement equal opportunities policies in the Council of Europe member states.

Address

Secrétariat de la Commission
sur l'égalité des chances
pour les femmes et les hommes
Conseil de l'Europe
F - 67075 Strasbourg Cedex
Tel: +33 (0)3 88 41 22 88/ fax: +33 (0)3 88 41 27 76
E-mail: agnes.nollinger@coe.fr
<http://www.stars.coe.fr>

IV. OTHER EUROPEAN ORGANISATIONS

* *Council of Nordic Ministers*

The *Council of Nordic Ministers* comprises Sweden, Finland, Denmark, Norway, Iceland and the Baltic States. In 1985 the ministers of the Nordic countries were already aware of the need to include gender issues in all areas of Nordic cooperation. In 1997 the ministers responsible for equality set up a Nordic mainstreaming project which made a substantial contribution to women's progress in the Nordic countries. The **Cooperation for Equality Programme 1995 – 2000** aims to further the Nordic approach to equality in large-scale European and international cooperation. The 'gender dimension' must be taken into account in all areas of society and all the programmes and projects under Nordic cooperation.

Address

Store Strandstraede 18
DK - 1255 Copenhagen K
Tel: +45 3396 . 0200/0345
Fax: +45 3396 . 0202/0216
<http://www.norden.org>

* *Conference of parliamentary committees responsible for equal opportunities policies in the EU Member States and the European Parliament (CCEC)*¹

This is a network for cooperation between the various parliamentary committees; since 1997 it has organised regular conferences to exchange good practice. Belgium held the presidency in 1997 and Portugal in 1998. The Commission has given the initiative financial support (DGV, Equal Opportunities Unit) under the Fourth Community Action Programme for equal opportunities between women and men (1996-2000). The network is to function autonomously when the Fourth Action Programme comes to an end.

The CCEC has conducted a comparative survey on the status and functioning of parliamentary committees responsible for equal opportunities in Europe and adopted a recommendation addressed to the Amsterdam Treaty negotiators meeting at the Amsterdam Summit on 2 June 1997. At the request of the European Parliament's Committee on Women's Rights, the Belgian presidency of the CCEC gave an opinion evaluating the new Treaty on 19 November 1997.

The latest CCEC conference took place in Lisbon in autumn 1998, on the topic of parliamentary supervision of government action on equal opportunities at national and European level.

<http://www.senate.be/CCEC>

¹ The list of parliamentary committees responsible for equal opportunities is at Annex 1.

** Council of European Municipalities and Regions (CCRE)*

This council is the European section of the world organisation of local authorities. It includes a **Standing Committee of local and regional representatives** which form a European network with Commission support under the Fourth Action Programme for equal opportunities, 1996-2000. Elected representatives from the 15 EU Member States hold regular meetings, exchange information and experiences and encourage women to stand for election, with the aim of achieving balanced political representation of women and men at local level throughout Europe.

Address

Secrétariat Général
14, rue de Castiglione
F-75001 Paris
Tel: +33 1 - 44 50 59 59
Fax: +33 1 - 44 50 59 60
E-mail: cemr@ccre.org
<http://www.ccre.org>

Bureau de Bruxelles
rue d'Arlon, 22-24
B-1050 Bruxelles
Tel: +32 2 - 511 74 77
Fax: +32 2 - 511 09 49

** European Foundation for the Improvement of Living and Working Conditions*

This foundation was set up by Council Regulation (EEC) 1365/75 of 26 May 1975, with the aim of helping to devise and put into practice better living and working conditions, taking account of Community policies. It carries out research, inter alia, on **equal opportunities**, taking account of all forms of discrimination and the need to combine work and family life, and has an extensive catalogue of publications.

At present the Foundation is running a research project on equal opportunities in collective negotiations.

Address

Wyattville Road
IRL - Co. Dublin
Tel.: +353 1 204 32 19
Fax: +353 1 282 64 56
E-mail: postmaster@eurofound.ie
<http://www.eurofound.ie>

** European Women's Lobby (EWL)*

Founded in 1990, the EWL is the coordinating body of the national and European women's NGOs in the EU (more than 2 700 organisations). It aims to help bring about equal

Institutions and bodies responsible for equality between women and men

opportunities and treatment for women in the EU. The EWL was set up with Commission support and takes part in the principal debates on women. It has set up a Women's Talent Bank, a database with the names and qualifications of women who are expert in various areas, and a monitoring centre on violence against women. It has advisory status with the United Nations Economic and Social Council at the Council of Europe and regularly publishes an information bulletin. For the European elections in June 1999 it organised various activities to mobilise women's interest in the elections, including a questionnaire for MEPs. It undertook a detailed analysis of the 1999 election results and of the draft budget for 2000, with regard to women's rights and participation.

Address

18, rue Hydraulique
B - 1210 Bruxelles
Tel: + 32 2 217 90 20
Fax: + 32 2 219 84 51
E-mail: ewl@womenlobby.org
<http://www.womenlobby.org>

*** *Association of Southern European Women (AFEM)***

AFEM is a grouping of individuals, associations and institutions in Spain, France, Greece, Italy and Portugal.

It aims to enable the women of southern Europe to express their joint aspirations within an enlarged Europe. At present, its priority objective is women's access to decision-making.

Address

48, Rue de Vaugirard
F - 75006 PARIS
Tel/Fax: + 33 1 43 25 80 95

V. UNITED NATIONS

General sites: <http://www.un.org>
 <http://www.unsystem.org>

The importance of women's issues in the UN System has increased considerably after the UN Decade for Women in the 1970s, the Nairobi Conference of 1985 and the Beijing Conference of 1995.

Currently several **functional and regional commissions, treaty bodies, institutional mechanisms and specialised agencies**¹ in the UN System are concerned with decision-making and implementation of programmes and policies for the advancement of women:

** Commission on the Status of Women (CSW)*

The Commission on the Status of Women was established as a functional commission of the Economic and Social Council by Council resolution 11(II) of 21 June 1946 to prepare recommendations and reports on promoting women's rights in political, economic, civil, social and educational fields. The Commission makes recommendations to the Council on urgent problems requiring immediate attention in the field of women's rights. The Commission's mandate was expanded in 1987 by the Council in its resolution 1987/22. Following the 1995 Fourth World Conference on Women, the General Assembly mandated the Commission to integrate into its work programme a follow-up process to the Conference, in which the Commission was to play a catalytic role, regularly reviewing the critical areas of concern in the Action Platform. The final review of the Platform (**Beijing + 5**) will take place in June 2000.

The Commission, which began with 15 members, now consists of 45 members elected by the Economic and Social Council for a period of four years. The Commission meets normally on an annual basis for a period of eight working days .

¹ International Labour Organisation (ILO), United Nations Children's Fund (UNICEF), UN Educational, Scientific and Cultural Organisation (UNESCO), United Nations High Commissioner for Human Rights (UNHCHR), United Nations High Commissioner for Refugees (UNHCR), United Nations Population Fund (UNFPA), United Nations Research Institute for Social Development (UNRISD), The World Bank, World Food Programme (WFP), The Food and Agriculture Organisation (FAO).

Address

Division for the Advancement of Women
2 UN Plaza, DC2-12th Floor
New York, NY 10017
USA
Tel: +1. 212 - 963 .4248/8034/5086
Fax: +1. 212 - 963 . 5935/3463
<http://www.un.org/womenwatch/daw/csw>
E-mail: daw@un.org

*** *Division for the Advancement of Women (DAW)***

The DAW, as part of the Department of Economic and Social Affairs (DESA) of the UN Secretariat, advocates improving the status of women all over the world and their achieving equality with men. It strives to stimulate mainstreaming of the gender perspective both within and outside the UN system and has been the Secretariat of the four UN World Conferences on Women. Among the main responsibilities of the Division is the substantive servicing of the Commission on the Status of Women (CSW) and of the Committee on the Elimination of Discrimination against Women (CEDAW).

Address

Division for the Advancement of Women
2 UN Plaza, DC2-12th Floor
New York, NY 10017
USA
Fax: +1-212-963-3463
E-mail: daw@un.org
<http://www.un.org/womenwatch/daw>

*** *Committee for the Elimination of Discrimination Against Women (CEDAW)***

Set up in 1982 pursuant to Articles 17 to 22 of the **Convention on the Elimination of Discrimination against Women** (adopted on 18 December 1979), this Committee is made up of 23 experts selected by the member States from among their nationals, in accordance with the principle of fair geographical distribution and ensuring that all forms of culture are represented.

The Committee monitors the progress made in the implementation of the Convention, which celebrates its twentieth anniversary in 1999. The Convention is described as the international bill of rights of women. It prohibits any distinction, exclusion or restriction made on the basis of sex that impairs or nullifies human rights and fundamental freedoms of women in all areas. The Committee holds hearings on reports submitted by member States. An optional protocol to the Convention, introducing an individual complaints procedure, was adopted at the 43rd annual session of the CSW, in March 1999.

Address

Division for the Advancement of Women
2 UN Plaza
Room n° DC2 - 1236
New York, NY 10017
USA
Tel: + 1 . 212 - 963. 3171 / 0352
Fax: +1 . 212 - 963 . 3463 / 4556
e-mail: daw@un.org
<http://www.un.org/womenwatch/daw>

*** *International Women's Rights Action Watch (IWRAW)***

In order to monitor the CEDAW, the *International Women's Rights Action Watch (IWRAW)* was set up in 1985 at the World Conference on Women, in Nairobi. It is an international network of activists, scholars and organisations that focuses through its newsletter review 'Women's Watch' on the advancement of women's rights. IWRAW also concentrates on supporting non-governmental groups, especially in developing countries, in their efforts to change law, culture and society so that women can fully participate in their countries' development.

Address

I W R A W
Hubert Humphrey Institute of Public Affairs
University of Minnesota
301, 19th Avenue South
Minneapolis, MN 55455
USA
Tel: +612-625-5093
Fax: +612-624-0068
E-mail: iwraw@hhh.umn.edu
<http://www.igc.org/iwraw>

*** *United Nations Development Fund for Women (UNIFEM)***

The United Nations Development Fund for Women was set up on 16 December 1976 as the 'Voluntary Fund for the United Nations Decade for Women'. It promotes women's empowerment and gender equality working primarily at national level. It works to ensure the participation of women in all levels of development planning and practice and acts as a catalyst, supporting efforts that link the needs and concerns of women to all critical issues on the national, regional and global agendas. UNIFEM focuses on three areas: strengthening women's economic capacity, engendering governance and leadership and promoting women's human rights. To this end it has gender advisors for different regions of the world.

Address

304, East 45th Street, 6th Floor
New York, NY 10017
USA

Tel: +1 . 212 - 906.6400
Fax: +1 . 212 -906.6705
E-mail: unifem@undp.org
<http://www.unifem.undp.org>

* ***International Research and Training Institute for the Advancement of Women (INSTRAW)***

INSTRAW was established by General Assembly Resolution 3520 (XXX) of 15 December 1975. Its first Board of Trustees met in Geneva from 22 to 26 October 1979. INSTRAW became operational in Santo Domingo, Dominican Republic, on 11 August 1983.

Its Board of Trustees includes eleven members nominated by the member States and appointed by the United Nations Economic and Social Council for a three-year term with due consideration to the principle of equitable geographical distribution. A representative of the Secretary-General, the Institute Director, a representative of each of the Regional Commissions of the ECOSOC and a representative of the host country serve as *ex officio* members.

INSTRAW stimulates and assists, through research, training and the collection and dissemination of information, the advancement of women and making women's contribution to development more visible. It assists the efforts of inter-governmental, governmental and non-governmental organisations in this regard.

Addresses

INSTRAW Headquarters
Calle César Nicolás Penson 102-A
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Santo Domingo
Dominican Republic
Tel: + 809 - 685 - 2111
Fax: + 809 - 685 - 2117
E-mail: instraw.hq.sd@codetel.net.do
<http://www.un.org.instraw>

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1 UN Plaza
New York, NY 10017
USA
Tel: +1. 212 - 963 - 5684
Fax: +1.212 - 963-2978

* ***UNDP's Gender in Development Programme***

The Division for Women in Development of the UNDP, established in 1987, extended its work over the years to meet the growing attention being given to gender questions

in the work of UNDP. This was reflected in 1992, when its name was changed to the Gender in Development Programme, whose main functions are, among others:

- to cooperate with operational units of UNDP in the identification of women's roles in the economic and social development of countries receiving aid;
- to work for the promotion of women as project participants and beneficiaries;
- to develop guidelines and training programmes on women and development.

It maintains close working relations with the external offices of the UNDP and encourages specific measures designed to secure the involvement of women in UNDP-funded programmes. It helps governments involve women in their development programmes.

Address

1 United Nations Plaza

New York, NY 10017

USA

Tel: +1 . 212 - 906- 5315

Fax: +1 . 212 - 906 - 5364

E-mail: hq@undp.org

<http://www.undp.org/indexalt.html>

VI. SOME INTERNATIONAL ORGANISATIONS

* *Amnesty International - Women's Human Rights Program*

This program seeks to stop the particular violations of civil and political rights that women and girls experience, among others, in the following areas:

- gender-specific forms of torture and cruel, inhuman or degrading treatment, including rape;
- safeguarding women's rights in areas where armed conflict is occurring;
- preventing human rights abuses against women who are members of ethnic communities targeted for abuse;
- stopping violations against women refugees and asylum-seekers.

Address

322, 8th Avenue
New York, NY 10001
USA
Tel: +1-212-633-4200
<http://www.amnestyusa.org/women>

* *The Global Fund for Women (GFW)*

The Global Fund for Women, established in 1987, is a grant-funding foundation that provides flexible, timely assistance to grassroots women's groups around the world. It focuses on female human rights and supports issues as diverse as literacy, domestic violence, economic autonomy and the international trafficking of women.

Address

425 Sherman Avenue, Suite 300
Palo Alto, California 94306-1823
USA
Tel: +650-853-8305
Fax: +650-328-0384
E-mail: gfw@globalfundforwomen.org
<http://www.globalfundforwomen.org>

* *International Women's Tribune Centre (IWTC)*

For the last 20 years, IWTC has been a major information, education, communication, networking, technical assistance and training resource for women worldwide. Its activities include a wide range of publications on *Women and Development*, distributed worldwide by *Women, Ink.*

Address

777 UN Plaza
New York, NY 10017
USA
E-mail: wink@womenink.org
<http://www.womenink.org>

*** *International Planned Parenthood Federation (IPPF)***

IPPF links national autonomous Family Planning Associations (FPAs) in over 150 countries worldwide. Some of its aims are promoting sexual and reproductive health for all, eliminating unsafe abortion, encouraging affirmative action for equality and empowerment of women, supporting young people's sexual and reproductive health and promoting family planning.

Address

Regent's College
Inner Circle, Regent's Park
UK - London NW1 4NS
Tel: +44 (0) 171 487 7900
Fax: +44 (0) 171 487 7950
E-mail: info@ippf.org
<http://www.ippf.org>

*** *Inter-Parliamentary Union (IPU) - Coordinating Committee of Women Parliamentarians, Meeting of Women Parliamentarians and Gender Partnership Group***

Founded in 1889, the IPU set up a women's caucus in 1978. Since 1986, a whole-day session has been held on the eve of the IPU Conference, so that women MPs may decide on strategies in advance in order to express their views during the session. Held under the chairmanship of a woman MP from the host country, the *Meeting of Women MPs* is formally opened in the presence of the highest governmental and parliamentary authorities of that country. In April 1998, women parliamentarians recommended that in every IPU member parliament one woman MP should act as a 'focal point' to relay information on the Union's activities to promote partnership between men and women to all other women MPs.

The *Gender Partnership Group* is composed of two men and two women, who see to it that the interests and views of both parts of the population are taken into account equally in all IPU's activities and decisions.

Address

C.P. 438
CH - 1211 Geneva 19
Tel: +4122-919 41 50
Fax: +4122-733 31 41/919 41 60
E-mail: postbox@mail.ipu.org
<http://www.ipu.org>

*** *Women's Environment and Development Organisation (WEDO)***

At the 1992 Earth Summit in Rio de Janeiro, this organisation produced the holistic *Women's Action Agenda 21*. WEDO is an international advocacy network actively working to transform society to achieve a healthy and peaceful planet, with social, political, economic and environmental justice for all through the empowerment of women.

Address

355, Lexington Avenue, 3rd Floor
New York, NY 10017
USA
Tel: +1-212-973-0325
Fax: +1-212-973-0335
E-mail: wedo@igc.org
<http://www.wedo.org>

*** *Women's International League for Peace and Freedom (WILPF)***

For nearly a century, WILPF has been a leader in peace and justice activities around the world. Its aims include equality of all people, non-discrimination, the end of all forms of violence, world disarmament and the peaceful resolution of international conflict through the United Nations. The organisation has offices in several countries.

Address

1, rue de Varembe
CH - 1211 Geneva 20
E-mail: wilpf@wilpf.org
<http://www.wilpf.org>

**PARLIAMENTARY BODIES RESPONSIBLE FOR EQUAL OPPORTUNITIES
IN THE EU MEMBER STATES**

- **Germany**
 - **Bundestag: *Ausschuss für Familie, Senioren, Frauen und Jugend***
<http://www.bundestag.de>
 - **Bundesrat: *Ausschuss für Frauen und Jugend***
<http://www.bundesrat.de>

- **Austria**
 - **Nationalrat: *Gleichbehandlungsausschuss***
<http://www.parlinkom.gv.at>
 - **Bundesrat: *Ausschuss für Frauenangelegenheiten und Verbraucherschutz***

- **Belgium**
 - **Chambre des Représentants: *Comité d'avis pour l'émancipation sociale***
<http://www.dekamer.be>
<http://www.fed-parl.be>
 - **Sénat: *Comité d'avis pour l'égalité des chances entre les femmes et les hommes***
<http://www.senate.be>
<http://www.fed-parl.be>

- **Denmark**
 - **Folketing: *The Labour Market Committee***
<http://www.ft.dk>
<http://www.folketinget.dk>

- **Spain**
 - **Congreso de los Diputados**
<http://www.congreso.es>
 - **Senado: *Comision mixta de los derechos de la mujer***
<http://www.senado.es>

- **Finland**
 - **Eduskunta: *Committee for Labour Affairs***
 - **The Network of Finnish women members of Parliament**
<http://www.eduskunta.fi>

- **France**
 - **Sénat: *Mission commune d'information sur la place et le rôle des femmes dans la vie publique*** (This temporary body will soon be replaced by a delegation for women's rights, either in the Senate or the **National Assembly**)
<http://www.senat.fr>
<http://www.assemblee-nationale.fr>

Institutions and bodies responsible for equality between women and men

- **Greece**
 - **Vouli ton Ellinon: *Inter-Party Committee for the position of Greek women in Greek society***
<http://www.parliament.gr>

 - **Ireland**
 - **Dáil Éireann - House of Representatives**
 - **Seanad Éireann - Senate: *Joint Committee on Justice, Equality and Women's Rights; Joint Committee on Family, Community and Social Affairs***
<http://www.irlgov.ie/oireachtas/frame.htm>

 - **Italy**
 - **Senato della Republica: *Commissione Lavoro e Previdenza sociale***
<http://www.senato.it>
 - **Camera dei Deputati: *Commissione Affari Sociali***
<http://www.parlamento.it>

 - **Luxembourg**
 - **Chambre des Députés: *Commission spéciale 'Égalité des chances entre femmes et hommes'***
<http://www.chd.lu>

 - **Netherlands**
 - **Tweede Kamer der Staten-Generaal**
 - **Eerste Kamer der Staten-Generaal: *Vaste Commissie voor Sociale Zaken en Werkgelegenheid***
<http://www.parlement.nl>
<http://www.dds.nl/overheid/pdc>
<http://www.eerstekamer.nl>

 - **Portugal**
 - **Assembleia da República: *Comissão para a Paridade, Igualdade de Oportunidades e Família***
<http://www.parlamento.pt>

 - **United Kingdom**
 - **House of Lords: *Minister for Women***
 - **House of Commons: *Education and Employment Committee***
<http://www.parliament.uk>
- Scotland: Scottish Parliament: *Equal Opportunities Commission***
<http://www.scottish.parliament.uk>
- Wales: National Assembly for Wales: *Equal Opportunities Committee***
<http://www.wales.gov.uk>
- **Sweden**
 - **Sveriges Riksdag: *Arbetsmarknadsutskottet (Labour Market Committee)***
<http://www.riksdagen.se>

LIST OF PUBLICATIONS IN THE WOMEN'S RIGHTS SERIES

Reference of working paper	Title of the working paper
E1	Programme for the Promotion of Women's Interests - European Union Structural Funds and Community Initiatives 1994-1999 - Vademecum - (10-1994)
W1/rév.3	The Bodies responsible for Promoting Equal Opportunities between Men and Women in the Member States and the Institutions of the EC (11-1995)
W2	Measures to combat Sexual Harassment at the Workplace. Action taken in the Member States of the EC (2-1994)
W3	Women and Poverty in Europe (5-1194)
W5	Women's Rights and the Maastricht Treaty on European Union (10-1994)
W6	Women in Islam (9-1996)
W7	Human Rights = Women's Rights ? : Summary of the Public Hearing organised by the Committee on Women's Rights (6-1996)
W8	Central and East European Women - A Portrait (3-1996)
W9	Single Parent Families in the Member States of the EU (3-1996)
W10	Differential impact of the electoral systems on the Female Political Representation (8-1997)
FEMM 101	Violence against women (1-1998)
FEMM 102	The situation of women in Hungary, Poland and the Czech Republic (7-1998)
FEMM 103	Violence against children (Sexual abuse and exploitation) (1-1998)
FEMM 104	Women's rights and the Treaty of Amsterdam on European Union (5-1998)
FEMM 105	The work of the Committee on Women's Rights 1994-1999 (3-1999)
FEMM 106	Development of theories on women's rights and feminism in Europe (3-1999)
FEMM 108	Treaties and Conventions on Women's Rights (4-1999)
FEMM 109	Approche: Travail des femmes au foyer (7-1999)