


Procedure file

Basic information		
INI - Own-initiative procedure	2002/2025(INI)	Procedure completed
Gender mainstreaming in the European Parliament		
Subject 4.10.04 Gender equality		

Key players			
European Parliament	Committee responsible	Rapporteur	Appointed
	FEMM Women's Rights and Equal Opportunities		27/03/2002
		PSE GRÖNER Lissy	
	Committee for opinion	Rapporteur for opinion	Appointed
	JURI Legal Affairs and Internal Market		08/10/2002
		PPE-DE GARGANI Giuseppe	

Key events			
14/03/2002	Committee referral announced in Parliament		
19/02/2003	Vote in committee		Summary
18/02/2003	Committee report tabled for plenary	A5-0060/2003	
12/03/2003	Debate in Parliament		
13/03/2003	Decision by Parliament	T5-0098/2003	Summary
13/03/2003	End of procedure in Parliament		
10/03/2004	Final act published in Official Journal		

Technical information	
Procedure reference	2002/2025(INI)
Procedure type	INI - Own-initiative procedure
Procedure subtype	Initiative
Legal basis	Rules of Procedure EP 54
Stage reached in procedure	Procedure completed
Committee dossier	FEMM/5/15979

Documentation gateway					
Committee report tabled for plenary, single reading		A5-0060/2003	19/02/2003	EP	
Text adopted by Parliament, single reading		T5-0098/2003 OJ C 061 10.03.2004, p. 0319-0384 E	13/03/2003	EP	Summary

Gender mainstreaming in the European Parliament

The committee adopted the own-initiative report by Lissy GRÖNER (PES, D) on gender mainstreaming in the European Parliament. It called for a policy plan whose key objective would be to incorporate the gender perspective in Parliament's policies and activities, including its decision-making structures, thereby enabling the different impact of measures on women and men to be assessed before decisions are taken. The plan would involve inter alia setting up a High-level Group on Gender Equality (composed of the EP President, the Bureau, the Chairs of the relevant committees and the Secretary-General), incorporating gender analysis into all stages of the budgetary process and implementing an effective press and information policy which systematically takes into account gender equality and avoids gender stereotypes. The report suggested a series of guidelines for implementing gender mainstreaming in the work of committees and delegations: appointing a member responsible for ensuring that this approach is applied in the committee or delegation; making an annual assessment of activities and achievements in this field; and ensuring that committees and delegations are assisted by suitably trained staff. It also called for an annual report on this subject, including the identification and assessment of any failures, to be drawn up and submitted to plenary. The Conference of Presidents was urged to discuss how gender could be mainstreamed in the activities of the political groups, if necessary by amending the EP's Rules of Procedure, with a view to guaranteeing balance between women and men in the EP's Bureau and in the bureaux of the committees and delegations. Looking ahead to enlargement and to the 2004 elections, the committee wanted the applicant countries to be encouraged to establish programmes and campaigns for female politicians and candidates to ensure that they are prepared for the EU institutions and that the percentage of women MEPs increases. As far as the EP Secretariat was concerned, the report pointed out that Article 141 of the EC Treaty and the amended directive on equal treatment allowed for positive measures to favour the under-represented sex in recruitment, career development and other professional activity. It stressed the importance of training as a means of supporting changes in attitude and behaviour at all levels. The committee also said that working arrangements and measures enabling women and men to combine work and family life was a priority area. It therefore wanted to see the introduction of provisions enabling more staff to work part-time or to work flexible hours, as well as the extension of teleworking on a voluntary basis to services other than translation. Moreover, there was a need to address issues such as long working hours, late meetings and missions. Finally, the report supported the idea of an anti-discrimination provision, in line with Article 13 of the Treaty, and the reversal of the burden of proof in cases of discrimination, as put forward in the Commission proposal to amend the Staff Regulations for EC officials. ?

Gender mainstreaming in the European Parliament

The European Parliament adopted a resolution on gender mainstreaming in the European Parliament drafted by Lissy GRÖNER (PES, Germany). (Please see the document dated 19/02/03.) With regard to the EP Secretariat, Parliament called for the implementation of a coherent and comprehensive framework for gender mainstreaming, in close cooperation with the DG for Personnel and COPEC, and with the involvement of staff representations. This policy plan should co-ordinate all existing initiatives, indicate objective and priorities and the means of achieving them. It should be complemented by data and gender statistics, indicators, clear targets and benchmarks.?