


# Procedure file

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

Key players			
European Parliament	Committee responsible		Rapporteur
	<b>FEMM</b> Women's Rights		Appointed 30/05/1995
			ELDR <a href="#">LARIVE Jessica E.S.</a>
	Committee for opinion		Rapporteur for opinion
	<b>JURI</b> Legal Affairs, Citizens' Rights		Appointed 18/07/1995
			PSE <a href="#">GEBHARDT Evelyne</a>

Key events			
06/03/1995	Non-legislative basic document published	<a href="#">B4-0165/1995</a>	
13/06/1995	Committee referral announced in Parliament		
09/09/1996	Vote in committee		Summary
09/09/1996	Committee report tabled for plenary	<a href="#">A4-0283/1996</a>	
15/11/1996	Debate in Parliament		
15/11/1996	Decision by Parliament	T4-0634/1996	Summary
15/11/1996	End of procedure in Parliament		
02/12/1996	Final act published in Official Journal		

Technical information	
Procedure reference	1995/2110(INI)
Procedure type	INI - Own-initiative procedure
Procedure subtype	Initiative
Legal basis	Rules of Procedure EP 143-p5
Stage reached in procedure	Procedure completed

## Documentation gateway

Non-legislative basic document		<a href="#">B4-0165/1995</a>	06/03/1995	EP	
Document attached to the procedure		<a href="#">B4-0357/1995</a>	06/03/1995	EP	
Document attached to the procedure		<a href="#">B4-0564/1995</a>	26/06/1995	EP	
Committee report tabled for plenary, single reading		<a href="#">A4-0283/1996</a> <a href="#">OJ C 347 18.11.1996, p. 0004</a>	09/09/1996	EP	
Text adopted by Parliament, single reading		T4-0634/1996 <a href="#">OJ C 362 02.12.1996, p. 0317-0337</a>	15/11/1996	EP	Summary

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

The Committee on women's rights today adopted the report by Mrs Jessica LARIVE. The report basically underlined the 'catalyst role' which the public office could play in 'setting in place a system of positive actions designed to ensure equal opportunities'. The Committee took the view that 'quotas and target figures which are designed to redress the underrepresentation of women or men and to promote their employment opportunities', on a sectoral basis, by the year 2000, were in no way discriminatory. The wording of the report: - called on Member States, within the framework of the IGC, to formulate 'a new legal basis' which would enable men and women to benefit from the same opportunities and rights, thereby conferring a legal capacity on positive action; - advocated that 'a positive definition of positive action should be laid down' and included in Directive 76/207/rev (equality of treatment for men and women); - called for a reinforcement of the principle of subsidiarity with regard to positive action, while at the same time taking into account national traditions. The report also advocated the application of 'programmes designed to guarantee equal opportunities', by imposing 'sanctions on government departments and public agencies' which contravene this principle. The effectiveness of such programmes would have to be judged on the basis of detailed evaluation reports. The European institutions were called on to waive the age limit laid down for participation in competitive examinations, 'both for men and for women' who have interrupted their careers or taken parental or family leave. Lastly, the report adopted the position of the legal affairs committee which called on the Council to 'approve the draft directive on the burden of proof in relation to equal pay and treatment'. ?

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

The European Parliament adopted the report by Mrs Jessica LARIVE (ELDR, NL) on the application of equal treatment for men and women in public office. The report underlined the catalyst role which the public office can play in putting in place a system of positive actions designed to ensure equal opportunities. Parliament took the view that quotas and target figures which were designed to redress the underrepresentation of women or men and to promote their employment opportunities, on a sectoral basis, by the year 2000, were in no way discriminatory. The report called on Member States, within the framework of the IGC, to formulate a new legal basis which would enable men and women to benefit from the same opportunities and rights, thereby conferring a legal capacity on positive action. It also advocated that a positive definition of positive action should be laid down and included in Directive 76/207/EEC/rev (equality of treatment for men and women). It also called for a reinforcement of the principle of subsidiarity with regard to positive action, while at the same time taking into account national traditions. The report also advocated the application of programmes designed to guarantee equal opportunities through the imposition of sanctions on government departments and public agencies which contravene this principle. The effectiveness of such programmes would have to be judged on the basis of detailed evaluation reports. The European institutions were called on to waive the age limit laid down for participation in competitive examinations, both for men and for women who have interrupted their careers or taken parental or family leave. Lastly, the report adopted the position of the legal affairs committee which called on the Council to approve the draft directive on the burden of proof in relation to equal pay and treatment. ?