



European Communities

EUROPEAN PARLIAMENT

WORKING DOCUMENTS

English Edition

1985-86

30 September 1985

SERIES A

DOCUMENT A 2-96/85

INTERIM REPORT

drawn up on behalf of the Committee on
Women's Rights

on the impact of microtechnology on job
opportunities for women

Rapporteur: Mrs H. SALISCH

WG(VS)2473E

PE 100.121/fin.

Or.Fr.

At its sitting of 15 March 1985 the European Parliament referred the motion for a resolution tabled by Mrs CINCIARI RODANO, Mrs TRUPIA, Mrs MARINARO and Mrs SQUARCIALUPI on the social impact of new technologies on the situation of women to the Committee on Women's Rights as the committee responsible and to the Committee on Economic and Monetary Affairs and Industrial Policy, the Committee on Energy, Research and Technology and the Committee on Social Affairs and Employment for their opinions.

The committees asked for their opinions decided to submit reports on the subject of new technologies.

At its meeting of 22 May 1985 the committee decided to draw up a report and at its meeting of 28 June 1985 appointed Mrs SALISCH rapporteur.

At its meeting of 18 September 1985* the committee considered the draft report and adopted it by 18 votes to 4 with 2 abstentions.

The following took part in the vote: Mrs LENZ, chairman; Mrs CRAWLEY, Mrs CINCIARI RODANO, Mrs GIANNAKOU-KOUTSIKOU, vice-chairmen; Mrs SALISCH, rapporteur; Mr ANDREWS (deputizing for Mrs LEMASS); Mrs BANOTTI (deputizing for Mrs FONTAINE), Mrs BRAUN-MOSER, Miss BROOKES (deputizing for Mr PEARCE), Mr CASSIDY (deputizing for Mr BATTERSBY), Mrs DALY, Mrs d'ANCONA (deputizing for Mrs WIECZOREK-ZEUL), Mr ELLIOT (deputizing for Mrs GADIOUX), Mrs HEINRICH, Mrs LEHIDEUX, Mrs LIZIN, Mrs MAIJ-WEGGEN, Mrs MARTIN (deputizing for Mrs LARIVE-GROENENDAAL), Mr NEWMAN, Mrs PEUS (deputizing for Mrs DE BACKER-VAN OCKEN), Mrs ROTHE (deputizing for Mrs PANTAZI), Mrs SQUARCIALUPI (deputizing for Mrs TRUPIA), Ms TONGUE and Mrs van den HEUVEL.

The report was tabled on 24 September 1985.

¹ The committee decided that the motion for a resolution tabled by Mrs DURY on the implications for women of introducing the new information technologies (Doc. B 2-564/85), referred to it as the committee responsible by the European Parliament on 10 July 1985, had been taken into account in this report and would be annexed thereto.

C O N T E N T S

	<u>Page</u>
A. Motion for a resolution.....	5
B. Explanatory statement	15
Annexes	
1. Motion for a resolution tabled by Mrs CINCIARI RODANO, Mrs TRUPIA, Mrs MARINARO and Mrs SQUARCIALUPI pursuant to Rule 47 of the Rules of Procedure on the social impact of new technologies on the situation of women (Doc. 2-1792/84)	
2. Motion for a resolution tabled by Mrs DURY pursuant to Rule 47 of the Rules of Procedure on the implications for women of introducing the new information technologies (Doc. B 2-564/85)	

The Committee on Women's Rights hereby submits to the European Parliament the following motion for a resolution together with explanatory statement:

MOTION FOR A RESOLUTION

The European Parliament,

A. - having regard to the resolutions of the European Parliament on

- the situation of women in the European Community of 19 June 1980¹
- the position of women in the European Community of 11 February 1981²
- the repercussions of energy problems and technological developments on the level of employment of 17 September 1981³
- a Community labour market policy of 17 September 1981⁴
- employment and the adaptation of working time of 17 September 1981⁵
- social policy priorities of 15 October 1981⁶
- combating youth unemployment of 22 April 1982⁷

1 OJ C 175, p.43, 14.7.1980
2 OJ C 50, p.35, 9.3.1981
3 OJ C 260, p.48, 12.10.1981
4 OJ C 260, p.63, 12.10.1981
5 OJ C 260, p.54, 12.10.1981
6 OJ C 287, p.87, 9.11.1981
7 OJ C 125, p.74, 17.5.1982

- an action programme for the promotion of equal opportunities for women of 12 May 1982⁸
- voluntary part-time work of 16 September 1982⁹
- employment policy in the European Community of 12 October 1982¹⁰
- the economic and social policy of the Community of 14 October 1982¹¹
- vocational training and information technologies: new initiatives 83 - 87
- vocational training policies in the 1980s of 17 May 1983¹²
- the implementation of the Council decision on the tasks of the ESF of 17 May 1983¹³
- youth unemployment of 28 April 1983¹⁴
- the employment situation in the European Community of 28 April 1983¹⁵
- employment for young people of 13 October 1983¹⁶
- the recommendation on the reduction and reorganization of working time of 18 November 1983¹⁷
- economic policy guidelines for 1984 of 17 November 1983¹⁸
- the situation of women in Europe of 17 January 1984¹⁹

8 OJ C 149, p.56, 14.6.1982
9 OJ C 267, p.77, 11.10.1982
10 OJ C 292, p.43, 8.11.1982
11 OJ C 292, p.70, 8.9.1982
12 OJ C 161, p.32, 20.6.1983
13 OJ C 161, p.51, 20.6.1983
14 OJ C 135, p.22, 24.5.1983
15 OJ C 135, p.10, 24.5.1983
16 OJ C 307, p.92, 14.11.1983
17 OJ C 342, p.147, 19.12.1983
18 OJ C 342, p.66, 19.12.1983
19 OJ C 46, p.42, 20.2.1984

- unemployment among women of 16 February 1984²⁰
- employment and its consequences of 30 March 1984²¹
- action to combat unemployment - the contribution of local employment initiatives of 30 March 1984²²
- combating unemployment among women of 22 May 1984²³
- the reorganization of working time of 13 September 1984²⁴
- action to combat long-term unemployment of 25 October 1984²⁵

B. having regard to the motion for a resolution on

- the implications for women of introducing the new information technologies, by Mrs Dury, Doc. B 2-564/85

C. - having regard to the motions for resolutions on

- technological change and social adjustments by Mr Brok, Doc. PE 98.518/A/rev.
- the social impact of new technologies on the situation of women by Mrs Cinciari Rodano and others, Doc. 2-1792/84 of 8 March 1985

20 OJ C 77, p.80, 19.3.1984

21 OJ C 117, p.181, 30.4.1984

22 OJ C 117, p.183, 30.4.1984

23 OJ C 172, p.55, 2.7.1984

24 OJ C 274, p.40, 15.10.1984

25 OJ C 315, p.69, 26.11.1984

- D. - whereas the Commission attaches particular importance within the ESF and INSIS to creating the conditions for the use of micro-technology in the administration and management of the European Community,
- E. - having regard to the interim report by the Committee on Women's Rights (Doc. A 2-96/85),
- F. - whereas for the European Council strengthening the technological base and competitiveness of industry is one of the major objectives and guidelines which it adopted in March 1984 for the future development of the Community,
- G. - having regard to the particular situation of women on the labour market and whereas
- (a) the introduction and rapid expansion of new technologies both at work and in the home represents one of the most fundamental changes to affect the international economy and society,
 - (b) women tend to be at a greater disadvantage than men because of the type of jobs they have and the traditional structure of work,
 - (c) The percentage of unemployed women among the total number of unemployed currently stands at 42.1% (May 1985) and is still rising,
 - (d) EUROSTAT employment statistics show an increase of 260 000 or 0.2% since 1983 in the number of persons employed, although during the same period the number of people seeking work rose by 900 000,
 - (e) the unemployment figures do not include an additional indeterminate number of unemployed persons who are estimated to equal as much as 40% of the registered number of unemployed in some Member States of the Community,
 - (f) it is probable that a higher percentage of the 'latent reserve' of people available for work are women, given that 37.7% of employed persons in the Community of the Ten are women although they represent 51.4% of the total population and that the enlargement of the Community will mean an increase not only in the number of women seeking work but also in the number of unemployed women,

(g) 64 million people in the Community work in the service sector - the most important sector using microtechnology - and over half of these are traditionally women,

(h) in this sector, and especially in the banking and insurance industries, considerable cuts in manpower have already taken place.

The effects of the use of new technologies on the number of women employed

1. Notes that

(a) despite an initial revival of the European economy, there has so far been no significant effect on employment;

(b) scientific and technological innovations lead not only to a radical transformation of production but also of economic and social relations and of living conditions;

(c) in their attempts to revive the European economy, all the Member States have given precedence to modernization and therefore greater use of microtechnology and related systems such as telecommunications technology;

(d) as a result of the rapid development of new technologies, these are taking an increasingly important place in the economies of the Member States, and will have far-reaching consequences for the daily life of citizens in the Community;

(e) the required modernization of the range of products and services has not accompanied the introduction of the new technologies;

(f) as long as no significant renewal and expansion of the range of products is attained with the aid of microtechnology, the predominant impact on employment in the Community through the rationalization of production methods will be negative and this will affect women more than the average;

(g) nonetheless, in 1981 almost 900 000 employees in the Community, Spain and Portugal were working on the development of software and that it is predicted that the number of jobs in this area will increase by 10% per year between now and 1990, rising to approximately 2 million;

Use of the new technology for social progress

2. Takes the view that

- (a) In order to safeguard employment, the range of products and services should be expanded, making particular use of the considerable potential offered by a sector such as biotechnology;
- (b) conditions must be created whereby these innovations allow women more freedom;
- (c) although in the short and medium-term there is a risk that jobs and functions traditionally performed by women will disappear, the elimination of the physical strength factor may on the other hand reduce segregation on the labour market;
- (d) the use of microtechnology in the private and public sectors in Europe is perfectly capable of improving job opportunities for women provided all aspects of the new nature of the work, including the relationship between person and machine, are to the benefit of the employee;
- (e) microtechnology can make it possible to improve the situation of women in the employment market through the implementation of positive measures in respect of training in the technology sector;
- (f) public and private employers should give a specific undertaking when introducing microtechnology and related systems (e.g. communications technology) to organize the work and prepare for the consequences of the completely new machine-based jobs in such a way as to satisfy the employees' intellectual and mental needs, their creativity and skills, hence creating the conditions for a more human form of work;
- (g) it is important to ensure that the new technologies, particularly information technology, contribute to the improvement of working conditions, and recommends that, when plans are being drawn up for the use of information technology, account should be taken of its effects on the quality of individual jobs;

- (h) the process of humanizing working life is particularly necessary for women who have traditionally performed monotonous and endlessly repetitive jobs both in production and in the services sector;
- (i) there must be legal provisions in the European Community governing industrial relations, working hours - in particular voluntary part-time work - , job security and worker participation in decision-making to ensure that the same requirements are met by both the public and the private sector;
- (j) labour and management have a major responsibility in the shaping of labour law to ensure that the new jobs created by the use of technology are adapted to the human requirements of all the employees concerned and thus enhance the quality of work, and that therefore this opportunity for joint responsibility must be embodied in a European legal framework to govern, inter alia, staff-company relations;
- (k) trade union schemes for advising employees' representatives, such as those used by the metalworkers' union with the technology advisory centres in the Federal Republic of Germany, are an appropriate means of protecting employees' interests which should guarantee that the special interests of female workers are taken into account;
- (l) although the use of microtechnology may help in many sectors to obviate the fragmentation of production processes into the smallest possible units, there is still a risk that highly repetitive routine jobs, such as continual data input, will remain typical women's work and this will result in the re-emergence of division of labour according to sex;
- (m) the Commission should immediately examine to what extent decentralized local information technology centres to which jobs have been transferred from a variety of companies and grouped together in a new context do in fact meet the criteria for definition as jobs of a new nature without assuming the undesirable characteristics still associated with certain areas of traditional home-based work;

- (n) it is particularly important to prepare the workforce for the new nature of work involved in using new technologies, through special courses for women, vocational training schemes, adult education and through the professional associations and unions, taking into account the particular aspects associated with women's jobs;
- (o) both retraining and basic vocational training in the use of the new technologies must be designed to ensure that women are able to handle the software and the hardware involved in these technologies on an equal footing;
- (p) the importance of educating young people, both male and female, in the use of new technologies must be recognized and each of the Member States must ensure that their education systems provide technical literacy as a basic requirement;
- (q) the Council should provide a uniform legal framework to ensure that access can be gained to this type of basic vocational training and further retraining and that the financial resources are available to pursue this irrespective of whether the person is engaged in full-time or part-time employment or is unemployed;
- (r) the new technologies can have a positive effect on living conditions, for example by increasing leisure time, and in particular that they have advanced the social and working integration of handicapped persons; training should also be provided for older workers to enable them to cope with the technological changes at the workplace.

Offsetting job losses caused by rationalization

3. Recognizes that

- (a) in a considerable number of areas of the productive sector the introduction of micro-electronics into production methods has eliminated a number of the jobs performed by women, e.g. in assembly work in the electronics industry and in sorting and packing in virtually all sectors;
- (b) encouragement is being given, moreover, to the setting up, where feasible, of factories for mass production which have no human workforce, some of which already exist in Japan;

- (c) a large number of traditional women's jobs are eliminated or change their character through the introduction of microtechnology into office work (office automation);
- (d) a large number of existing office jobs disappear through rationalization with the introduction of the new technologies and estimates of the potential for rationalization range from 4 to 37% of existing jobs (not to mention the vision of offices completely devoid of human presence); it is not possible to be more exact owing to the lack of statistics on the number of jobs;
- (e) loss on this scale of jobs traditionally performed by women must create a considerable potential for social conflict within the Community;
- (f) these job losses cannot be offset simply through the development of new products and therefore labour and management must continue resolutely to cooperate as hitherto with the redistribution of work as this has already produced jobs for an additional 100 000 people through the introduction of a 38 1/2 hour week in the engineering industry in the Federal Republic of Germany, for example;
- (g) these job losses are generally not being offset by the expansion of the service sector within the undertakings concerned, as happens in Japan and the United States, or by the growth of the non-profit sector in society;
- (h) in addition to the drive to develop new products the expansion of productivity should also be aimed at creating occupations and professions capable of satisfying new requirements in the fields of culture, leisure, information, health, welfare, and protection of the environmental and cultural heritage;
- (i) the secondary position of women on the labour market and the consequent wide-ranging threat to their livelihood may force them to accept working conditions which are contrary to collective labour agreements or to take underpaid jobs;
- (j) the result of such working relations will be considerable disadvantage and detriment for women's position in the family and in society;

Practical action needed

4. Expects, therefore, that

- (a) the Council and the Commission will do all in their power to bring about the implementation of a common research and development strategy for new technologies so that Europe's backwardness in the area of information technology does not have any further detrimental effects on employment;
- (b) in view of the fact that the educational and training systems in each of the Member States are being challenged by the introduction of new technologies, which creates new demands for skills, particularly in the areas of office automation, the Commission, the Council and the Member States will seek to ensure that the problems of limited financial means and a general lack of qualified teachers are overcome without delay;
- (c) the resolution on the situation of women in Europe will be translated into practical policy¹;
- (d) in order to create a basis on which the Council and governments may act, the Community's statistical services will be expanded immediately to enable them to make an overall assessment of the impact on jobs, in qualitative and quantitative terms, resulting from the application of new technologies;
- (e) the Commission and Council will take the following decisions to control the use of new technologies, and in particular information and communication technologies;
 - the integration of jobs created by the new technologies within the industries concerned to be governed by law;
 - the Commission to develop a special programme specifically to enable women to take full advantage of the new job opportunities being created in this sector, with the Commission giving attention to the technological education of women at the earliest possible date;

¹ OJ C 46, 20.2.1984

- the promotion of positive action to increase the qualified participation of women in centres of decision-making on the application of new technologies in order to augment the number of women in high-level posts in scientific and technological research;
- a decisive increase in the resources of the structural funds particularly of the European Social Fund, to foster vocational training and particularly retraining for women so as to ensure that they have equal opportunities for employment in 'new' jobs;

5. Instructs its President to forward this resolution forthwith to the Commission and the Council with a view to the implementation of its recommendations.

EXPLANATORY STATEMENTINTRODUCTION

1. As a result of the growing euphoria in all the Member States of the European Community concerning the revival of the economy through the use of micro-technology, sweeping statements are being made in public about its effects on the employment situation. The popular line of argument assumes a link between the expected economic growth (measured in terms of national product) and the number of persons employed.

In contrast to this argument there are the seasonally-adjusted unemployment figures, which have been steadily rising in the Community for many years. Women represent an ever-increasing proportion of this growing total of the unemployed.

From the overall economic point of view, as well as in terms of individual undertakings, the optimistic assertion that the use of micro-technology will improve the position of women on the labour market remains to be proved. Both statistical and empirical evidence from undertakings would suggest rather that the use of micro-technology reduces job opportunities.

THE LOW-WAGE GROUP PROBLEM

2. Women were traditionally regarded as a part-time or reserve labour force. Save for a few exceptions in the case of university graduates, they are still employed primarily in subsidiary work today. This is demonstrated quite clearly by the difference between their wages and salaries and those of male employees:

Table 1: Hourly rates of pay in industry according to sex, expressed in national currency. Source: Eurostat.

(NA = information not available)

	D	F	I	NL	B	L	UK	IRE	DK	GR
M	16.18	33.68	6.514	16.84	287	277	3.12	3.75	67.11	NA
W	11.68	26.87	5.632	12.52	212	181	2.16	2.55	57.35	NA
%of	72.2	79.8	86.5	74.3	73.7	65.3	69.2	68.0	85.5	

3. On average, women working in the production sector in the Community of Nine are paid approximately 25% less per hour than men.
No complete figures are available for the service sector. In Germany, France and the Benelux countries, womens' wages in the wholesale and retail sectors represent 63.6% and 64.7% respectively of those of male employees (in terms of monthly pay).

4. These figures confirm the general impression that women working in undertakings have subsidiary jobs which are no longer taken by men because they are, for the most part, 'undemanding'. This use of women as a reserve is also apparent in times of economic difficulty or when, as has been the case in recent years, the number of jobs is increasingly being cut back for different reasons: the level of unemployment is higher for women than for men and is constantly increasing. According to the labour force definition (ILO definition), the gainful employability ratio in the Community of Ten in October 1983 was 39.9% for women and 69.5% for men. The seasonally-adjusted unemployment figures for women rose from 5.08 million in July 1984 to 5.38 million in July 1985, which represents an increase in the unemployment level from 11.2% to 11.9%.
The figures for men, on the other hand, have remained relatively stable since February 1985.

APPLICATIONS OF MICROTECHNOLOGY

5. The main applications of micro-technology are in the area of information processing, which covers, for example, the control of machinery and stockkeeping in the production sector and data-processing and communications in the service sector. There is no reliable information available to permit a statistical analysis of the number of computers already in use in the different economic sectors in the Community. Mention should be made here of an exemplary study carried out by the Institut für Arbeitsmarkt-und Berufsforschung (Institute for Labour and Vocational Research) of the Federal Institution for Labour in Nuremberg (Federal Republic of Germany), which represents a new departure in this area.

In 1979 and 1983 the IAB questioned employees to ascertain how many of them already had to work with 'programmed equipment' in their jobs (source: MAT AB 2/1985).

The survey distinguished between two main categories of equipment:

- equipment used on a full-time basis and
- equipment used occasionally.

The overall picture for the two categories together is as follows:

Table 2: Proportion of employees working with programmed equipment (full-time and occasional use) in 1979 and 1983.

Equipment	1979			1983		
	Total	Men	Women	Total	Men	Women
Programmed machinery	2.4%	3.1%	1.7%	4.1%	5.4%	2.1%
Chemical and laboratory equipment	1.1%	1.2%	0.8%	1.3%	1.5%	1.0%
Medical and technical equipment	1.1%	0.4%	2.1%	1.3%	0.6%	2.4%
Computers, terminals and VDUs	5.2%	5.6%	4.6%	11.3%	12.9%	8.8%
Modern office equipment	6.6%	4.9%	9.5%	11.2%	9.2%	14.4%
All programmed equipment	14.4%	12.9%	16.7%	23.5%	23.1%	24.3%

Source: IAB Survey 1983, BIBB-AIB Survey 1979

According to these figures, the number of 'users' has almost doubled in four years, from 14.4% to 23.5% of employees. In 1979 and 1983 the type of equipment most used by women employees was modern office equipment, such as data-processing and accounting machines. It is precisely in this area, however, that there is most scope for rationalization since one machine can replace, on average, four employees (Siemens)

6. If this potential for rationalization is viewed in the context of the number of women working in the service sector - 70% of female employees in the Community of Ten - the employment problems for women are clear. The IAB's study confirms the significance of the use of micro-technology in the service sector in its breakdown of employees according to the type of equipment used (Fig. 1). The main applications in the service sector are in those areas in which information must be regularly processed, for example, accounting, purchasing and stockkeeping (see Fig. 2). And it is precisely this type of repetitive work which until now has been carried out primarily by women.

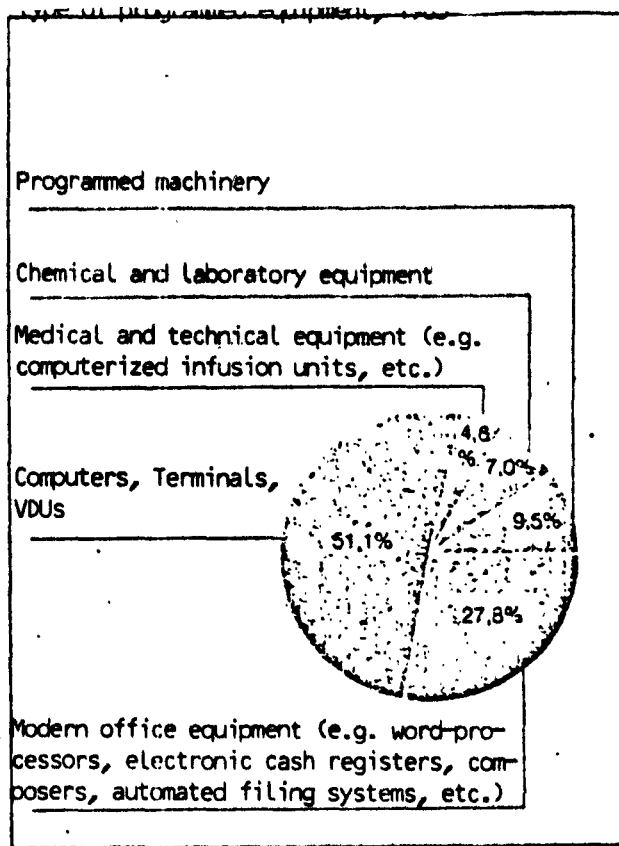
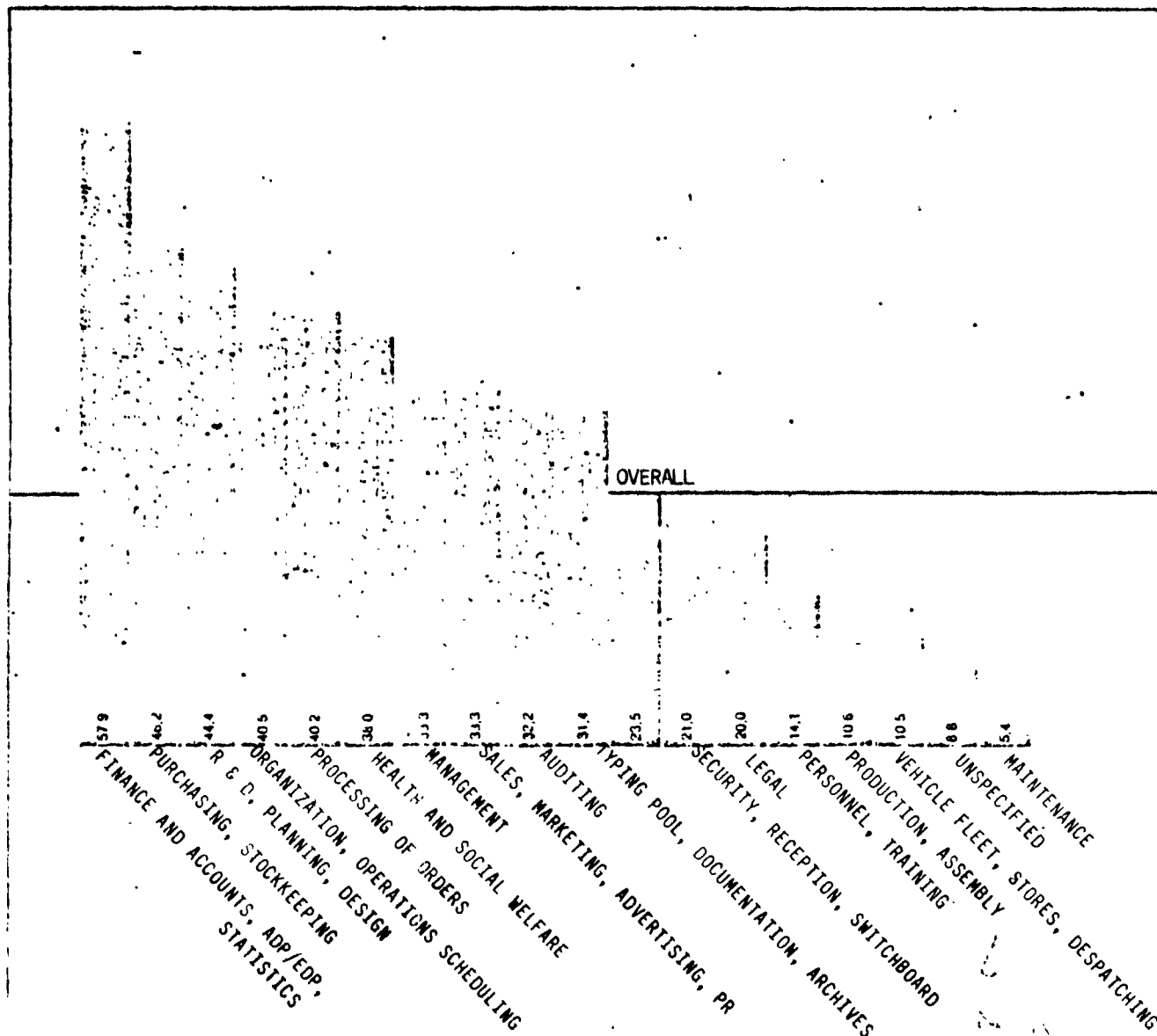


Figure 2: Full-time users of programmed equipment in departmental sectors, by percentage, 1983



7. The breakdown of the results of the study according to levels of training confirm this situation. Whereas the overall numbers of men and women working with programmed equipment are almost the same, the percentage of men using such equipment increases with their level of training. 36% of men with university training work with programmed equipment, as compared with 23.5% of men with other training and 10.2% of men with no professional training qualifications.

In the case of women, however, the proportion is highest, 28.9%, among those with non-university training, while only 20.8% of women with university training use such equipment. The proportion of women without professional training qualifications who come into contact with micro-technology is 16.9%, considerably higher than the proportion of the corresponding group of men (10.2%).

I wish to make clear that this assessment relates only to employees working with programmed equipment. The traditional womens' jobs in the service sector, like nursery school teachers, etc., are not included.

Table 3: Users of programmed equipment, broken down according to age and level of education, 1983

Group	Total	Men	Women
Users	23.5%	32.1%	24.3%
Age			
Under 40	27.0%	25.4%	29.2%
40 and over	19.7%	20.8%	17.5%
Education			
University-higher education	31.5%	36.0%	20.8%
Other professional training	25.7%	23.5%	28.9%
No professional training qualification	14.0%	10.2%	16.9%

8. This comparison of levels of education in jobs involving the use of technology shows that the typical womens' jobs will be at risk as the service sector continues to expand, given that the highest rate of utilization of technology, 57.9%, is for administrative work in the financial and accounting sectors (Fig. 2).

The jobs done by women in the administrative field consist primarily of repetitive routine tasks such as data input for accounting systems and word processing.

IMPLICATIONS OF TELEMATICS FOR WOMENS' JOBS

9. As a result of the possibilities offered by telecommunications, i.e. the transmission of data by cable network, it is no longer necessary for this work to be carried out in central offices at the headquarters of the undertaking or administration.

This can lead to new work arrangements which are only in some respects comparable with the traditional out-work of the 19th and early 20th centuries.

Work on a computer terminal at home has the following features in common with traditional out-work:

- the routine nature of the work, involving the mindless input of data,
- the unevenness of the workload - there may be a substantial increase in evening work since the central computers are often overloaded during normal working hours,
- the excessive burden placed on women as a result of this
- increased profits for the undertaking as a result of reduced expenditure on buildings.

10. The new features which are not comparable with traditional home-based work are those which may result from the change in employee status:

- exclusion from existing wage agreements,

- social isolation of women because they have no contact with other employees in the undertaking.

Telematics is still in its trial stages in individual undertakings. The necessary infrastructure is, however, being developed rapidly in all the Member States of the Community.

On the other hand, none of the governments of the Member States are making efforts to ensure that this type of work is covered by social security and labour legislation.

ACTION MUST BE TAKEN TO SAFEGUARD JOB OPPORTUNITIES FOR WOMEN

11. As was pointed out in the explanatory statement to the resolution of 17 September 1981 on the repercussions of technological developments on employment (OJ C 260, 1981), the use of micro-technology cannot have a beneficial effect on the overall employment situation unless the number of new products greatly exceeds the number of new technologies. This stage has not yet been reached and, as is shown by the United States and Japan, is not likely to be attained in the near future (see the Commission publication, Social Europe, No. 2/85).

Given this situation, the introduction of new technologies will reduce job opportunities for women in the Community.

Action must be taken at government level to prevent social segregation according to sex in addition to the existing division in society between the employed and the unemployed.

MOTION FOR A RESOLUTION (DOCUMENT B 2-1792/84)

tabled by Mrs CINCIARI RODANO, Mrs TRUPIA, Mrs MARINARO and

Mrs SQUARCIALUPI

pursuant to Rule 47 of the Rules of Procedure

on the social impact of the new technologies on the situation of women

The European Parliament,

- having regard to its resolution on the position of women in the European Community¹,
 - having regard to the resolution of its committees of inquiry on the situation of women in Europe²,
 - having regard to the Council resolution³ on action to combat unemployment amongst women, setting out the measures to be implemented in the fields of vocational guidance and training, placement and women's employment,
 - having regard to the conclusions of the Council⁴ on technological change and social adjustment,
 - having regard to the Council recommendation of 13 December 1984 on the promotion of positive action for women⁵,
- A. whereas the introduction of new technologies will give rise to a series of changes which will affect not only the world of work, but also the organization of society and the individual's way of life,
- B. whereas, in particular, the opportunities for women to enter the labour market and the occupations they pursue will be determined to a significant extent by technological innovation,
- C. whereas one of the goals of the campaign for women's rights is to improve the quality of women's lives and this goal needs to be pursued in full knowledge of how and to what extent the new technologies will change their conditions of life, both at work and as mothers,
1. Considers it essential that a detailed analysis be conducted to evaluate the difference in the impact that the introduction of new technologies will have on male and female employment;
 2. Fears that there is a serious risk within the world of data processing that the notion of particular occupations being reserved for a particular sex, men being concerned with hardware and women with software, will acquire significantly greater currency;
 3. Points once again in this connection to the importance of vocational training for women and emphasizes in particular the need for vocational guidance to be given at a very early stage, so that the selection of women's career models may be freed from the tendency to conform with 'feminine stereotypes' at work;

4. Calls on the Commission to devise strategies and practical measures that will ensure that technological innovation results in the enhancement of women's role in society and an improvement in their position on the labour market;
5. Calls on its competent committee to draw up, as quickly as possible, a detailed report on the social impact of the new technologies on the situation of women;
6. Instructs its President to forward this resolution to the Commission and Council of the European Communities.

-
- ¹ OJ No. C 50, 9.3.1981
 - ² OJ No. C 46, 20.2.1984
 - ³ OJ No. C 161, 21.6.1984
 - ⁴ OJ No. C 184, 11.7.1984
 - ⁵ OJ No. L 331, 19.12.1984

MOTION FOR A RESOLUTION (DOCUMENT B 2-564/85)

tabled by Mrs DURY

pursuant to Rule 47 of the Rules of Procedure

on the implications for women of introducing the new information technologies

The European Parliament,

- having regard to its resolution of 11 February 1981 on the position of women in the European Community¹,
 - having regard to the resolution by its Committee of Inquiry into the Situation of Women in Europe²,
 - having regard to the Council Resolution of 2 June 1983 concerning vocational training measures relating to new information technologies³,
 - having regard to the Resolution of the Council and the Ministers of Education meeting within the Council of 19 September 1983 on measures relating to the introduction of new information technology in education⁴,
 - having regard to the Commission Communication to the Council on technological change and social adjustment⁵,
 - having regard to the Commission Communication to the Council on new information technologies and the school systems in the European Community⁶,
 - having regard to the Galway Conference report on cooperation between industry and the universities and technological change⁷,
- A. whereas the social policy developed by the Commission is heavily geared to dealing with the social implications of the new technologies,
- B. whereas the abovementioned Council Resolutions and Commission Communications to the Council on the pattern and implementation of the Community's social policy give particular, albeit limited, consideration to the position of women,
- C. whereas women's ability to cope with the social implications of the new technologies is an essential element of the societal options informing the Community's social policy,
- D. whereas the social implications of the new technologies chiefly affect the volume and structure of employment, new work content, and the organization of work and off-work time,

¹OJ No. C 50, 9.3.1981

²OJ No. C 46, 14.9.1984

³OJ No. C 166, 25.6.1983

⁴OJ No. C 256, 24.9.1983

⁵COM(84) 6 final

⁶COM(84) 722 final

⁷V/367/85

- E. concerned at the findings of recent studies on the impact of introducing new information technologies at the workplace on women's employment and working conditions, which highlight:
- (a) the vulnerability of women workers when redundancy measures are to be taken;
 - (b) segregated access to new technologies, whereby men are responsible for the design and operation of complex information-handling and automatic-process systems while women operate simple equipment such as word processors, file management systems, and machines implementing a limited number of basic assembly and packaging operations;
 - (c) reduction of the scope of courses organized for women to minor retraining in order to operate such equipment;
 - (d) the absence or low level of participation of women workers in training courses for skilled posts;
- F. disapproving strongly of the fact that the concept of workforce flexibility - a concomitant of the new technologies - is implemented differently for men and for women, i.e. that it is taken to mean non-continuous full-time working for the former and part-time working for the latter,
- G. whereas the egalitarian implications of introducing the new technologies at the workplace affect the areas covered by the second Directive on equality of treatment as regards access to employment, to training and to vocational guidance, as also working conditions,
- H. aware of the detrimental effect of protective legislation - particularly the ban on night-time working for women - on the distribution of working time, which is not egalitarian,
- I. convinced that the latest Community action programme to promote equality of opportunity for women, which ends in 1985, should be continued and stepped up,
1. Takes the view that the provisions for the special benefit of women contained in the abovementioned documents should be maintained, expanded and implemented vigorously;
 2. Calls on the Commission to ensure that such action be promoted in all the European institutions and the Commission departments responsible for developing action programmes on the introduction of new technologies, by appointing a person to represent the women's standpoint and by supervising the allocation of part of their budgets to studies and activities concerning women;
- Calls on the Commission to organize a series of meetings and seminars to inform the Member States of the findings of such studies, so that they may make full use of their resources - via their respective school systems, continuing education, vocational guidance, and public-relations work - to eliminate women workers' difficulties in holding their own on the labour market and to smooth the way for future generations of such workers;

- Calls for the Community agency responsible for monitoring the implementation of directives in the Member States to supervise the application of the directive on equality of treatment as regards new technologies, i.e. access to technologies, to vocational guidance and to relevant preparatory training, as also working hours and provisions and practices relating to conditions of work in conjunction with new technologies;
- Calls on the Commission to continue as a matter of urgency its deliberations, involving both sides of industry, on protective legislation - particularly the ban on night-time working - and that it will encourage the adoption of measures based on sexual equality;
- Requests the Commission to draw up a new Community action programme for women in the light of the strategic challenges presented by the new technologies.

