



Resolution 1018 (1994)¹

Equality of rights between men and women

Parliamentary Assembly

1. The Assembly, referring to its [Recommendation 1229 \(1994\)](#) on equality of rights between men and women, invites the governments of member states:

- 1.1. to include the principle of equality of rights in their respective constitutions and draw up antidiscriminatory legislation;
- 1.2. to become parties to the United Nations Convention on the Elimination of All Forms of Discrimination against Women by the year 2000, if they have not already done so, and examine the possibility of withdrawing reservations in respect of the convention by amending their relevant laws;
- 1.3. to set up, if they have not already done so, machinery to promote and supervise respect for the principle of equality of rights between women and men and equip the machinery with the powers, financial resources and staff it needs to attain its objectives, particularly that of facilitating participation by women in political life on an equal footing with men;
- 1.4. to ensure an acceptable representation of women when appointing their Permanent Representatives to the Council of Europe;
- 1.5. to support suitable candidatures from women to higher posts;
- 1.6. to ensure that efforts are made to foster equality in schools, for example by removing sexual stereotypes from textbooks and to introduce initiation in human rights into school curricula, including the male/female equality aspect, and in "parity democracy", stressing the need for balanced participation by women and men in political life;
- 1.7. to encourage the mass media to promote equality;
- 1.8. to take action to further equality between women and men in working life:
 - a. by ensuring that the European social standards and in particular the principle of equal pay for work of equal value, as enshrined in the European Social Charter and its additional Protocol, are equally recognised and effectively applied in respect of women and men on the labour market;
 - b. by stressing the need to organise occupational life, particularly working hours, in such a way that men and women are able to look after their children, share household tasks and dovetail these tasks with their occupational activities;
 - c. by introducing the principle of parental leave into their legislation, as well as the concept of paid leave for one of the parents for the purpose of looking after their children;
 - d. by promoting satisfactory day-care and other arrangements so as to enable both parents to go out to work;
 - e. by making any form of sexual assault at workplaces an offence;

1. Assembly debate on 24 January 1994 (1st Sitting) (see [Doc. 6985](#), report of the Committee on Legal Affairs and Human Rights, Rapporteur: Mrs Err). Text adopted by the Assembly on 24 January 1994 (1st Sitting).



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- 1.9. to provide financial support for non-governmental organisations active in the field of equality between women and men and give their officials the opportunity to attend conferences and seminars on equality.
2. The Assembly invites its members to propose candidatures of women to the presidency of the Assembly.
3. It decides to analyse the annual report drawn up by the United Nations Committee on the Elimination of Discrimination against Women, the purpose of which is to review the progress made in the field of equality, as defined by the United Nations Convention on the Elimination of All Forms of Discrimination against Women.
4. The Assembly invites the national parliaments of the member states:
 - 4.1. to use proper methods of supervising compliance with the principle of equality of rights between men and women;
 - 4.2. to secure significant representation of both sexes in their national delegations to international bodies and assemblies, especially to the Council of Europe Parliamentary Assembly.
5. It also requests political parties and trade unions:
 - 5.1. to ensure that the number of women in their executive organs is at least proportional to the number of women among their members;
 - 5.2. to take positive action to ensure that more women are appointed, nominated or elected at all levels of political life and are fairly represented in the decision-making process.
6. The Assembly invites the Secretary General to give preference, for a transitional period, to candidatures of women with equal competence for the nomination of civil servants, and to pay particular attention to the promotion of women in the Secretariat.