



"Improving Equality on the Labour Market: Chances through Diversity"

RESOLUTION adopted by the EPP WOMEN CONGRESS 7 October 2011 in Malaga

HAVING REGARD TO:

- the fact that equality between the genders and the diversity of origin, age, religion, disability, language, culture, education level, sexual orientation, union membership and health are all sources of wealth for society.
- that diversity increases with increased mobility, globalization and migration.
- that we are facing a demographic challenge with an increasing ageing population and negative birth rates, requiring labor-force immigration.
- that discrimination on the labour market undermines fundamental human rights, and disregards the potential of discriminated groups, leading to negative economic and social consequences.

THE EPPW RECOMMEND:

Their respective parties to:

- promote gender equality and diversity within the parties and their election lists.
- put pressure on the governments, especially when in government, in order to assure equal treatment and opportunities of all its citizens and residents.
- improve legislation and its implementation on the matter of diversity and anti-discrimination.

The EPP to:

- introduce an amendment to its statutes regarding the respect for gender equality in the Presidency of the party.
- promote diversity within the party.
- put pressure on those members who have not yet transposed the EU Racial Equality Directive (2000/43/EC) and the EU Directive Establishing a General Framework for Equal Treatment in Employment and Occupation (2000/78/EC).

The EU Member States to:

- incorporate these two Directives into their legislation (for those who have not yet done so).
- promote intercultural dialogue at a regional, national and European level, as recommended by the Report of the Group of Eminent Persons of the Council of Europe on "Living together – Combining diversity and freedom in 21st-century Europe", presented on 11 May 2011.
- actively work towards integrating legal migrants in all spheres of society and labour market.

- create and fund an anti-discrimination center and / or institute receiving and managing complaints, assisting in legal processes, conducting studies and statistical researches and consulting decision makers on issues of equality, particularly in employment.
- empower the equality bodies, make them more efficient in law enforcement, and make the remedies more accessible.
- develop and implement a general family policy in which diversity is promoted, disregarding the culture of the country of origin of families, and taking into account in these policies in particular the alphabetization and education of children (m/f).
- to make decisive steps in reconciliation of working and family life.
- to tackle poverty among women.
- actively work towards enforcing the EU Directive on the application of the principle of equal pay for men and women (75/117/EEC).
- promote gender equality and combat all forms of discrimination through public awareness campaigns.
- motivate their public institutions to act as role models, for example by establishing quotas for gender and diversity in their public sector.
- create a "diversity certificate" awarded to private companies actively working with diversity management.
- provide financial incentives to companies that commit to quota for marginalized groups, i.e. disabled persons.
- monitoring the situation regarding discrimination and diversity on the labour market.

The European Union to:

- ensure the transposition of Directives 2000/43/EC and 2000/78/EC in the national laws of Member States, and the enforcement of these laws.
- take further steps in recognizing the equivalence of diplomas and certificates between the EU Member States.
- identify and share good practices regarding diversity inclusion and non-discrimination between the Member States.
- recommend the adoption of target rates for employment of discriminated groups.
- recommend establishing preventive measures on national, regional and local levels, such as quota and diversity awareness programs for staff, managers and business leaders.
- recommend the adoption of diversity plans by all social partners on the labour market, i.e. in the public and private sectors as well as within unions and employers organizations.