


Procedure file

Basic information		
INI - Own-initiative procedure	2000/2312(INI)	Procedure completed
Equal pay for work of equal value		
Subject 4.15.08 Work, employment, wages and salaries: equal opportunities women and men, and for all		

Key players			
European Parliament	Committee responsible	Rapporteur	Appointed
	FEMM Women's Rights and Equal Opportunities		23/01/2001
		PPE-DE SMET Miet	
	Committee for opinion	Rapporteur for opinion	Appointed
	EMPL Employment and Social Affairs		04/04/2001
		ELDR ATTWOOLL Elspeth	

Key events			
18/01/2001	Committee referral announced in Parliament		
11/07/2001	Vote in committee		Summary
11/07/2001	Committee report tabled for plenary	A5-0275/2001	
19/09/2001	Debate in Parliament		
20/09/2001	Decision by Parliament	T5-0476/2001	Summary
20/09/2001	End of procedure in Parliament		
28/03/2002	Final act published in Official Journal		

Technical information	
Procedure reference	2000/2312(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/5/14264

Documentation gateway					
Committee report tabled for plenary, single reading		A5-0275/2001	11/07/2001	EP	
Text adopted by Parliament, single reading		T5-0476/2001 OJ C 077 28.03.2002, p. 0022-0134 E	20/09/2001	EP	Summary

Equal pay for work of equal value

The committee adopted the own-initiative report by Miet SMET (EPP-ED, B) on equal pay for work of equal value. The committee noted that the wage gap between men and women in the EU was 28% and, after taking account of structural differences in the labour market, including age, training, occupation and career patterns, women's pay was still 15% lower. It argued that this discrepancy could only be explained by value discrimination mechanisms, which was unacceptable. It wanted the causes of the problem to be studied so that the position of women in the labour market could be improved. The report welcomed the setting up by the Commission of a group of experts to improve the collection of statistical data but called for this data to be broken down by gender and sector, taking account of atypical work, which was more widespread among women. It added that using descriptive indicators alone was not enough and called for interpretative indicators to be applied, such as the link between the need to reconcile work and family commitments on the one hand and salary levels on the other. The committee welcomed the inclusion of these objectives in the draft employment guidelines for 2002 and backed the Belgian Presidency's plan to place special emphasis on equal pay. It also supported the Commission's plan to carry out a campaign on equal pay in 2002 and asked the Commission, in the light of this campaign, to propose a revised version of the 1975 directive on equal pay, which would cover gender-neutral job evaluation. Lastly, the two sides of industry were urged to include more women in wage negotiations. The committee highlighted the need to eliminate female ghettos in certain low-paid jobs. The Member States were asked to take steps to enable women to overcome the many hurdles preventing them from reaching senior positions and to eliminate the "glass ceiling" which was present throughout society. ?

Equal pay for work of equal value

The European Parliament adopted the resolution by Mr Miet SMET (EPP-ED, B) calling for further measures to bridge the pay gap between men and women. (Please refer to the previous text).?