


# Procedure file

Basic information	
COS - Procedure on a strategy paper (historic)	1994/2087(COS)
Equal pay for work of equal value. Memorandum	Procedure completed
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
	<b>FEMM</b> Women's Rights	PPE <u>COLOMBO SVEVO</u> <u>Maria Paola</u>	30/08/1994
Council of the European Union			

Key events			
23/06/1994	Non-legislative basic document published	COM(1994)0006	Summary
14/09/1994	Committee referral announced in Parliament		
19/12/1995	Vote in committee		Summary
19/12/1995	Committee report tabled for plenary	<u>A4-0338/1995</u>	
13/02/1996	Debate in Parliament		
13/02/1996	Decision by Parliament	T4-0048/1996	Summary
13/02/1996	End of procedure in Parliament		
04/03/1996	Final act published in Official Journal		

Technical information	
Procedure reference	1994/2087(COS)
Procedure type	COS - Procedure on a strategy paper (historic)
Procedure subtype	Commission strategy paper
Legal basis	Rules of Procedure EP 148
Stage reached in procedure	Procedure completed

## Documentation gateway

Non-legislative basic document		COM(1994)0006	23/06/1994	EC	Summary
Committee report tabled for plenary, single reading		<a href="#">A4-0338/1995</a> <a href="#">OJ C 032 05.02.1996, p. 0005</a>	19/12/1995	EP	
Text adopted by Parliament, single reading		T4-0048/1996 <a href="#">OJ C 065 04.03.1996, p. 0021-0043</a>	13/02/1996	EP	Summary

## Equal pay for work of equal value. Memorandum

The first part of this Commission memorandum on "equal pay for work of equal value" contains a presentation of the case law of the European Court of Justice on this issue and then focuses on: - what is meant by "work of equal value" in European law and in the legislation of the Member States and the scope of comparisons of this type of work, be they between men and women or between employees in the public and private sectors; - professional classification and evaluation (procedures or systems to define professional categories and then evaluate the relative demands of jobs) in European law; - what is meant by "pay" for the purposes of Article 119 of the EC Treaty (definitions of basic salary and additional considerations, contractual and non-contractual wages, social services, different services, social security services, pay and other conditions of work and all identifiable pay or financial conditions). The second part sets out the reasons why measures to promote equal pay for work of equal value need to be put into practice quickly. The Commission tables a series of basic ideas around which these measures could be structured: - improving databases on women's pay; - improving the dissemination of information on this issue; - practical and legal training in the application of the principle of equal pay both at Community level and in the Member States; - legislative action based on Article 169 of the Treaty (the Commission posits the idea of a Community code of good practice on the implementation of equal pay). This memorandum has been drafted for information purposes and as a discussion paper for the attention of all the interested parties (public administrations, national agencies responsible for ruling on litigation, social partners, lawyers and consultants) and contains no formal proposals as such. ?

## Equal pay for work of equal value. Memorandum

The committee adopted the report by Mrs Maria Paola COLOMBO SVEVO (PPE, I) on the memorandum on equal pay for work of equal value. The report requested that the IGC propose a new wording of Article 119 of the Treaty on equal pay in accordance with the case law of the European Court of Justice. Following the agreement concluded between the social partners, the Council was called upon to rapidly adopt the proposal concerning parental leave and the Member States to transpose the agreement into national law. The social partners should enter into negotiations as soon as possible on reversal of the burden of proof, atypical work and part-time work. If no agreement was concluded, the Commission should submit proposals. The report called on the Member States to incorporate into their legislation appropriate positive action, particularly with regard to training and the organisation of work in order to reduce wage differences. They should also take into account in their equal pay policy the problems behind the existence of low-pay sectors. Furthermore, the Member States should reach an agreement on reconciling work and family life as soon as possible. In cooperation with the social partners, they should promote the participation of women in negotiations on collective agreements, including those relating to pay. The social partners should also organise campaigns to provide information on equal pay for work of equal value, particularly for negotiators of collective agreements. The Commission was called on to include a report on the progress made in its annual report to the EP on equal opportunities. ?

## Equal pay for work of equal value. Memorandum

The European Parliament adopted the report by Mrs Maria Paola COLOMBO SVEVO on the Memorandum on equal pay for work of equal value. Parliament requested that the IGC propose a new wording of Article 119 (EC) on equal pay in accordance with case law passed by the European Court of Justice. Following the agreement concluded between the social partners, the Council was called upon rapidly to adopt the proposal concerning parental leave and the Member States to transpose the agreement into national law. The social partners should enter into negotiations as soon as possible on reversal of the burden of proof, atypical work and part-time work. If no agreement was concluded, the Commission should submit proposals. The EP called on the Member States to incorporate into their laws appropriate positive action, with particular reference to training and work organization, in order to reduce wage differences. They should also take into account, in their equal pay policy, the problems behind the existence of low-pay sectors. Furthermore, they were requested to take measures to ensure that enterprises drew up annual reports on equal pay for women and men. In addition, the Member States should reach a rapid agreement on reconciling work and family life. In cooperation with both sides of industry they should promote the participation of women in negotiations on collective agreements, including those relating to pay. The two sides of industry should organize campaigns for providing information on equal pay for work of equal value, particularly for negotiators of collective agreements. The Commission was called on to include in its annual report on equal opportunities for women and men a chapter on the progress made. Moreover, the European Parliament called on the social partners to incorporate the concept of equal value into collective bargaining and called for particular attention to be paid to up-grading feminized occupations. ?