Equal pay for work of equal value. Memorandum

1994/2087(COS) - 13/02/1996 - Text adopted by Parliament, single reading

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.