Basic information

1996/2152(COS) COS - Procedure on a strategy paper (historic)	Procedure completed
Code of practice on the implementation of equal pay for work of equal value for women and men **Subject** 4.15.08 Work, employment, wages and salaries: equal opportunities women and men, and for all	

Key players

European Parliament	**Committee for opinion**	**Rapporteur for opinion**	**Appointed**
	FEMM Women's Rights	COLOMBO SVEVO Maria Paola (PPE)	09/09/1996
Council of the European Union			

Key events

Date	Event	Reference	Summary
17/07/1996	Non-legislative basic document published	COM(1996)0336	Summary
05/09/1996	Committee referral announced in Parliament		
16/04/1997	Vote in committee		Summary
16/04/1997	Committee report tabled for plenary	A4-0143/1997	
11/06/1997	Debate in Parliament		
12/06/1997	End of procedure in Parliament		
30/06/1997	Final act published in Official Journal		

Technical information

Procedure reference	1996/2152(COS)
Procedure type	COS - Procedure on a strategy paper (historic)
Procedure subtype	Commission strategy paper
Legal basis	Rules of Procedure EP 148 Rules of Procedure EP 050
Stage reached in procedure	Procedure completed
Committee dossier	EMPL/4/08084

Documentation gateway				
European Parliament				
Document type	Committee	Reference	Date	Summary
Committee report tabled for plenary, single reading		A4-0143/1997 OJ C 150 19.05.1997, p. 0003	16/04/1997	
Text adopted by Parliament, single reading		T4-0335/1997 OJ C 200 30.06.1997, p. 0105-0193	12/06/1997	Summary

European Commission			
Document type	Reference	Date	Summary
Non-legislative basic document	COM(1996)0336	17/07/1996	Summary

Code of practice on the implementation of equal pay for work of equal value for women and men

1996/2152(COS) - 17/07/1996 - Non-legislative basic document

OBJECTIVE: adoption of a code of practice with a view to helping reduce the difference between women and men's incomes, for work of equal value.
SUBSTANCE: the Commission document is a follow-up to the Memorandum on Equal Pay for Work of Equal Value, published in 1994. Its purpose is to provide concrete advice for employers and collective bargaining partners at business, sectoral or intersectoral level to ensure that the principle of equality between women and men performing work of equal value is applied to all aspects of pay. It aims to eliminate sexual discrimination whenever pay structures are based on job classification and evaluation systems. The Code is intended to be applied in the workplace both in the public and in the private sector. Employers are encouraged to follow the recommendations in the Code, adapting them to the size and the structure of their businesses. The nature of the approaches and measures set out in the Code is neither exhaustive nor legally binding. The Code, drawn up after intensive consultations with the social partners, essentially proposes two things: 1. that negotiators at all levels, whether on the side of the employers or the unions, who are involved in the determination of pay systems, should carry out an analysis of the remuneration system and evaluate the data required to detect sexual discrimination in the pay structures so that remedies can be found; 2. that a plan for follow-up should be drawn up and implemented to eliminate any sexual discrimination evident in the pay structures.

Code of practice on the implementation of equal pay for work of equal value for women and men

1996/2152(COS) - 12/06/1997 - Text adopted by Parliament, single reading

When it adopted the report by Mrs Laura GONZALEZ ALVAREZ (GUE/NGL, E) on a code of practice on the implementation of equal pay, the European Parliament took the view that this code would help towards creating a more gender-neutral job-classification and job evaluation system and could serve as an instrument to reduce discrimination as regards wages. It emphasized that the code of conduct must apply to all employees including apprentices and those working for home) whether on full-time, part-time, casual or temporary contracts, regardless of length of service. An awareness and information campaign is vital to ensure that the social partners are aware of the code of conduct. Parliament called on the European Commission to provide information, training and guidance targeted at the social partners involved in decisions about pay. Parliament took the view that the public sector should set an example by implementing the code of conduct rapidly but emphasized that the first requirement for putting the code into practice was job evaluation with a view to detecting discrimination. The European Commission must therefore devise gender-free job evaluation schemes and draw up appropriate guidelines. For Parliament, it would also be useful if a clearer distinction were established between wage components which result from societal developments and those which are mainly bound to wage settlements where gender-biased arguments are more easily introduced in wages. Since negotiations between the social partners are essential for equal pay, collective agreements must respect the principles of non-discrimination, and women should be involved more closely. To facilitate the negotiations of the social partners, Parliament feels that the Commission should compile a database able to give advice to employers and employees and their representatives on equal pay for work of equal value. The Member States and the Commission are also called upon to encourage transparency in this field (particularly by comprehensible statistics on wage levels and better access to information on pay components). The Commission is also asked to collect examples of good practice in the Member States in this field and monitor the actual implementation of the code of practice. Should there be no reduction of inequalities as regards pay in the next three

years, the Commission should envisage making the code of practice into a legally binding instrument. Recalling once again the importance of an equitable division of family duties between men and women, which is one of the root causes of segregation on the labour market, it once again expresses its wish to see Article 119 of the Treaty expanded in such a way that the right to equal pay for work of equal value is enshrined therein. Finally, it calls on the Member States to set up a network of experts responsible for verifying compliance with legislation on remuneration and for providing for court proceedings and penalties which will ensure that it is applied in practice.