

Achieving equal pay between women and men

Statement of the European social dialogue committee for central government administrations

TUNED's proposed amendments to first draft discussed on 09.09.2011 SDC CGA

In the framework of the European strategy for equality between women and men 2010-2015, achieving equal pay for the same work or work of the same value remains central. More than 50 years have passed since the establishment of the principle of equal pay for men and women in the Rome Treaty and more than 35 years since the first equal pay directive. Yet the Commission still evaluates the average gender pay gap in Europe at 18%¹, which the committee considers unacceptable. Even if the remuneration disparity in the public services has been lower than in the private sector in most member states, the lack of detailed European, comparative data in the different sectors of public services makes it difficult to provide a precise assessment of the situation.

As the Commission envisages to consult the social partners on that topic by the end of the year, the Committee wants to express its strong commitment to closing or at least reducing the gender pay gap and wants to take engagements in the part of its members, both employers and trade unions, to that end.

Whilst the Committee recognises that tackling the gender pay gap requires action in several policy areas and at several levels, it supports the Commission's planned revision of the European equal pay legislation by way of law or collective bargaining and takes, as first step, the following commitments

- As an immediate action, the Committee will apply the principle of transparency of pay as an essential prerequisite to closing the pay gap.
- Accordingly, ahead of the Commission's consultation, the Committee will collect and analyze, on a regular basis, gendered data on remunerations of the civil servants and employees at all grades in the sector, including all existing complementary advantages (such as bonuses, performance-related pay, complementary pensions or insurances...)
- On the basis of a common template, those data will be made publicly accessible in an appropriate way to be defined by the secretariat of the committee.
- Pay data and systems should be monitored in the framework of Eurostat.
- The Commission should step up the process of analyzing the aspects and causes of the gender pay gap (work/life balance including motherhood penalty, undervaluation of women's work, career development, working time, atypical arrangements etc..) and of identifying measures, to correct the situation,
- Member states should be invited to apply the measures in order to reduce the gap.
- A clear objective of reduction of the gender pay gap should be defined. We propose a reduction by 5% by 2020.
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- In view of the unprecedented austerity measures across Europe, the Commission should also carry out a gender impact assessment of these measures in central government administrations in cooperation with ~~governments and~~ social partners.

Commento [NS1]: No sure what is meant, if the directive is revised by law or collective bargaining, member states will in any case have to apply the changes

Formattato: Rientro: Sinistro: 0,63 cm

Commento [NS2]: TUNED is ok although the deadline is a bit far away, was 2020 chosen to coincide with the EU 2020 strategy on growth?

Formattato: Tipo di carattere: Colore carattere: Grigio 80%,

Formattato: Rientro: Sinistro: 0,63 cm

¹ Eurostat, 2010, based on comparison of women's and men's gross hourly earnings.

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Commento [NS3]: Move paragraph above