

EUROPEAN PARLIAMENT

## Working Documents

1978 - 1979

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22 March 1978

DOCUMENT 6/78

### INTERIM REPORT

drawn up by the Committee on Social Affairs, Employment and Education

on ~~on~~ equal pay for men and women in the Member States of the Community  
(Doc. 526/75)

Rapporteur: Mrs G. DUNWOODY



On 11 February 1976 the European Parliament referred the motion for a resolution tabled by Mr Yeats on behalf of the Group of European Progressive Democrats and Mr Durieux on behalf of the Liberal and Allies Group pursuant to Rule 25 of the Rules of Procedure on equal pay for men and women in the Member States of the Community (Doc. 526/75) to the Committee on Social Affairs, Employment and Education.

On 26 April 1976 the Committee on Social Affairs, Employment and Education appointed Mrs Dunwoody rapporteur and discussed a Draft Interim Report at its meetings of 20/21 October 1977, 23 February 1978 and adopted it on 1 March 1978 by 14 votes for, one against and one abstention.

Present: Mr van der Gun, chairman; Mr Nolan, vice-chairman; Mrs Dunwoody, vice-chairman and rapporteur; Mr Albers, Lord Bessborough (deputizing for Mr Howell), Mr Dinesen, Mr Evans (deputizing for Mr Carpentier), Lady Fisher of Rednal, Mr Kavanagh, Mrs Kellett-Bowman, Mr Lezzi, Mr Meintz, Lord Murray of Gravesend, Mr Osborn (deputizing for Sir Brandon Rhys Williams), Mr Power and Mr Schreiber.

The explanatory statement will be presented orally in plenary sitting.



The Committee on Social Affairs, Employment and Education hereby submits to the European Parliament the following motion for a resolution:

MOTION FOR A RESOLUTION

on equal pay for men and women in the Member States of the Community

The European Parliament,

- having regard to the Motion for a Resolution tabled by Mr YEATS on behalf of the Group of European Progressive Democrats and Mr DURIEUX on behalf of the Liberal and Allies Group (Doc. 526/75),
- having regard to the Interim Report tabled by the Committee on Social Affairs, Employment and Education (Doc. 6/78),
- 1. Points out that Article 119 concerning equal pay for men and women, which is an integral part of the Treaty of Rome, 1957, has not yet been implemented fully in many Member States. The European Parliament and the Commission have both criticized the slowness of application, and urged Member States to bring in legislation giving full legal status on equal pay;
- 2. States with considerable concern that the situation of women at work both in relation to equal pay for equal work and equality of opportunity has deteriorated and fears that this state of affairs will not improve, but may, in fact, get worse because of the growing economic difficulties of the Member States;
- 3. Is of the opinion:
  - (i) that the present directives<sup>1</sup> for changes in relation to equal opportunity at work profoundly underestimate the size of the problems in the Member States, particularly in relation to the application of Article 119,
  - (ii) that because of the need to improve working conditions for women in general, even in the present climate of economic difficulty, it is important that the Member States should be encouraged to go beyond the framework of existing legislation,
  - (iii) that the Commission has only limited powers of monitoring the existing legislation in the Member States, but deplores the lack of urgency with which it appears to be encouraging the Member States to respond to Article 119;

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<sup>1</sup> O J No. L 45, 19. 2.1975, p. 19 - Council Directive of 10 February 1975 on the approximation of the laws of the Member States relating to the application of the principle of equal pay for men and women (75/117/EEC)

O J No. L 39, 14. 2.1976, p. 40 - Council Directive of 9 February 1976 on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions.

4. Urges, therefore, that the Commission urgently implements the following proposals:

- (i) the publication of new statistical material covering all Member States on the subject of equal pay for women in order that present progress may be judged by the European Parliament;
- (ii) the regular publication of such statistical data as also covers equality of opportunity;
- (iii) the Commission should ask for information from the Member States on the manner in which they are coping with the practical difficulties that they are encountering, and how they intend to improve the conditions of women at work;

5. Is, therefore, of the opinion that the Committee on Social Affairs, Employment and Education, whilst welcoming the legislation that has been passed in the Member States, would prefer to see a far more comprehensive, detailed and wide-ranging report on the basis of the new statistical data shortly to be made available to the Commission, but encompassing a wider examination of the social implications of the existing legislation;

6. Instructs its President to forward this resolution to the Council and Commission of the European Communities.

MOTION FOR A RESOLUTION

DOCUMENT 526/75

tabled by Mr YEATS on behalf of the Group of European Progressive Democrats  
and Mr DURIEUX on behalf of the Liberal and Allies Group

with request for debate by urgent procedure pursuant to Rule 14 of the  
Rules of Procedure

on equal pay for men and women in the Member States of the Community

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The European Parliament

- having regard to Article 119 of the Treaty of Rome,
  - having regard to the directive on equal pay of 10 February 1975,
  - having regard to the European Parliament's report by Mr HARZSCHEL  
(Doc. PE 35.740) adopted on 13 May 1974,
1. Welcomes the entry into force on February 10 1976 of equal pay throughout the Community;
  2. Welcomes the efforts so far made at national level to introduce the principle of equal pay into the legislation of the Member States;
  3. Calls on all national governments to ensure that there will be no delay in completing the introduction of equal pay for men and women throughout the nine Member States of the Community;
  4. Urges the Commission to take all necessary steps to ensure the rapid and effective implementation of the directive on equal pay in all Member States.

