



NEWS

Equal pay for male and female workers for equal work: - extracts from the debate

Duration: **00:04:01** First Transmission: **24/05/2012** End of Production: **24/05/2012** Ref: **84195**
Location: **Strasbourg, France - European Parliament**

SUMMARY

The pay gap between women and men doing the same job with the same qualifications is seen as a serious problem by almost seven in ten Europeans (69%), respondents were divided on whether incentives or penalties would be more effective in reducing the gap. The three possible remedies offered, namely "facilitating access for women and men to any type of employment" (27%), "imposing financial penalties on companies that do not respect gender equality" (26%), or "transparent pay scales in companies" (24%), all scored similar percentages.

Unsurprisingly, women saw gender inequalities, and the pay gap in particular, as more of a problem than men did. Here scores for the two groups differed by between 12 and 14 percentage points. In fact, more than three in four women said that the gender pay gap is a serious problem (76%), as against 62% of men. More men (35%), than women (21%), said that it was not a serious problem.

Only the original language version is authentic and it prevails in the event of its differing from the translated versions.

SHOTLIST

00:00:00	Title
00:00:05	Exterior view of the EP, Strasbourg
00:00:10	SOUNDBITE (English) Edit BAUER (EPP, SK) rapporteur "There is only a slow progress. Gender pay gap is currently 16.4% varying from 4.5% up to 25.5% in some member states. On the other side, there are almost 40 years of legislation in force but obviously is not efficient. The main question is what to do with an inefficient piece of legislation?"
00:00:39	SOUNDBITE (English) Janez POTO#NIK, EU Commissioner "The situation is very different from one member state to another. In some the gap is still widening. The gender pay gap is also an expression of how our pool of well educated and high rescued women is under exploited".
00:00:59	SOUNDBITE (English) Janez POTO#NIK EU Commissioner "One of our priorities for the coming years will be to monitor the correct application and the enforcement of the equal pay provisions of the directive and to support member states and other stake holders with the proper enforcement and application of the existing rules".
00:01:16	SOUNDBITE (English) Janez POTO#NIK EU Commissioner "The Commission has recently launched an initiative to raise awareness of companies about the gender pay gap. Its causes and its consequences, and to support businesses in their

efforts to tackle it . The initiative will promote training activities and support the exchange of good practices on the business case for gender equality".

00:01:37 SOUNDBITE (French) Mariya Ivanova NEDELICHEVA (EPP, BG)

"It's no longer possible that in 2012, more than 50 years after the adoption of the legislative framework on this subject, this average pay gender gap is still of 17% ! Let's not be afraid of words, what we are missing is a strong political will both at European and national levels, to put this legislation in to practice. This means that we have to enforce the equality gender and respect of women rights by all means, both at legislative level as well at the information and awareness to broke up the usual stereotypes which are still blocking the women to develop all their potential."

00:02:12 SOUNDBITE (Danish) Britta THOMSEN (S&D, DK)

"In Portugal, recently they carried out a pool in supermarkets that shown that men in the butcher department got more money than the women in the fisheries department. The conditions for the two jobs were the same; it was just the gender that makes the difference. The solution was that the women were given a pay increase, and they have put both men and women in both departments. That why is so important that we define what work of equal value is, if we are really going to do something about an equal pay".

00:02:52 SOUNDBITE (Romanian) Norica NICOLAI (ELDR, RO) :

"Does anybody ask a member state if they respected those criteria's in all those areas? Does the Commission verified if companies of the member states obtained European funds and participated to public procurements without respecting the condition of the equal gender pay? For sure not! So I think that the single solution to implement this principle - which is a honour principle for all of us - is to respect in particular the existing legislation".

00:03:32 SOUNDBITE (Swedish) Mikael GUSTAFSSON (GUE/NGL, SE)

"We have to share the parental leave, this is very important, because we know that women stay at home with their children's more than men, all this mean that the employer can consider the women as being on uncertain element, and than restrict their carer development . So to stop paid discrimination we have to stop the cutting down of the public sector, and of course men's have to take a greater deal of parental leave."

00:03:53 Cutaways (3 shots)

00:04:01 END

CONDITIONS OF USE

This material is offered free of charge for EU-related information and education purposes.

For any other use, prior clearance must be obtained from the Central Audiovisual Library of the European Commission.

In no case may this material be sold or rented.

NB: Pictures containing buildings and artworks may only be used to meet the needs of current news coverage.

Credit : © European Union, 2013