



Plenary sitting

B9-0083/2020

22.1.2020

MOTION FOR A RESOLUTION

to wind up the debate on the statement by the Commission

pursuant to Rule 132(2) of the Rules of Procedure

on the gender pay gap
(2019/2870(RSP))

Christine Anderson, France Jamet, Nicolaus Fest, Joachim Kuhs
on behalf of the ID Group

B9-0083/2020

**European Parliament resolution on the gender pay gap
(2019/2870(RSP))**

The European Parliament,

- having regard to the statement by the Commission of 13 January 2020 on the gender pay gap,
 - having regard to the Commission’s answer to Written Question P-003684/2019,
 - having regard to Article 153 of the Treaty on the Functioning of the European Union (TFEU),
 - having regard to Rule 132(2) of its Rules of Procedure,
- A. whereas the gender pay gap (GPG) is defined as the difference between the average gross hourly earnings of men and women, expressed as a percentage of the average gross hourly earnings of men;
- B. whereas the GPG is officially defined as ‘unadjusted’, in other words not adjusted according to individual characteristics;
- C. whereas the EU has been making concerted efforts to close the GPG for quite some time;
- D. whereas data on sector-specific GPG averages in the EU is currently unavailable, and the Commission does not gather such data;
1. Recalls that wage-setting mechanisms are the responsibility of the Member States and social partners;
 2. Recalls that Article 153(5) of the TFEU explicitly excludes pay from the remit of EU action;
 3. Considers that, in line with the principle of subsidiarity, the Commission should not interfere with the labour markets of the Member States and their respective frameworks;
 4. Recalls the incomplete nature of the definition of the GPG, which is not adjusted and therefore does not take into account individual characteristics that may explain part or all of the earnings difference, such as differences in education, hours worked, type of job, and career breaks or part-time work after having children;
 5. Points out that the Commission explains the residual GPG in certain studies by referring to omitted variables (such as career breaks) and unobservable variables (such as negotiating advantages), as well as gender-specific preferences for the choice of education and career;
 6. Recalls that numerous studies show that if an adjusted measure is used, the GPG only

barely exceeds statistical error tolerance;

7. Calls for all future analysis to build on an adjusted GPG, taking into account all observable aspects that could potentially influence pay, such as career breaks, gender-specific preferences for the choice of careers in certain sectors, etc.;
8. Instructs its President to forward this resolution to the Commission, the Council, the European Institute for Gender Equality and the governments and parliaments of the Member States.