

Pay transparency vote in plenary: lack of pragmatism in the Parliament

The European Parliament has adopted the EMPL & FEMM report as a basis for the trilogue negotiations. While Ceemet strongly supports the principle of equal pay for equal work or work of equal value, the employers' organisation for the MET-industries is convinced that the EP report does not address the root causes of the pay gap.

Brussels, 06 April 2022 – Against the clear recommendation of European employers' organisations, MEPs have passed the report on pay transparency as voted in the EMPL & FEMM committees during a plenary vote.

The report, which is now the Parliament's position to start the trilogue negotiations with Commission and Council, turns a blind eye to the unjustified financial and administrative impact the proposed Directive will have on companies.

No reflection of the political spectrum

After seeing the amendments which were tabled, Ceemet had high hopes that the final report of the European Parliament would take a pragmatic approach which would be workable in practice for companies. Ceemet was, and still is, especially strongly in favour of the amendments proposing to include the presumption of adequacy in the scope of the Directive and the amendments regarding the exemption for companies with less than 250 employees.

Unfortunately, the report which is now adopted by the plenary does not include any of these amendments. The final report is not taking the balanced approach expected and it does not reflect the entire political spectrum. This EP report shows a lack of pragmatism and will result in a significant amount of financial and administrative burden on companies, notably SMEs.

Hope remains for the trilogue negotiations

However, there is still hope. With a view on the trilogue negotiations, Ceemet urges the negotiators to agree on a text for the final Directive that is sensible and applicable in practice for companies. Only including companies with at least 250 workers in the scope of the Directive, as proposed by both the Commission as well as the Council, would be a good starting point and a minimum for the MET sector.

Margue Remans
LEGAL ADVISOR

E margue.remans@ceemet.org

Rue Belliard 40
1040 Brussels – Belgium

 www.ceemet.org

 [@ceemet](https://twitter.com/ceemet)

EU Transparency Register
61370904700-45

About Ceemet

Ceemet represents the metal, engineering and technology-based industry employers in Europe, covering sectors such as metal goods, mechanical engineering, electronics, ICT, vehicle and transport manufacturing.

Member organisations represent 200,000 companies in Europe, providing over 17 million direct and 35 million indirect jobs.

Ceemet is a recognised European social partner at the industrial sector level, promoting global competitiveness for European industry through consultation and social dialogue.