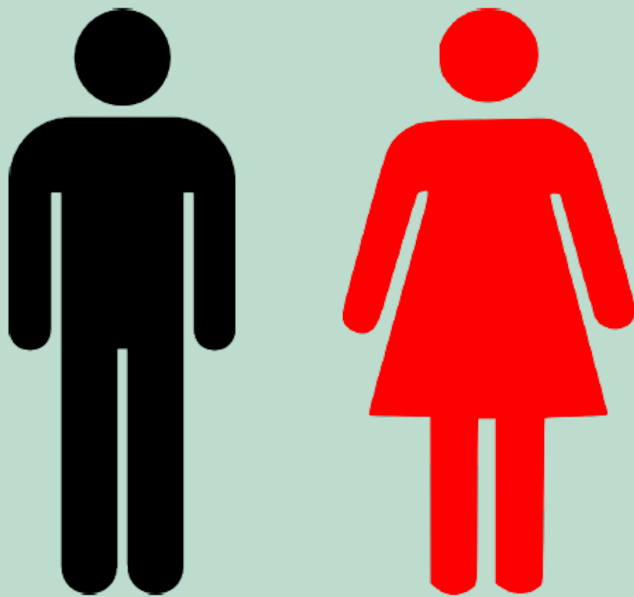


# Equality now, or?

**Equal JOB  
Equal PAY**



**Wake up!**

*Act Now!*

Collective complaints have been lodged against the fifteen Member States of the Council of Europe which accept them by the European Group of University Women, GEFDU / University Women of Europe, UWE, on the initiative of Anne Nègre, attorney at law, Bar of Versailles, France, for violation of the European Social Charter regarding equal pay for equal work between women and men. This is a historic first!

With the support :

The European Trade Union Confederation,  
ETUC, (45 million employees)

The Commissioner for Human Rights of  
the Council of Europe

The European Network of Equalities  
Bodies, EQUINET

The European Union by the observations  
of the European Commission

## Reminder of the European procedure:

GEFDU / UWE at the initiative of Anne Nègre, voted unanimously in a general assembly in Utrecht, the Netherlands, to obtain as International Non Governmental Organization the qualification by the Council of Europe to file collective complaints for violation of the European Social Charter, 1961 Treaty of the Council of Europe. Which is possible since 1995. Which has never been done against 15 States and on such a violation. Anne Nègre obtained the required qualification of the GEFDU / UWE by the Council of Europe and launched the fifteen collective complaints on behalf of the GEFDU / UWE, 24 August 2016.

## Document collective complaints:

After a long period of research, documentation, etc., she filed collective complaints against the 15 Member States of the Council of Europe accepting them, as attorney at law of the GEFDU / UWE: Belgium, Bulgaria, Croatia, Cyprus, France, Greece, Ireland, Italy, the Netherlands, Portugal, the Czech Republic, Slovenia, Sweden, and Norway the only country not also in the European Union.

## These complaints concern the violation concerning:

- **equal pay for equal, similar or comparable work between women and men of the European Social Charter**
- **under-representation of women in decision-making positions of private companies**

## The reply of the majority of States: denial

Various states have agreed to challenge the admissibility of the GEFDU / UWE, considering that this INGO, which has been accredited for many years before by the Council of Europe, does not have the qualifications required to file collective complaints. Associations of more than 90 years for some of them constitute GEFDU / UWE. They have been in all the struggles for the emancipation of women, but they shouldn't be competent? The European Committee of Social Rights declared the admissibility of GEFDU / UWE by decision of 4 July 2017.

What do these Member States fear? The next step is now, on the merits. None of those countries are respecting equal pay for equal job and women in decision making positions.

**Equal pay is therefore far from being a reality in Europe ... It necessary to act, to mobilize for equality is a fact.**

[Click here to access to the collective complaints](#)



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**Gender Equality Expert**

Conference of INGOs - Council of Europe

**Experte Egalité entre les Femmes et les Hommes**

Conférence OING - Conseil de l'Europe

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