

Statement of Interpretation on Article 4§3

On examining the reports submitted as part of the third cycle of supervision, the Committee reaffirmed its previous view on the question of equal payment for work of equal value and held that two criteria should be applied to determine whether the right to equal pay for work of equal value is being respected: firstly, to see whether in law and in fact equal pay is guaranteed for equal work, the second whether the State concerned provides evidence that it has taken adequate steps, the nature of which is left to the State's own judgement, to equalise remuneration for work of comparable value.

The Committee also held it essential to have full information on the objective criteria applied in each State to determine the equal worth of labour.