

Dear Commissioner Dalli,

I am contacting you to raise with you the concern of the ETUC about the leaked EU Commission work programme where it seems that the plan is put the EU Pay Transparency Directive onto ice. The leaked version states the following

European Gender Equality Strategy (non-legislative, Q1 2020), Adopted

followed by **binding pay transparency measures** (legislative, incl. impact assessment, Article 157 TFEU, Q4 2020): **On pay transparency, this was highlighted in the Political Guidelines, but it should be noted that anything of substance will inevitably mean more administrative burden for companies. It is questionable whether the autumn will really be the right time for this proposal.**

If accurate, we urge you to reconsider. In our assessment such an approach would be a mistake with far reaching consequences.

Action to secure equal pay cannot be called into question. Equal pay is a requirement of the EU Treaty, it is not a fair weather option. There is a strong interconnection between a need to create a new normal after Covid-19 and guaranteeing equal and fair pay. Throughout the EU key workers, in sectors where women predominantly work are unfairly under paid and undervalued.

Covid-19 has spotlighted how the unfair market-determined salaries of workers such as cleaners, retail, transport, care and healthcare workers have diverged from the real value that they provide to society and the economy. It is long past time that low-wage workers secure a permanent income boost and earn a fair wage with adequate benefits.

The announced Gender Pay Transparency Directive must go ahead and moreover must be reframed to tackle the root causes of inequality and undervaluing of work. It can do this by including provisions that assist workers and their unions to re-evaluate their pay and to secure increases that reflect the real value of the work to the organisations and society. It must empower unions to bargain to build a new normal where work that is done by women is properly valued and paid.

This crisis will mark a new beginning. We need to remember those who are working on the frontlines, in services, care, cleaning, we can't repeat what happened after the 2008 crisis when companies bounced back but working people and equality paid the price.

We urge you to reconsider.

I look forward to your positive response and we remain available to assist you in your endeavours.

Yours sincerely

Esther Lynch

Deputy General Secretary