

From: Sharon McAuley [REDACTED]@fsunion.org>
Sent: jeudi 30 avril 2020 16:53
To: [REDACTED]
Subject: Pay Transparency Directive and Gender Equality Strategy



President von der Leyen
European Commission
Rue de la Loi / Wetstraat 200
[1049](#) Brussels
Belgium

Dear President

We are contacting you to raise with you the concern of the Financial Services Union Ireland (FSU) about the Commission work programme. We understand from the ETUC that the EU Commission is considering a plan is put the EU Pay Transparency Directive and the whole Gender Equality Strategy onto ice.

We urge you to reconsider. In our assessment such an approach would be a mistake with far reaching consequences.

President, like myself, you made gender equality a cornerstone of your Presidency. Binding Pay Transparency was one of your first 100 days commitments. Action to secure gender equality cannot be called into question even in times of COVID-19 crisis. Equal pay is a requirement of the EU Treaty, it is not a fair weather option.

There is a strong interconnection between the EU road to recovery plan and establishing the new normal after Covid-19, this underscores the need for a Gender Equality Strategy. Throughout the EU, key workers, in sectors where the work is predominantly undertaken by women are underpaid and undervalued. This needs to be tackled as part of the recovery, working women should not be put to the back of the queue to be dealt with after the recovery.

The announced Pay Transparency Directive must go ahead and moreover must be reframed to tackle the root causes of inequality and undervaluing of work. 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 Pay Transparency Directive can do this by including provisions that assist workers and their unions to re-evaluate the pay and to secure increases that reflect the real value of the work to the organisations and society. Crucially 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 gender

equality paid the price.

I look forward to your positive response and we remain available to assist you in your endeavours to secure an EU where Gender Equality is a reality for all women.

Yours sincerely

Keep safe

Sharon

Sharon McAuley
President FSU
One Stephen Street Upper
Dublin

DO8 DR9P

003531 4755908

0044 7971 259321 (UK)

00353 86 0483740 (ROI)

To read the FSU's Data Privacy Policy please click on the following link:

<https://www.fsunion.org/privacy-members/>

DISCLAIMER : This message contains privileged and confidential information intended only for the use of the addressee named above. If you are not the intended recipient of this message, you are hereby notified that you must not disseminate, copy or take any action in reliance on it. If you have received this message in error, please notify FSU immediately. Tel +353+1+4755908, Fax +353+1+4780567, Email: xxxx@xxxxxxxx.xx Any views expressed in this message are those of the individual sender except where the sender specifically states them to be the view of FSU.

To read the FSU's Data Privacy Policy please click on the following link:

<https://www.fsunion.org/privacy-members/>