



FEDERATIA SINDICATELOR DIN EDUCAȚIE

„SPIRU HARET”

Afiliată la Internaționala Educației

To: **Ms. Ursula Von der Leyen**
President of the European Commission

Ms. Helena Dalli
EU Commissioner for Equality

Ms. Mariya Gabriel
EU Commissioner for Innovation, Research, Culture, Education and Youth

Mr. Nicolas Schmit
EU Commissioner for Jobs and Social Rights

Cc: **Ms. Adina Valean**
EU Commissioner for Transport

Ms. Themis Christophidou
Director-General for Education, Youth, Sport, Culture

Bucharest, 16 April 2020

Subject: FSE „SPIRU HARET”, Romania, ETUCE affiliate, demands to reconsider the European Commission’s decision to postpone the adoption of EU Gender Pay Transparency Directive

Dear Commissioners,

I am contacting you to raise with you our concern about the leaked EU Commission work programme where it seems that the plan is put the EU Pay Transparency Directive on 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 while the principles on gender equality and equal pay are embedded in the European Pillar of Social Rights. There is a strong interconnection between a need to create a

new normal after Covid-19 and guaranteeing equal and fair pay. The COVID-19 pandemic and the quarantine measures implemented by most European governments are already especially hard on women, with a significant increase in unpaid care work, precarious employment schemes, and risks of losing their employment.

Education is one of the crucial public sectors in which predominantly women work, often unfairly underpaid and undervalued. The low valorisation of the teaching profession and

challenging working conditions have an immensely negative impact on gender equality in the education sector. The COVID-19 is already vividly showing what devastating impact the under-funding of crucial public sectors, including health, social care, and education, have on the society.

The announced Gender Pay Transparency Directive must go ahead and moreover must be re-framed to tackle the root causes of inequality and undervaluing of work. The gender pay and pension gap is a complex issue interlinked with other gender inequalities, including horizontal and vertical segregation (particularly relevant for the education sector), work-life balance, precarious and part-time employment, and others. Therefore, it is crucial that the Gender Pay Transparency Directive include 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 carried out by women is properly valued and paid.

Addressing the gender pay gap in education, ETUCE underlines the importance for women and men to receive equal pay for work with equal value, as well as working in healthy and safe working conditions, equivalent to those in other professions with a similar level of qualifications. The principle of equal pay and pay transparency is especially crucial in the times of COVID-19 and current economic and social emergency. As highlighted in the ETUCE Statement on tackling the COVID-19 crisis, European societies were not prepared to face this crisis due to a decade of predominant austerity, market and profit-oriented policies. Now is the time to make good use of the lessons learnt from the past, once and for all, and to demand a structural reorientation: structural changes for an economy that works for people.

We urge you to reconsider postponing the adoption of EU Gender Pay Transparency Directive.

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

Yours sincerely,



Marius Ovidiu Nistor
President

„SPIRU HARET” Education Trade Union Federation