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**From:** Nousjoki Joesetta [REDACTED]@pam.fi>  
**Sent:** mardi 5 mai 2020 13:37  
**To:** [REDACTED]  
**Cc:** Ylitalo Jaana; [REDACTED]  
**Subject:** Finnish unions urge to secure the Pay Transparency Directive  
**Attachments:** UNI Finland unions, Pay transparency VDL.pdf

Dear President von der Leyen,

We are contacting you to raise with you our concern about the leaked EU Commission work programme where it seems that the plan is to put the EU Pay Transparency Directive on ice.

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

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 underpaid 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 re-framed 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.

We 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,

Services workers unions in Finland:

Jaana Ylitalo, Service Union United PAM

Minea Pyykönen, Trade Union Pro

Teemu Hankamäki, TEK

Liisa Halme, The Union of Insurance Employees in Finland VVL

Heidi Nieminen, The Finnish Post and Logistics Union PAU

Kari Ahola, Trade Union Unio

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