



EUROPEAN COMMISSION
SECRETARIAT-GENERAL

Directorate E - Citizens, Health, Migration & Security Union
The Director

Brussels
SG.E.1/MB/JW/

Ms Zoé Kappes
by email: ask+request-9226-e32fd036@asktheeu.org

Dear Madam,

Subject: Your application for access to documents – GESTDEM 2021/1743

We refer to your e-mail of 22 March 2021 in which you make a request for access to documents, registered on 22 March 2021 under the above-mentioned reference number.

I would like first of all to apologise for any inconvenience caused by the delay in replying to your request. As explained in the messages sent by Mr Mousnier on 16 April and on 11 May 2021, this is primarily due to the large number of documents that had to be examined and analysed by different services before they could be sent to you.

You request access to:

“- minutes and other reports of meetings between the European Commission (President von der Leyen, Commissioners, cabinet members, Commission staff, etc.) and representatives of industry stakeholders (including BUSINESSEUROPE, SMEunited, CEEP, BDI, BDA and others), trade associations and NGOs where the issue of pay transparency was mentioned, between May 2020 and today, [also including] minutes and other reports of online meetings, phone calls and other exchanges during which the issue of pay transparency was mentioned

- all correspondence (including emails) between the European Commission (President von der Leyen, Commissioners, cabinet members, Commission staff, etc.) and representatives of industry stakeholders (including BUSINESSEUROPE, SMEunited, CEEP, BDI, BDA and others), trade associations and NGOs in which the issue of pay transparency was mentioned, between May 2020 and today..” .

Please note that due to the wide scope of your request, covering also areas falling under the responsibility of other Directorates-General, parts of your request have been attributed to other Directorates-General. This reply relates only to the documents held by the Cabinets of President von der Leyen and Vice-President Jourová. You have received or will receive the replies from the other respective Directorates-General or Cabinets in due course.

Your application concerns the following documents:

- SPIRU HARET_demand to reconsider the EC's decision to postpone the adoption of EU Gender Pay Transparency Directive, registered under number Ares(2020)2346834 (hereafter "document 1");
- Financial Services Union Ireland_concerns on delays to Pay Transparency Directive and Gender Equality Strategy, registered under number Ares(2020)2354133 (hereafter "document 2");
- OGBL+LCGB_Gender Equality Strategy and Pay Transparency Directive, registered under number Ares(2020)2355259 (hereafter "document 3");
- European Federation of Public Service Unions_Gender Equality Strategy and Pay Transparency Directive, registered under number Ares(2020)2355322 (hereafter "document 4");
- ETUC_EU Recovery Strategy for the COVID-19 outbreak, registered under number Ares(2020)2370748 (hereafter "document 5");
- FNV Women Network_PayTransparency Directive and Gender Equality Strategy, registered under number Ares(2020)2372694 (hereafter "document 6");
- ETUC_Commission Work Programme and in particular on the Pay Transparency Directive, registered under number Ares(2020)2376344 (hereafter "document 7");
- Pancyprian Public Employees Trade Union_Pay Transparency Directive and Gender Equality Strategy on CWP, registered under number Ares(2020)2379941 (hereafter "document 8");
- Association of Free Trade Unions of Slovenia_Gender Equality Strategy and Pay Transparency Directive, registered under number Ares(2020)2380302 (hereafter "document 9");
- Free Trade Union Confederation of Latvia_Pay Transparency Directive and Gender Equality Strategy, registered under number Ares(2020)2380387 (hereafter "document 10");
- ABVV-FGTB_EU Pay Transparency Directive and Gender Equality Strategy, registered under number Ares(2020)2381202 (hereafter "document 11");
- SAK+Akakva+STTK_Gender Equality Strategy and Pay Transparency Directive, registered under number Ares(2020)2381270 (hereafter "document 12");
- ABVV-FGTB_EU Pay Transparency Directive and Gender Equality Strategy, registered under number Ares(2020)2397400 (hereafter "document 13");
- Finnish unions Pay Transparency Directive letter (mail), registered under number Ares(2020)2397471 (hereafter "document 14");
- Finnish unions Pay Transparency Directive letter, registered under number Ares(2020)2397471 (hereafter "document 15");
- FSS-CCOO_Pay Transparency Directive and Gender Equality Strategy, registered under number Ares(2020)2397879 (hereafter "document 16");
- FGTB-ABVV_Pay Transparency Directive and Gender Equality Strategy, registered under number Ares(2020)2401145 (hereafter "document 17");
- IndustriAll European Trade Union_Pay Transparency Directive, registered under number Ares(2020)2401256 (hereafter "document 18");
- FGTB Wallonne_Pay Transparency Directive and Gender Equality Strategy, registered under number Ares(2020)2401369 (hereafter "document 19");
- ActionFemme_EU Pay Transparency Directive, registered under number Ares(2020)2401472 (hereafter "document 20");
- ACV-CSC_EU Pay Transparency Directive and Gender Equality Strategy, registered under number Ares(2020)2401615 (hereafter "document 21");

- Northern Ireland Womens European Platform_Gender Pay Transparency Directive (cover letter), registered under number Ares(2020)2401757 (hereafter “document 22”);
- Northern Ireland Womens European Platform_Gender Pay Transparency Directive, registered under number Ares(2020)2401757 (hereafter “document 23”);
- Comisiones Obreras Spain_Directive on Gender Pay Transparency, registered under number Ares(2020)2445423 (hereafter “document 24”);
- OGBL Women's Department_CWP, Pay Transparency Directive and Gender Equality Strategy, registered under number Ares(2020)2451839 (hereafter “document 25”);
- Unione Italiana Del Lavoro_Pay Transparency Directive and Gender Equality Strategy, registered under number Ares(2020)2526376 (hereafter “document 26”);
- EUROCADRES_Gender pay transparency and gender balance on company boards, registered under number Ares(2020)2721676 (hereafter “document 27”);
- European Federation of Building and Woodworkers_26concrete demandsto direct EFBWW priorities in the coming 12 months, registered under number Ares(2020)2867104 (hereafter “document 28”);
- European Federation of Building and Woodworkers_Motion to the EFBWW Executive Committee, registered under number Ares(2020)2867104 (hereafter “document 29”);
- Gender Five Plus_Gender Equality Strategy and pay Transparency Directive, registered under number Ares(2020)3131725 (hereafter “document 30”);
- Women's European Council_gender equality and social convergence in Next Generation EU, registered under number Ares(2020)3210361 (hereafter “document 31”);
- Fuori Quota Association_cover note, registered under number Ares(2020)3319127 (hereafter “document 32”);
- Fuori Quota Association_Letter to the Pdt, registered under number Ares(2020)3319127 (hereafter “document 33”);
- Fuori Quota Association_programmatic document for female inclusion in post-emergency reconstruction, registered under number Ares(2020)3319127 (hereafter “document 34”);
- BPW Europe_Cover note, registered under number Ares(2020)3514880 (hereafter “document 35”);
- BPW Europe_EqualPayDay Report May 2020.pdf, registered under number Ares(2020)3514880 (hereafter “document 36”);
- BPW Europe_Letter to the Pdt.pdf, registered under number Ares(2020)3514880 (hereafter “document 37”);
- Minutes of a meeting between CAB PRES and SMEunited, registered under number Ares(2020)3577377 (hereafter “document 38”);
- ETUC_Minutes Videoconference between Pdt of the EC and Secretary General of ETUC, registered under number Ares(2020)4806195 (hereafter “document 39”);
- ADA con Treviso - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 40”);
- BTB-ABVV - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 41”);
- Centro Ascolto Mobbing e Stalking Uil Lecce - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 42”);

- CESE Wallonie - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 43”);
- CGIL - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 44”);
- CGIL Vicenza - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 45”);
- CISL - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 46”);
- CISL Italy - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 47”);
- CITUB - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 48”);
- EAPN-Latvia - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 49”);
- EFBWW - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 50”);
- ENFAP Italia - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 51”);
- ETF - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 52”);
- FERPA - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 53”);
- FILLEA CGIL - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 54”);
- Filt Cgil - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 55”);
- Filt Cgil Milano e Lombardia - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 56”);
- Filt Cgil Padova - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 57”);
- Filt Cgil Veneto - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 58”);
- Filt Cgil Verona - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 59”);

- Filt Cgil Vicenza - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 60”);
- FPCGIL - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 61”);
- FTTUB - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 62”);
- GSEE - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 63”);
- industriAll European Trade Union - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 64”);
- Irish Congress of Trade Unions - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 65”);
- Irish Nurses and Midwives Organisation - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 66”);
- IWO-International Women's Organisation - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 67”);
- UIL - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 68”);
- UIL Friuli Venezia Giulia - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 69”);
- UIL Lazio - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 70”);
- UIL LAZIO PO - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 71”);
- UIL Liguria - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 72”);
- UIL Milano e Lombardia - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 73”);
- UIL PENSIONATI - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 74”);
- UIL SCUOLA RUA - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 75”);
- UIL SCUOLA RUA MARCHE - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 76”);

- UIL Udine - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 77”);
- UILA - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 78”);
- UILCA - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 79”);
- UILCA Lombardia - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 80”);
- UILCOM - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 81”);
- UILFPL - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 82”);
- UILP Campania - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 83”);
- UILP Emilia Romagna - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 84”);
- UILP Puglia - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 85”);
- UILP Veneto - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 86”);
- UILPA - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 87”);
- UILTEC - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 88”);
- UILTEC Toscana - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 89”);
- UILTemp - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 90”);
- UILTRASPORTI - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 91”);
- UNI Europa - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 92”);
- Unite Women's Transport Working Group - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 93”);

- Vie Féminine - PETITION Concerns about the EU Pay Transparency Directive & Gender Equality Strategy, registered under number Ares(2020)5065613 (hereafter “document 94”);
- ETUC Pay Transparency Directive, registered under number Ares(2020)5137948 (hereafter “document 95”);
- ETUC_Letter to the Pdt, registered under number Ares(2020)6331160 (hereafter “document 96”);
- European Transport Workers' Federation_Statement on Equal Pay Day, registered under number Ares(2020)6336318 (hereafter “document 97”);
- EC answer to ETUC_Pay Transparency Directive, registered under number Ares(2020)6519924 (hereafter “document 98”);
- European Transport Workers' Federation_Pay Transparency Directive, registered under number Ares(2021)250886 (hereafter “document 99”);
- Report_meeting with BusinessEurope_22.07.2021, registered under number Ares(2021)2497028 (hereafter “document 100”);
- Model Proposal from ETUC for a Directive on strengthening the principle of equal pay between women and men through pay transparency, registered under number Ares(2020)6331160 (hereafter “document 101”).

With regard to the documents listed above, a complete disclosure of the identified documents is prevented by the exception concerning the protection of privacy and the integrity of the individual outlined in Article 4(1)(b) of Regulation (EC) No 1049/2001, because they contain the following personal data:

- the names/initials and contact information of Commission staff members not pertaining to the senior management
- the names/initials and contact details of other natural persons;
- handwritten signatures/abbreviated signatures of natural persons.

Article 9(1)(b) of the Data Protection Regulation does not allow the transmission of these personal data, except if you prove that it is necessary to have the data transmitted to you for a specific purpose in the public interest and where there is no reason to assume that the legitimate interests of the data subject might be prejudiced. In your request, you do not express any particular interest to have access to these personal data nor do you choose to put forward any arguments to establish the necessity to have the data transmitted for a specific purpose in the public interest.

Consequently, pursuant to Article 4(1)(b) of Regulation (EC) No 1049/2001, access cannot be granted to the personal data contained in the requested documents, as the need to obtain access thereto for a purpose in the public interest has not been substantiated and there is no reason to think that the legitimate interests of the individuals concerned would not be prejudiced by disclosure of the personal data concerned.

As regards documents 38, 39 and 100, these documents were drawn up for internal use under the responsibility of the relevant Cabinet. They solely reflect the author's interpretation of the interventions made and do not set out any official position of the third parties to which the document refers, which were not consulted on its content. It does not reflect the position of the Commission and cannot be quoted as such.

In the event that you were to disagree with this position, you are entitled, in accordance with Article 7(2) of Regulation (EC) No 1049/2001, to submit a confirmatory application requesting the Commission to review this position.

Such a confirmatory application should be addressed within 15 working days upon receipt of this letter to the Secretariat-General of the Commission at the following address:

European Commission

Secretariat-General

Unit C.1. 'Transparency, Document Management and Access to Documents'

BERL 7/076

B-1049 Brussels, or by email to: sg-acc-doc@ec.europa.eu

Yours faithfully,

William SLEATH

Annexes: 101