



EUROPEAN COMMISSION
DIRECTORATE-GENERAL JUSTICE AND CONSUMERS

Directorate D: Equality and Union citizenship
Unit D.2: Gender equality

Brussels,

Dear Petitioner,

I would like to thank you for your letter calling on the Commission to proceed with the pay transparency initiative as planned in the Commission's Work Programme 2020.

I wish to reassure you that presenting this initiative on binding pay transparency measures is a priority for the Commission. For this reason, it remained in the Commission's Work Programme for 2020 and it will be delivered as planned by the end of the year.

This initiative, together with the other actions set out in the Gender Equality Strategy 2020-2025, remains at the forefront of the Commission's agenda. One of the Strategy's key milestones is to improve pay transparency and to reinforce the implementation of the principle of equal pay between women and men. Equality of treatment and opportunities between women and men and the principle of equal pay is a requirement of the EU Treaties and is also embedded in the European Pillar of Social Rights.

The unexpected and unprecedented situation we are facing in relation to the COVID-19 pandemic will not push gender equality issues aside. On the contrary, the crisis' responses and recovery plan must be inclusive and mainstream equality issues. If anything, the pandemic has underlined the indispensable role of women in the labour market, as well as their overrepresentation in frontline, jobs -though low-paid or with precarious contracts - that are at providing the most basic and essential community services for our survival. This puts the need for equal opportunities and equal pay at the forefront of the equality issues emerging from the COVID-19 crisis.

Thank you for your support of the Commission's work, be it towards implementing the Gender Equality Strategy, or in defending women's workers' rights. With our response to the crisis and work towards a robust recovery, we have to avoid that the crisis further deepens gender inequalities.

Yours faithfully,

Karen Vandekerckhove
Head of Unit