



AK – Prinz Eugen-Strasse 20-22, 1040 Vienna

EU Pay Transparency Directive

Dear Commissioner Dalli,

We are writing to you because we are genuinely concerned to learn that there is evidence to suggest that the planned submission of the EU Pay Transparency Directive is to be delayed.

The issue of gender equality in the labour market and regarding pay is a great concern of the Austrian Chamber of Labour as the representative of almost four million workers, which we actively support, also at EU level. Hence, we are therefore very pleased that the current legislative period includes a Commissioner for Equality.

The ambitious work programme of the European Commission and the comprehensive “Gender Equality Strategy 2020-2025” also give us great hope that the EU is making genuine progress. The core of this progress constitutes the Pay Transparency Directive, planned for autumn, which would make an important contribution to fair pay.

Hence, the yet informal work programme of the EU Commission is all the more a cause for concern, as with regard to the EU Pay Transparency Directive autumn has now been put into question.

Should this be so, we would urgently ask you to reconsider this approach. Measures to secure pay equality must not be called into question and should not be postponed. Throughout the EU, it is women who keep system-critical sectors such as healthcare, care and retail going – many of them unfairly underpaid and undervalued. The principle of “equal pay for equal work” is enshrined in European Treaties and applies – more than ever – also in times of crisis.

The Covid-19 pandemic has also shown that the wages of workers such as cleaners, in retail, in the transport sector, care and healthcare do not match the real value, which they generate for society and economy. To create transparency would be a first important step towards more fairness, which those employed in these sectors have definitely earned. That is why we urgently ask you to submit the announced Pay Transparency Directive as planned in autumn.

Any delay of the Pay Transparency Directive would be incomprehensible because the crisis causes huge costs, whilst implementing the Directive would only cause very little expense. Currently, and rightly so, businesses are hugely aided with liquidity support or furloughing – in return, more pay transparency at work is a contribution, which most companies are surely ready to make. It should be our joint target that after the Covid-19 pandemic the EU is a fairer Union than before.

We therefore urge you to reconsider postponing this important Directive and look forward to your positive reply.

Yours sincerely,

Renate Anderl
President