

**To: Members of the European Parliament**

**ETUC calls on MEPs to vote in favour of the European Parliament's mandate to enter into inter-institutional negotiations on the Gender Pay Transparency Directive**

Dear Member of the European Parliament,

I am contacting you to urge you to vote in favour of the European Parliament's mandate to enter into trilogue negotiations.

After long months of negotiations, your colleagues in the EMPL and FEMM Committee have adopted a position that contains many improvements to the European Commission's proposal for an EU Directive to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms.

Rapporteurs and shadow rapporteurs have done an important job by negotiating a balanced compromise, that accommodates for different needs and concerns.

A vote in favour is safeguarding every women workers' choice to join a union and to bargain for equal pay.

A vote in favour is a step towards pay justice for essential workers, making sure they finally get the pay they deserve.

A vote in favour is a step towards banning pay secrecy and enabling workers to discuss their pay freely.

Whereas a vote against risks to be perceived as yet another move against Women's rights.

I understand that an important endeavour, such as finally closing the gender pay gap, will mean some changes for businesses. However, the proposed Directive is the fairest balance for women workers who have brought us through the pandemic and who deserve equal pay for work of equal value.

The European Trade Union Confederation calls on you as Member of the European Parliament to vote in favour of the European Parliament's mandate to start inter-institutional negotiations on 5 April 2022 and to pave the way forward for this Directive, working towards its swift adoption.

Without decisive action, the gender pay gap in the EU will not be closed before the next century – it will even continue to rise in nine European member states.

Women workers cannot wait any longer.

Yours sincerely,



Esther Lynch  
ETUC Deputy General Secretary