



Asoc.prof, Dr.iur. Kristīne Dupate
University of Latvia

Your Ref: 14.04.2026 No

Our Ref: 28.04.2026 No 11-5/1505-2

Letter of Support

Dear Ms Dupate,

Having evaluated the invitation from the University of Latvia to participate as an associated partner in a CERV-GE project funded by the European Commission, the Ministry of Economic Affairs and Communications of the Republic of Estonia expresses its support for and agreement to participate as an associate partner in the above-mentioned project coordinated by the University of Latvia in cooperation with the Free Trade Union Confederation of Latvia, Employers' Confederation of Latvia and State Labour Inspectorate.

This priority of the call for projects by the European Commission concerns support measures for strengthening the application of the principle of equal pay for men and women for equal work or work of equal value through pay transparency. More specifically, the project aims to ensure the existence of detailed information on obligations under the equal pay principle; to increase capacity and knowledge of State Labour Inspectorate, workers' representatives, employers and employees on the matter; to develop a digital tool for gender pay gap.

As the Ministry of Economic Affairs and Communications has extensive experience in the development of a digital tool Pay Mirror in Estonia, we are ready to support the project through cooperation to consult the project coordinator and partners regarding the content and development of the Pay Mirror. The Pay Mirror is a solution that supports employers, allowing them to monitor the gender pay gap indicators in organisations on a quarterly basis.

We therefore support the objectives of the project and welcome a continued dialogue with the

project consortium regarding the development of a digital tool to monitor gender pay gap indicators.

With best regards,

A handwritten signature in blue ink, appearing to read 'Erkki Keldo', with a long horizontal line extending to the right.

Erkki Keldo
Minister of Economy and Industry

Helen Talalaev
+372 5396 7691 helen.talalaev@mkm.ee