

**Question for written answer E-001576/2026
to the Commission**

Rule 144

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Subject: Simplification of the Pay Transparency Directive

Directive 2023/970 on pay transparency aims to strengthen equal pay between women and men. It must be transposed by the Member States by 7 June 2026. Some of its provisions require companies to provide information on pay levels upon request from workers and to disclose data relating to pay gaps.

Several Member States have already put mechanisms in place. However, some of these pre-existing national obligations differ significantly from the indicators set out in the directive, which complicates companies' adaptation and risks generating additional compliance costs. Furthermore, in the current context, regaining competitiveness has made it essential to simplify the regulatory framework and reduce the burden on businesses. In this spirit, the Commission has presented several omnibus packages aimed at easing certain obligations affecting our economies.

1. Is the Commission considering including the Pay Transparency Directive in a future omnibus package?
2. Is the Commission considering introducing certain flexibilities for companies already subject to national obligations promoting equal pay, in order to limit their costs and allow for gradual adaptation?

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