

(English version)

**Question for written answer E-004018/25  
to the Commission**

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(13 October 2025)

*Subject:* Letter regarding the announcement by the Dutch Government to postpone the transposition of the Pay Transparency Directive to 2027

We, the undersigned Members of the European Parliament, are deeply concerned about the announcement made by the Dutch Government on 17 September 2025 <sup>(1)</sup> to delay the transposition of the Pay Transparency Directive <sup>(2)</sup> to no later than 1 January 2027, instead of the original deadline of 7 June 2026 stipulated in Article 34 of the directive.

We call on the Commission to answer the following questions:

1. Is the Commission aware of the announcement made by the Dutch Government to delay the transposition of the Pay Transparency Directive?
2. What actions does the Commission intend to take in response to the Dutch Government's announcement, and how does the Commission intend to safeguard the integrity of the EU *acquis*?

Submitted: 13.10.2025

**Answer given by Ms Lahbib on behalf of the European Commission**  
(18 December 2025)

The Commission reaffirms that the Pay Transparency Directive <sup>(1)</sup> is instrumental for the full realisation of the right to equal pay for the same work or work of equal value between women and men and remains fully committed to its effective and timely implementation. It expects all Member States to implement the directive by the deadline of June 2026.

The Commission recalls that Member States must transpose the directive within the legal deadline. Should a Member State fail to notify its transposition measures on time, the Commission may launch infringement proceedings, starting with a letter of formal notice in accordance with Article 258 of the Treaty on the Functioning of the European Union.

The Commission is actively supporting the correct and uniform transposition of the directive into national law. Efforts to reduce any administrative burden focus on methodological guidance and other practical support measures.

Between 2024 and 2025, the Commission organised four implementation workshops to assist national administrations and social partners in ensuring comprehensive and timely transposition and to promote the exchange of best practices.

In addition, the European Institute for Gender Equality is preparing a step-by-step toolkit on gender-neutral job evaluation and classification for use by employers and social partners.

It is intended that the toolkit will contain various methodologies specifically tailored to the size of employers. Furthermore, dedicated funding is made available to Member States and social partners to support the implementation of the directive, training and capacity building.

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<sup>1</sup> Eerste Kamer der Staten-Generaal, 'Brief van de Minister van Sociale Zaken En Werkgelegenheid', 17 September 2025, <https://zoek.officielebekendmakingen.nl/kst-21501-31-CL.html>.

<sup>2</sup> Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 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 (OJ L 132, 17.5.2023, p. 21, ELI: <http://data.europa.eu/eli/dir/2023/970/oj>).

<sup>(1)</sup> OJ L 132, 17.5.2023, pp. 21-44.