

EN

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Answer given by Ms Lahbib

on behalf of the European Commission

(23.6.2026)

The Commission does not intend to include the Pay Transparency Directive¹ in any future omnibus regulatory simplification package, as it considers the Directive to be essential for the full realisation of the right to equal pay between men and women.

The Pay Transparency Directive introduces proportionate pay transparency obligations, with reporting dates and periods that vary depending on the size of the companies². It also provides flexibility concerning methodologies to guide the assessment and comparison of work of equal value by employers³ and allows the use of administrative data to assist companies in fulfilling their pay reporting obligations⁴.

To facilitate the implementation of the Directive, the Commission has held implementation workshops with Member States and social partners, covering all of its provisions. The Commission has also made funding available via the 2024 and 2026 Citizens, Equality, Rights and Values programme to support employers with pay reporting⁵. Furthermore, the Commission and the European Institute for Gender Equality published an EU-wide toolkit to aid employers when carrying out gender-neutral job evaluations and classifications⁶.

¹ 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.

² Articles 9(2), 9(3) and 9(4) of Directive (EU) 2023/970.

³ Article 4(2) of Directive (EU) 2023/970.

⁴ Article 9(8) of Directive (EU) 2023/970.

⁵ <https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/opportunities/calls-for-proposals?callIdentifier=CERV-2026-GE&isExactMatch=true&status=31094501,31094502,31094503&frameworkProgramme=43251589&order=DESC&pageNumber=1&pageSize=50&sortBy=startDate>.

⁶ <https://eige.europa.eu/gender-mainstreaming/toolkits/gender-neutral-job-evaluation>.