

(English version)

Question for written answer E-002097/26
to the Commission
Hanna Gedin (The Left)
(20 May 2026)

Subject: Sweden's compliance with the EU Pay Transparency Directive

I am seeking clarification on the Member States' obligation to take timely action to transpose Directive (EU) 2023/970 of the European Parliament and of the Council on pay transparency, which aims to strengthen the principle of equal pay for equal work or work of equal value and to counter unjustified pay gaps.

In the public debate on the issue in Sweden, the government has said it is keen to postpone or reconsider implementation, citing administrative consequences, among other issues. This raises questions about how much scope a Member State has to postpone the implementation of a directive that has already been adopted.

1. Are the Member States obliged to transpose Directive (EU) 2023/970 before the expiry of the deadline set?
2. Is it compatible with EU law for a Member State to unilaterally postpone the implementation of an adopted directive pending a possible future renegotiation or amendment?
3. What steps can the Commission take against Member States that fail to implement a directive within the prescribed time limit?

Submitted: 20.5.2026

Answer given by Ms Lahbib on behalf of the European Commission
(17 July 2026)

The Pay Transparency Directive ⁽¹⁾ 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. The Commission recalls that all Member States must have transposed the directive by the deadline of 7 June 2026 ⁽²⁾.

Member States are not allowed to unilaterally postpone the implementation of a directive under any circumstances.

The applicable transposition deadline of 7 June 2026 is set in the Pay Transparency Directive. The transposition period for this directive was three years, as agreed between the co-legislators. Member States have a legal obligation to fully transpose the directive by the transposition deadline and to notify the Commission thereof.

If a Member State has not notified transposition measures by the deadline, the Commission will assess the situation and may open infringement proceedings under Article 258 of the Treaty on the Functioning of the European Union.

The Commission recalls that it remains fully committed to the correct and timely implementation of the Pay Transparency Directive in Member States. As the Commission noted in its reply to Written Question P-001317/2026, the Commission does not envisage to include the directive in any future omnibus regulatory simplification package or a 'stop-the-clock' measure ⁽³⁾.

⁽¹⁾ Directive (EU) 2023/970, <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32023L0970>.

⁽²⁾ Article 34 of Directive (EU) 2023/970.

⁽³⁾ See P-001317/2026, https://www.europarl.europa.eu/doceo/document/P-10-2026-001317-ASW_EN.html.