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Answer given by Commissioner Lahbib
on behalf of the European Commission
(24.8.2026)

The Commission remains committed to ensuring the full and correct implementation of the Pay Transparency Directive¹. It is currently assessing the state of transposition in the Member States and will consider all appropriate measures to follow up, including the launch of infringement proceedings.

To ensure legal certainty for companies and workers, the Commission is closely monitoring transposition, answers daily to complaints received from citizens and continues to support Member States to transpose the directive correctly. The Commission organised five implementation workshops, together with European social partners and relevant national stakeholders. In March 2026, the Commission published together with the European Institute for Gender Equality a step-by-step toolkit to facilitate the implementation of the Directive for micro, small and medium-sized and large employers. The Commission is also providing technical support bilaterally to Member States having requested it.

The principle of equal pay for equal work or work of equal value applies to all employers, including where pay is set through collective bargaining². The Directive complements national collective agreements with common EU minimum standards, individual transparency rights, tools to detect pay discrimination, and strong enforcement measures. While collective agreements can be a powerful tool to achieve equal pay, the Directive does not foresee a presumption of compliance on their basis.

¹ <https://eur-lex.europa.eu/eli/dir/2023/970/oj/eng>.

² See cases Royal Copenhagen C-400/93 and Defrenne v Sabena C-43/75.