

(English version)

**Question for written answer E-002490/26
to the Commission
Helène Fritzon (S&D)
(17 June 2026)**

Subject: Failure to transpose the Pay Transparency Directive and its impact on gender equality

The deadline for transposing Directive (EU) 2023/970 on pay transparency expired on 7 June 2026. Nevertheless, only a small number of Member States have confirmed that they have transposed the provisions of the directive in full.

The directive is not perfect, but the failure to implement this landmark legislation delays progress towards gender equality and prevents workers from benefiting from rights already adopted at EU level. It aims to tackle pay discrimination, increase workplace transparency and strengthen enforcement of equal pay for equal work and work of equal value.

Every delay risks allowing discriminatory pay structures to remain hidden, unchallenged and uncorrected. It also means that women continue to bear the long-term consequences of unequal pay, including lower earnings, reduced pension rights and greater economic insecurity later in life.

The limited progress in implementation raises serious concerns regarding the level of political commitment in some Member States to fully comply with their obligations.

In light of this:

1. What measures does the Commission intend to take against Member States that have failed to comply with their obligations?
2. How will the Commission ensure the swift and effective implementation of the directive across the EU so that women can benefit from the rights it establishes without further delay?

Submitted: 17.6.2026

**Answer given by Ms Lahbib on behalf of the European Commission
(18 August 2026)**

The Commission is committed to ensure the full and effective transposition of the Pay Transparency Directive by all Member States and is currently assessing Member States' notifications of their transposition measures.

Where a Member State fails to transpose the directive within the prescribed deadline, the Commission may take appropriate measures, including initiate infringement proceedings.

To further support the implementation of the directive, the Commission will continue to assist Member States and stakeholders. For instance, it has held implementation workshops with Member States and social partners, covering all of the directive's provisions. It will continue with mutual learning exercises and engage in dialogue with Member States and stakeholders.

The Commission has also made funding available in the 2024 and 2026 Citizens, Equality, Rights and Values programmes to support employers with pay reporting ⁽¹⁾.

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 classifications ⁽²⁾.

⁽¹⁾ <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>.

⁽²⁾ <https://eige.europa.eu/gender-mainstreaming/toolkits/gender-neutral-job-evaluation>.