

(English version)

Question for written answer E-002760/26
to the Commission
Christine Anderson (ESN)
(3 July 2026)

Subject: Red tape and late transposition of Directive (EU) 2023/970

According to a reply from the German Federal Government to a parliamentary question, preparations for the transposition of Directive (EU) 2023/970 are still ongoing and substantial transposition issues remain unresolved. At the same time, the Federal Government explicitly emphasises the need for ‘implementation with minimal red tape’, referring to the considerable administrative burden associated with the directive. ⁽¹⁾

1. How many Member States have not yet fully transposed Directive (EU) 2023/970 into national law?
2. On what basis does the Commission consider the administrative burden associated with the directive to be proportionate, in particular for small and medium-sized enterprises, also in the light of the concerns expressed by the German Federal Government regarding implementation with minimal red tape?
3. Has the Commission carried out, or does it intend to carry out, an updated impact assessment on administrative and compliance costs, in particular in view of the fact that the content of the final adopted text of the directive can deviate significantly from the Commission’s original proposal in the course of the legislative process?

Submitted: 3.7.2026

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

More than half of Member States have notified complete or partial transposition of Directive (EU) 2023/970 ⁽¹⁾ to the Commission, and there is evidence of progress in nearly all Member States.

Several Member States have officially informed the Commission of the reasons for delays in transposition, while also communicating plans to complete the transposition of the directive. In some cases, national transposition is well advanced and is awaiting final parliamentary adoption.

As the Commission noted in its reply to Written Question E-001576/2026, the Pay Transparency Directive ⁽²⁾ provides proportionate pay transparency obligations and delayed reporting according to the size of companies ⁽³⁾.

It also provides flexibility concerning methodologies to guide the assessment of work of equal value by employers ⁽⁴⁾ and allows the use of administrative data to assist companies in fulfilling their pay reporting obligations ⁽⁵⁾.

The Commission does not plan to carry out an updated impact assessment. The Commission examines implementation costs through implementation reviews and evaluations after adoption.

However, it will submit a report to the European Parliament and to the Council by 7 June 2033 ⁽⁶⁾ and will, if necessary, propose any legislative amendments based on that report.

¹ <https://dip.bundestag.de/vorgang/umsetzung-der-eu-entgelttransparenzrichtlinie-nach-ablauf-der-frist-am-7-juni/336225>.

⁽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, OJ L 132, 17.5.2023, pp. 21-44.

⁽²⁾ See footnote 1.

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

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

⁽⁵⁾ Article 9(8) of Directive (EU) 2023/970.

⁽⁶⁾ Article 35 of Directive (EU) 2023/970.