

(English version)

**Question for written answer E-003244/26
to the Commission
Kira Marie Peter-Hansen (Verts/ALE)
(10 August 2026)**

Subject: Interpretation of Directive (EU) 2023/970 on pay transparency, especially Article 4 and the concept of equal value

In the light of relevant case-law, and recitals 16 and 20-29 and Articles 4 and 19 of Directive (EU) 2023/970 ⁽¹⁾, how would the Commission interpret the directive as regards the following:

1. Two jobs or positions at the same employer have been assessed as being of equal value under the directive. The two jobs or positions are different in nature and require different levels of education. Should the two be placed in the same category according to the directive?
2. Where two jobs at the same employer are deemed work of equal value, is it required that those jobs can be compared for the purposes of ensuring equal pay, irrespective of whether they belong to different job categories or are covered by different collective agreements?
3. Would it be appropriate to interpret 'work of equal value' as meaning that comparisons may be made only between workers in the same job or group of jobs established by a collective agreement, thereby excluding comparisons across different jobs or groups of jobs, even where the work may be of equal value?

Submitted: 10.8.2026

**Answer given by Ms Lahbib on behalf of the European Commission
(24 September 2026)**

The Commission first recalls that only the Court of Justice of the European Union can provide a legally binding interpretation of EU law.

The Commission draws the attention of the Honourable Member to the recently published Frequently Asked Questions document ⁽¹⁾ on Directive 2023/970 ⁽²⁾ where information regarding Articles 4 and 19 of the directive is provided.

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, p. 21, ELI: <http://data.europa.eu/eli/dir/2023/970/oj>).

⁽¹⁾ https://commission.europa.eu/document/download/828ecf2a-e13d-4346-bdca-7ecbbfe28d3_en?filename=FAQs%20on%20the%20pay%20transparency%20Directive%20%28EU%29_2023_970.pdf.

⁽²⁾ https://eur-lex.europa.eu/eli/dir/2023/970/oj/eng#ntc16-L_2023132EN.01002101-E0016.