

EN

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Answer given by Ms Lahbib
on behalf of the European Commission
(18.12.2025)

The Commission reaffirms that the Pay Transparency Directive 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 and remains fully committed to its effective and timely implementation. It expects all Member States to transpose the Directive by the deadline of June 2026.

The Commission is actively supporting its correct and uniform transposition. Efforts to reduce administrative burdens focus on methodological guidance and other practical support measures. The Commission has organised four workshops to assist national administrations and social partners in ensuring comprehensive and timely transposition and to exchange best practices. In addition, the European Institute for Gender Equality is preparing a step-by-step toolkit on gender-neutral job evaluation for use by employers and social partners. It is intended that the toolkit will contain various methodologies tailored to the size of employers. Furthermore, dedicated funding is made available to Member States and social partners to support the implementation of the directive, training and capacity building.

In relation to the assessment of expected costs and benefits, the Commission kindly invites the Honourable Member to consult the Commission's Impact Assessment¹ accompanying the proposal for the Directive².

It is important to highlight that the Commission carefully assessed and integrated the views of social partners in the preparations of its proposal for the Directive; those views were also taken into consideration during the legislative process. This concerns particularly the thresholds and timeline for pay reporting and exemptions for small employers, such as concerning pay progression criteria.

¹ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=SWD%3A2021%3A0041%3AFIN>

² <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A52021PC0093>