

EN
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Answer given by Ms Lahbib
on behalf of the European Commission
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The Pay Transparency Directive¹ provides proportionate pay transparency obligations and delayed reporting according to the size of companies². It also provides flexibility concerning methodologies to guide the assessment of work of equal value by employers³ and allows Member States to use administrative data to assist companies in fulfilling their pay reporting obligations⁴.

The Commission does not envisage to include the Directive in any future omnibus regulatory simplification package or a ‘stop-the-clock’ measure, as it considers the Directive essential for the full realisation of the right to equal pay between men and women.

To facilitate the implementation of the Directive, the Commission held implementation workshops with Member States and social partners, covering all its provisions. The Commission has also made funding available via the 2024 and 2026 Citizens, Equality, Rights and Values programme (CERV) - Gender Equality calls to support employers with pay reporting. The Commission and the European Institute for Gender Equality recently published updated EU-wide guidelines – a toolkit on gender-neutral job evaluation and classification⁵.

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 (Text with EEA relevance) OJ L 132, 17.5.2023, pp. 21–44.

² Article 9(2)(3) and (4).

³ Article 4(2).

⁴ Article 9(8).

⁵ <https://eige.europa.eu/gender-mainstreaming/toolkits/gender-neutral-job-evaluation>.