

**Priority question for written answer P-001317/2026  
to the Commission**  
Rule 144  
**Kris Van Dijck (ECR)**

Subject: Stop-the-clock and omnibus for the Pay Transparency Directive

It should by now be clear that our European competitiveness is suffering from an excessive regulatory and administrative burden. Simplification is therefore much needed and rightly a central focus of the current European Commission. Similarly, our companies are sounding the alarm that the implementation of the Pay Transparency Directive will lead to excessive complexity, administrative burdens, and costs. Experts point out that the obligations set out in the directive are unclear and will lead to (legal) disputes and dissatisfaction in the workplace. Moreover, causes of the pay gap often have nothing to do with discrimination, and pay transparency does not provide a solution to close the pay gap.

1. Is the Commission therefore considering proposing a ‘stop-the-clock’ measure to ensure that businesses are not swept up in uncertain and ineffective regulations that will cost them a great deal of time, resources and energy?
2. And is the Commission considering including the Pay Transparency Directive in a future omnibus regulatory simplification package?
3. If the Commission chooses not to act as set out above, what measures has it taken instead to reduce the burdens, costs, and uncertainty for businesses arising from this Directive?

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