

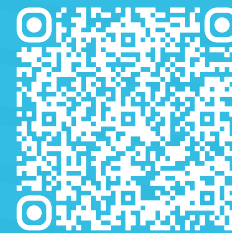
The Directive does not

- ✗ Allow workers to ask directly about an individual colleague's salary.
- ✗ Prevent workers and employers from negotiating pay.
- ✗ Forbid paying workers differently based on objective, non-discriminatory reasons.
- ✗ Affect the right to negotiate, conclude and enforce collective agreements.
- ✗ Exempt employers covered by collective agreements from respecting the principle of equal pay.
- ✗ Require employers to compare salaries with other companies or organisations across sectors.
- ✗ Prevent employers from sharing pay information lawfully, in compliance with data protection rules.

How can you ensure equal pay in your organisation?

- ➔ Follow the step-by-step toolkit prepared by the Commission and the European Institute for Gender Equality (EIGE).

Scan to access the toolkit



THE PAY TRANSPARENCY DIRECTIVE

Contact us:

JUST-EQUALPAY-TEAM@ec.europa.eu



Scan to learn more
about the Directive

What's in it for workers

- ✓ Promotes consistent pay practices.
- ✓ Empowers workers to claim their right to equal pay.
- ✓ Ensures better access to justice for potential victims of pay discrimination.

HOW?

- ✓ Obtaining initial pay information upfront, through job vacancies or during the recruitment process.
- ✓ Requesting information on the average pay levels of women and men in the same category (also via workers' representatives or equality bodies).
- ✓ Being able to voluntarily share their own salary information.
- ✓ Being represented in administrative or court proceedings by workers' representatives or equality bodies.
- ✓ Being protected against repercussions for bringing or supporting an equal pay claim.
- ✓ Claiming compensation for gender pay discrimination, including the full recovery of past, lost pay.

The big picture

11%

Women's **gross hourly earnings** are on average 11% below those of men in the EU.

25%

Women's pensions are on average 25% lower than those of men in the EU, partly as a result of the gender pay gap.

1.95
trillion euro¹

The increase in EU GDP that improving gender equality overall could lead to.

Work of equal value is not just about identical jobs. Different roles may be valued the same when assessed against: skills, effort, responsibility and working conditions. For example, in a hospital, the work of midwives (a predominantly female occupation) has been found to be of equal value to clinical technicians (a predominantly male occupation).

Pay transparency helps detect and prove pay discrimination based on sex, and sheds light on hidden inequalities and gender biases.

1957 – Equal pay for women and men for the same work, or work of equal value, became a principle in the EU Treaties.

7 June 2026 – Deadline for Member States to transpose the Directive into national law.

What's in it for employers

- ✓ Increases job applications and reduces recruitment costs by clarifying salary expectations upfront.
- ✓ Boost employers' reputation and improves employees' performance through clearer career trajectories.
- ✓ Improves employee retention and reduces turnover thanks to clearer and fairer remuneration practices.

HOW?

- ✓ Establishing non-discriminatory pay, including for work of equal value, based on gender-neutral criteria (skills, effort, responsibility, working conditions).
- ✓ Sharing the criteria used to determine workers' pay, pay levels and pay progression with workers.
- ✓ Reporting on gender pay gaps based on employers' size, for those having at least 100 workers.
- ✓ Possibility for Member States to facilitate reporting through smart digital solutions and the use of administrative data (e.g. tax or social security records).

¹ Source: eige.europa.eu/newsroom/economic-benefits-gender-equality