



EUROPEAN WOMEN'S
LOBBY
EUROPEEN DES FEMMES

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Women's rights are non-negotiable: Pay Transparency for equal pay for work of equal value

Time to Smash the Taboo

Despite rhetoric from politicians, businesses and alike on closing the gender pay gap, the European Women's Lobby (EWL) is astounded by the failure of the majority of the EU Member States to transpose the **Pay Transparency Directive**¹ by the deadline of 7 June. As of today, only three countries have transposed the Directive, which means that 24 Member States² are delaying the process as women continue to earn less than their male counterparts throughout the European Union (EU).

"The long-standing gender pay gap is chronically overdue. The Pay Transparency Directive provides a step in the right direction. Failure to transpose it sends a message that equal pay for work of equal value in a highly gender segregated labour market doesn't count and that women can continue to earn less than their male counterparts. This is unacceptable: pay transparency is not an administrative option, but a fundamental pillar of a fair and resilient labour market," states Dina Loghin EWL President, stressing that *pay continues to be one of the biggest taboos in Europe.*

The Pay Transparency Directive was duly negotiated over a period of years during which all stakeholders had an opportunity to voice their concerns before finally agreeing the text in 2023. Member States had three years to transpose into national law and the majority are now stalling.

"This does not send a good signal for other Directives due to be transposed, notably the Directive on Violence against women and domestic violence³, for which the deadline to transpose is exactly one year from now." Stated Mary Collins, EWL Secretary General, and warns that *"women's rights are non-negotiable. It's time for action now!"*

We are witnessing a collective failure of political will, which demonstrates a serious gap between public discourse on equality and real political action. The EWL and its members will continue to press Member States to transpose and implement the Pay Transparency Directive immediately.

¹ [Directive - 2023/970 - EN - EUR-Lex](#)

² See table of the current situation in the EU Member States provided by the European Trade Union Confederation: [Just three countries meet pay transparency deadline | ETUC](#)

³ [Directive - EU - 2024/1385 - EN - EUR-Lex](#)



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