

EU Pay Transparency Directive

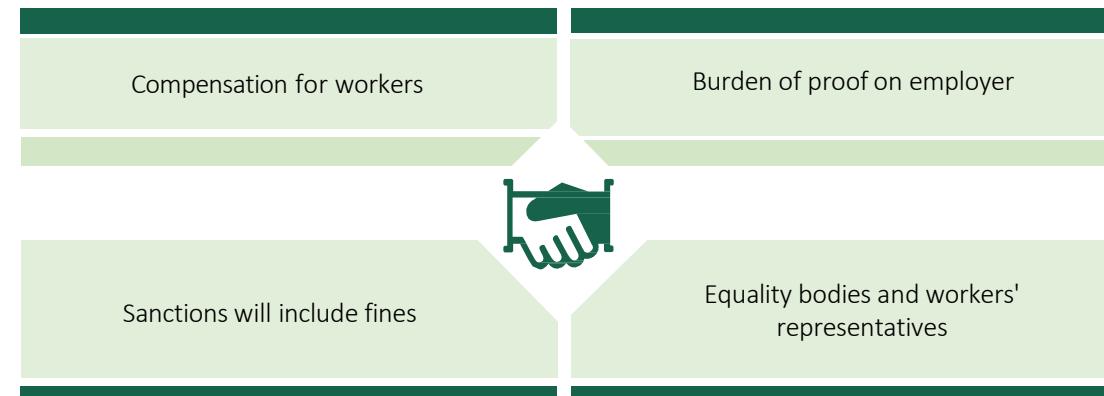
Introduction to EU Pay Transparency Directive

In December 2022 The European Commission welcomed the political agreement between the European Parliament and the Council on the Directive on pay transparency measures. **The new rules will provide for more transparency and effective enforcement of the equal pay principle between women and men as well as improve access to justice for victims of pay discrimination.**

On the 30th of March 2023, the European Parliament adopted the legislative proposal of the European Commission and the EU ministers approved the EU Pay Transparency Directive on the 24th of April 2023. Member states are obligated to implement the EU Pay Transparency Directive into their national laws within three years after the Pay Transparency Directive's entry into force.

7 June 2026 has now been confirmed as the deadline for the EU Pay Transparency Directive to be transposed into Irish law.

Justice for victims of pay discrimination



Pay transparency measures



Pay transparency (pay levels) for job-seekers



Right to information (individual and average pay level) for employees



Gender pay gap reporting is mandatory for employers with 250+ employees who are required to report annually. Employers with 150+ employees are required to report every three years



Joint pay assessment where a gender gap of at least 5% exists

Actions companies should be considering



Understand the Directive and its impact for your organisation: Identify key risks and opportunities for your organisation.



Organisational readiness: Prioritise key risks and opportunities and identify actions to address



Develop an implementation roadmap: Implementation plan to embed change and be compliant with the Directive