

Equal pay for equal work: approval of the Pay Transparency Directive

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Following initial negotiations at EU level on the Pay Transparency Directive last year, the European Parliament has now voted in favour of adopting the legislative proposal. The directive seeks to provide more transparency in pay across the EU to uncover unjustified gender-based pay differences for equal work of equal value and help victims of pay discrimination to seek redress.

Pay transparency measures

[gap reporting in Ireland.](#)

[Read more about gender pay](#)

Tackling pay discrimination

Next steps

Two Private Members' Bills have been put forward by Sinn Fein and Fianna Fail (the Employment Equality (Pay Transparency) Bill 2022 and the Remuneration Information and Pay Transparency Bill 2023). Both bills are at very early stages and will likely undergo a number of amendments to fully align with the provisions of the directive.

Once the proposal is formally approved by the co-legislators, Member States will have three years to transpose the directive into national law. The introduction of the legislation will be a positive step towards highlighting and addressing pay bias and pay discrimination that currently exists in the EU.

For further information on the Directive or gender pay gap reporting obligations, please contact Bláthnaid Evans or Marianne Norton of our Employment & Corporate Immigration team on 01 639 3000.

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