

EQUAL PAY DAY



The EQUAL
PAY DIRECTIVE,
adopted by the Council
on April 24, 2023,
aims to combat pay
discrimination
and narrow
the gender pay gap.

**WOMEN IN THE EU
EARN, ON AVERAGE,
13% LESS
PER HOUR
THAN MEN.**



Companies with more than 250 employees are required to report annually on their gender pay gap.



**Reporting
OBLIGATIONS**

**Companies
with 100
to 249 employees
must report
every
three
years**





**Organisations
with fewer than
100 employees are
exempt from this
reporting
requirement.**





If a company's **GENDER PAY GAP** exceeds 5% and cannot be justified by objective, gender-neutral criteria, the **EMPLOYER** must conduct a joint pay assessment in collaboration with workers' representatives.

