

EU Pay Transparency Directive (2023/970/EU)

Gender Equality · Good practice · Belgium

Quality score: 89/100

Evidence strength: Descriptive / self-reported

Summary

EU Directive 2023/970 obliges employers across 27 member states to disclose salary ranges, grant employees pay-comparison rights, and report gender pay gaps — with mandatory corrective action if the gap exceeds 5%.

Key dimensions

Dimension	Score
Transferability / replicability	3/3
Impact on gender equality	1/1
Effectiveness	0/1
Efficiency	1/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-06-21

[European Commission – DG Employment, Social Affairs and Inclusion](#) — accessed 2026-06-21

[EUR-Lex — Directive 2023/970/EU full text](#) — accessed 2026-06-21

[European Commission — EU action for equal pay](#) — accessed 2026-06-21

[Council of the EU — Pay transparency overview](#) — accessed 2026-06-21

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