



30.11.2024

NOTICE TO MEMBERS

Subject: Petition No 0586/2024 by Raluca Valean Malos (Spanish) on the alleged failure by Spain to comply with Directive 2023/970 of 10 May 2023

1. Summary of petition

The petitioner complains that Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms is not being implemented in Spain. She denounces the fact that many employment portals do not publish salaries (or a range of salaries) when publishing vacancies. She complains that even the State employment services (INEM) fail to comply with said Directive and that the vacancies they publish do not show the salary offered.

2. Admissibility

Declared admissible on 1 October 2024. Information requested from Commission under Rule 233(5) (former Rule 227(5)).

3. Commission reply, received on 30 November 2024

The Pay transparency Directive (EU) 2023/970 was adopted in May 2023 aiming to improve the implementation and enforcement of the principle of equal pay for equal work or work of equal value between men and women, as well as to support the elimination of gender bias and discrimination in pay practice.

The Pay transparency Directive entered into force on 6 June 2023. Member States have three years to transpose the Directive – until 7 June 2026.

Therefore, Spain has until 7 June 2026 to implement the Directive into national law.

Conclusion

The Pay transparency Directive entered into force on 6 June 2023. Member States have three years to transpose the Directive – until 7 June 2026.

Therefore, Spain has until 7 June 2026 to implement the Directive into national law.