

# It's time to REPAY workers!



HOW THE GENDER PAY TRANSPARENCY DIRECTIVE IMPACTS YOU

## R E P A Y

Request information



Engage your union



Place your pay



Assess inequality



You can close the gap!



## What is the directive?

The principle of equal pay for equal work has been enshrined by negotiators through the gender pay transparency directive, with negotiations concluding in December 2022. The text respects and emphasises the role of both trade unions and social partners in fighting the gender pay gap, and creates a variety of changes in European workplaces. The provisions extend not only to those in employment in all sectors (including professionals and managers), but also applicants – ensuring that discrimination prior to employment can be reduced. In addition to wages/salaries, all forms of remuneration (including bonuses, overtime, allowances and compensation) will be included, and expressed as gross annual pay and corresponding gross hourly pay.

## What have we gained?

- A clear role for trade unions and workers, including the right to request and receive information on worker's individual pay level and the average pay levels for workers doing the same work or work of equal value, broken down by sex.
- The right to access on objective and gender-neutral criteria used by employers to define pay and possible pay rises.
- The provision, by employers in companies of 100+ employees, of information about the pay gap between female and male workers in their organisation, to be shared with national authorities, workers and workers representatives.
- The right to initiate joint pay assessments with employers, in cooperation with workers and their representatives.
- A right for workers to claim compensation where equal pay principle obligations have not been respected.



The concept of work of equal value is focused on four criteria: skills, effort, responsibilities and working conditions. This concept, and the secured measures above, applies for workers in compatible situations, even when they do not work for the same employer.



Workers have also been secured a shift in the burden of proof when making claims against pay inequality, with provisions outlining that in cases where there are reasonable grounds to bring claims forward, the losing claimant may not have to bear costs. More importantly, claimants are protected from any future victimisation or unfavourable treatment through the directive.



Information is crucial to ending the gender pay gap, and through this directive information will be made easily accessible, allowing workers to compare between employers, sectors and regions.

## What can you expect your employer to do?

- Provide details on pay structures and their creation
- Provide access to pay details for employees and applicants
- Establish and explain pay criteria for workers
- Report on pay levels amongst workers
- Conduct pay assessments with worker's representatives
- Reviews and revisions of pay structures where assessments show inequality
- Compensate workers for unequal pay AND
- Pay penalties when failing to fully comply!



UNDERSTAND YOUR RIGHTS AND SECURE YOUR PAY!

# Workers! Get to know your new rights!

Help guarantee true pay parity in your workplace

The right to equal pay for work of equal value

Right to information on all forms of remuneration

Elimination of discrimination prior to employment for applicants by providing expected pay levels

Defined criteria for assessing equal work

The right to access on objective and gender-neutral criteria used by employers to define pay and possible pay rises

The right to initiate joint pay assessments with employers, in cooperation with workers and their representatives

The right to claim compensation where equal pay principle obligations have not been respected

The right to initiate joint pay assessments with employers, in cooperation with workers and their representatives

The right to claim compensation where equal pay principle obligations have not been respected

The right to compensation for backdated loss and for lost opportunities

The right to non-discrimination after making claims

The right to easy access to all pay-related data