

# Newsletter 002:

## The Salary Transparency Directive and its Impact

### A DECISIVE STEP TOWARDS EQUAL PAY IN EUROPE

The approval of the European Union's Pay Transparency Directive marks a turning point in the fight against the gender pay gap. This legislation introduces concrete measures to ensure that men and women receive fair and equal pay for equal work. With the project Mind the GAP, trade union organisations collaborate to ensure the correct transposition and implementation of this directive in the participating countries.



### MAIN ELEMENTS OF THE DIRECTIVE

The Pay Transparency Directive is based on several fundamental pillars:

- **Right to salary information:** Employees have the right to know the criteria used to set their salaries and to compare them with those of their colleagues.
- **Obligations for employers:** Companies with more than 100 employees must periodically report on the wage gap between men and women.
- **Corrective Actions:** If the wage gap exceeds 5%, employers are required to take corrective measures.
- **Protection against retaliation:** Workers who report unequal pay are guaranteed not to suffer negative consequences.

### The Role of Mind the GAP in Implementation

- The project Mind the GAP plays a crucial role in monitoring the implementation of the Directive, through:
- Monitoring and evaluation of the transposition of the Directive in participating countries.
- Training workers and unions to strengthen collective bargaining in defense of equal pay.
- Policy recommendations based on analysis by experts and workers' organizations.
- Exchange of best practices among partner countries to optimize the implementation of regulations.

## CHALLENGES AND EXPECTATIONS

While the Directive represents a major step forward, its implementation will face challenges such as resistance from some business sectors and the need to strengthen government oversight. Through this project, we seek to contribute to ensuring that the Directive's implementation is effective and translates into real improvements for workers.

In upcoming newsletters, we'll explore the impact of the Directive on various sectors and share stories of workers who have benefited from this legislation.

**Let's continue moving forward together towards equal pay in Europe!**



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