

**Question for written answer E-001855/2022
to the Commission**

Rule 138

Guido Reil (ID)

Subject: Pay transparency

The European Parliamentary Research Service has pointed out that the Commission's impact assessment accompanying the proposal for a pay transparency directive¹ lacks an analysis on competitiveness. It finds that 'surprising', given that the impact assessment states that pay discrimination is inefficient and adversely affects the labour market and competitiveness in the internal market. The Commission, however, claims that EU pay transparency measures would provide added value by preventing businesses from competing on an uneven playing field, thus improving internal-market competitiveness.

The Commission's Regulatory Scrutiny Board notes in its third opinion that the Commission's impact assessment should have drawn 'coherent conclusions as regards the effects of pay discrimination on companies' competitiveness'².

1. Why is there no competitiveness analysis in the Commission's impact assessment?
2. In the absence of a competitiveness analysis in the impact assessment, on what does the Commission base its claim concerning competitiveness?

¹ Impact assessment (SWD(2021) 41, SWD(2021) 42 (summary)) accompanying the Commission proposal for a directive of the European Parliament and of the Council 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 (COM(2021) 93 final).

² European Parliamentary Research Service, briefing entitled 'Application of the equal pay principle through pay transparency measures', p. 6.