

The Deloitte logo is positioned in the top left corner of the page. It consists of the word "Deloitte" in a bold, black, sans-serif font, followed by a small green dot. The background of the entire page is a stylized illustration of a diverse crowd of people, rendered in various shades of blue and white. The figures are shown in profile or three-quarter view, creating a sense of movement and community. The overall aesthetic is clean and modern, with a focus on human diversity.

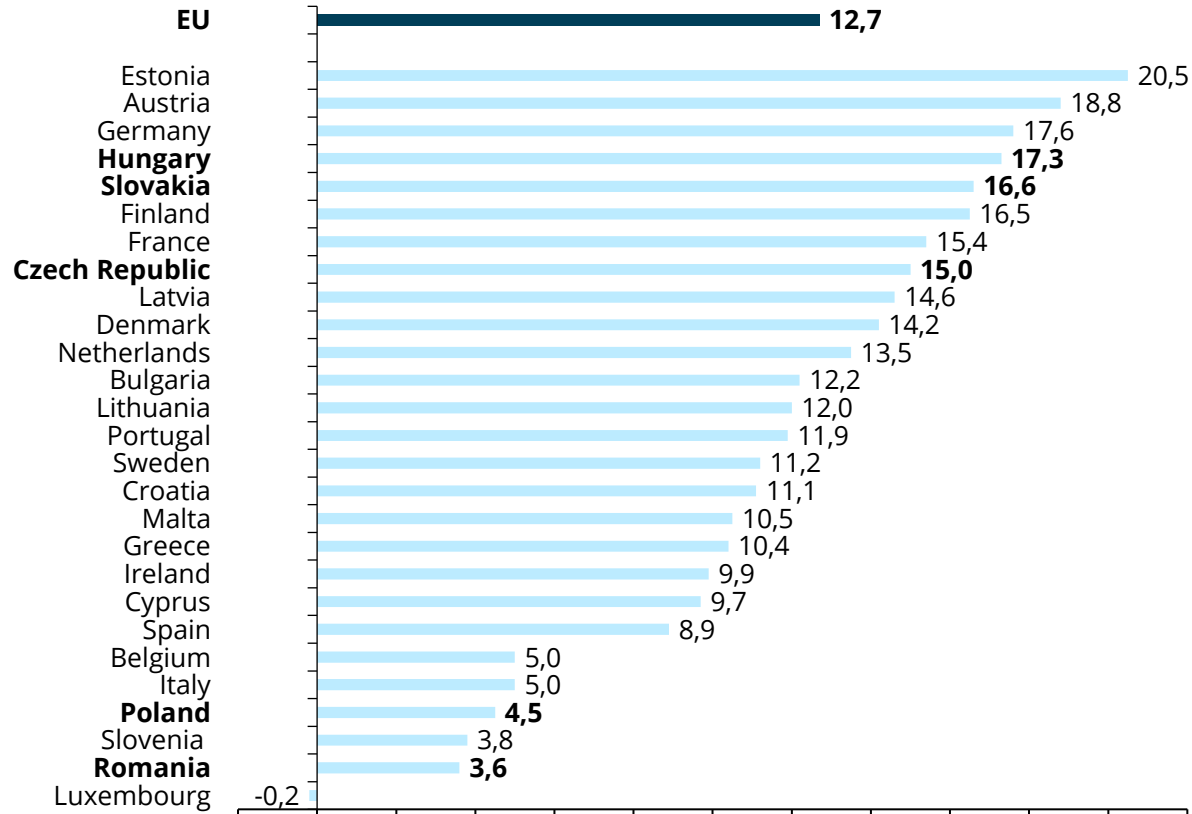
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# PAY TRANSPARENCY DIRECTIVE

AND EVERYTHING YOU NEED TO KNOW

# Background for the introduction of the Directive

## Why the EU is introducing the Pay Transparency Directive



(Source: Eurostat - Unadjusted gender pay gap, 2021)

### #1 Gender pay gap in Europe

Women in the EU get paid on average 12.7% less per hour than men. In the Czech Republic, the difference is as high as 15%.

### #2 Fighting the gender pay gap

To this end, on 24 April 2023, the Council of the EU adopted the Pay Transparency Directive, which aims to strengthen gender pay equality and ensure greater transparency in remuneration.

# How much time is left for preparation?

Important deadlines



*It pays to start preparing now!*

*Implementation deadline  
for Member States:  
7 June 2026*

