

Social dialogue for a Union of Equality

Key recommendations from the Equal Pay and the Gender Pay Gap Committee

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Equal Pay and the Gender Pay Gap committee



In line with the **European Pillar of Social Rights** and the **EU Gender Equality Strategy 2020-2025**, prepare a set of recommendations aimed at addressing the gender pay gap by tackling structural, cultural, and economic inequalities in the labour market.

Equal Pay and Gender Pay Gap Committee Recommendations

Advance Pay Transparency Beyond Hourly Wages

- Implement **Directive (EU) 2023/970** on Pay Transparency across **all relevant sectors**, extending its principles also to **self-employed and freelance workers**
- Promote the use of **comprehensive earnings-based indicators** to reflect the **impact of career breaks**, part-time work, and unpaid care responsibilities that disproportionately affect women.
- Promote the development of **compensatory mechanisms** to address the **structural inequalities** in career paths and unpaid care responsibilities that contribute to the gender earnings gap.

Equal Pay and Gender Pay Gap Committee Recommendations

Revalue Gendered Labour Across Sectors

- Develop tools to assess the societal and economic **value of professions** with **high female participation**, such as **care, administration** and **education**.
- Use this data to guide equitable pay-setting across sectors and **challenge undervaluation** of essential, **care-related work**.
- **Recognise and address** persistent **pay gaps** in **high-value sectors** with high male participation by promoting gender balance and equitable pay structures also in male-dominated industries.

Equal Pay and Gender Pay Gap Committee Recommendations

Ensure Fair Wage Progression Across All Career Paths

- Investigate how non-linear and interrupted careers translate into **lower lifetime earnings**, providing for compensatory action for lost time during career breaks, to be included in collective agreements.
- Promote wage structures that recognise **skills, outcomes, and responsibilities**, not only **tenure or uninterrupted full-time presence**.
- Support **continuous training, re-skilling, and career progression opportunities** to ensure that **caregiving responsibilities** do not lead to long-term wage penalties, and in general not penalising women for taking the responsibility of caring for others.

Equal Pay and Gender Pay Gap Committee Recommendations

Improve Gender-Disaggregated Labour Data

- Collect and regularly publish **pay gap data** for both **salaried** and **self-employed workers**.
- Disaggregate by **employment type**, **sector**, and **working pattern** to enable **targeted and evidence-based policymaking**.
- Ensure that **gender-disaggregated income** and **working condition data** cover **emerging forms of work**, including **platform-based** and **digitally mediated employment relationships**.

Equal Pay and Gender Pay Gap Committee Recommendations

Empower Social Partners to Drive Pay Equality

- Strengthen the **role of trade unions, employer organisations, and professional associations** in identifying, monitoring, and correcting structural pay inequalities, including through gender-sensitive **collective bargaining, sectoral agreements, and professional regulations**.
- Encourage the inclusion of **gender pay audits** and **certification systems** in collective agreements and sectoral practices, ensuring transparency and accountability through **social dialogue**.
- Strengthen the role of **social partners** in **shaping national tools** and ensure their widespread adoption, particularly in sectors with limited union presence.

Equal Pay and Gender Pay Gap Committee Recommendations

Challenge Cultural Biases in the Labour Market

- Promote **educational programmes** and **awareness campaigns** to counter **gender-based assumptions** about **leadership, competence, and pay**, encouraging the active engagement of both men and women in **all professional and educational settings**.
- Introduce structured **gender equality education** from primary school onward, in cooperation with social partners and local institutions, to tackle stereotypes early and systematically.
- Promote **inclusive language** and **gender-sensitive communication practices** across public and private sectors as a key component of cultural and institutional responsibility.

Conclusions

- ✓ Achieving **gender pay equality** requires **coordinated action** across **policy, social, and economic dimensions**.
- ✓ **Pay transparency** must be complemented by structural measures addressing care responsibilities, career interruptions, and sectoral segregation.
- ✓ **Cultural transformation** must involve both private and public institutions to **dismantle deep-rooted biases**, also promoting the exchange of good practices among Member States through local social partners.



Social dialogue remains essential to ensure that **equality strategies** are **effectively implemented and monitored**.

Thank you!

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