



Council of the  
European Union

Brussels, 6 December 2021  
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**Interinstitutional File:**  
**2021/0050(COD)**

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**NOTE**

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From: General Secretariat of the Council

To: Delegations

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No. Cion doc.: 6750/21 - COM(2021) 93 final

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Subject: 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

- General approach
- Statement by Hungary

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Delegations will find in the Annex a statement by Hungary in relation to the above mentioned Directive, to be entered in the Council minutes

**STATEMENT BY HUNGARY**

Hungary agrees that equal treatment in employment should be supported by incentives aiming at the elimination of barriers to women's participation in the labor market, including the elimination of any discriminative pay gap between men and women, as well as by ensuring effective enforcement mechanisms of the relevant national legislation.

Hungary emphasizes its full support for the basic objective of the proposed Directive.

Hungary is committed to ensuring non-discriminatory working conditions that protect all workers, and to this end, we also encourage employers to take measures at all levels to eliminate the pay gap between women and men, and to strengthen the practice of equal pay for equal work or work of equal value between men and women.

Hungary appreciates the Presidency's efforts to reach an agreement on the Proposal for a Directive 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.

However, despite the improvements that have been introduced during the negotiations, fundamental conceptual issues and a large number of provisions of the current proposal - especially those relating to data protection - should be further discussed and clarified at technical level in the Council.

In relation to the proposed Directive Hungary wishes to make its final decision after the conclusion of the inter-institutional negotiations and after having considered if the principles of proportionality, clarity of standards, data protection, avoidance of excessive administrative and financial burden and the respect for national competences of Member States' are appropriately fulfilled.