



Council of the
European Union

Brussels, 2 December 2021
(OR. en, pl)

**Interinstitutional File:
2021/0050(COD)**

14317/21
ADD 1

SOC 687
EMPL 517
GENDER 122
ANTIDISCRIM 104
CODEC 1536
IA 187

NOTE

From:	Permanent Representatives Committee (Part 1)
To:	Council (EPSCO)
No. Cion doc.:	6750/21 - COM(2021) 93 final
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 Poland

Delegations will find in the Annex a statement by Poland in relation to the above mentioned Directive.

STATEMENT BY POLAND
ON THE DIRECTIVE OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL TO
STRENGTHEN THE APPLICATION OF THE PRINCIPLE OF EQUAL PAY FOR
EQUAL WORK OF EQUAL VALUE BETWEEN MEN AND WOMEN THROUGH PAY
TRANSPARENCY AND ENFORCEMENT MECHANISMS

Equality between women and men is enshrined in the treaties of the European Union as a fundamental right. Poland ensures equality between women and men within the framework of the Polish national legal system in accordance with international human rights treaties and within the framework of the fundamental values and principles of the European Union. For these reasons, Poland will interpret the expression ‘gender equality’ as equality between women and men, in accordance with Articles 2 and 3 of the Treaty on European Union and Articles 8 and 157(3) of the Treaty on the Functioning of the European Union and the expression ‘gender pay gap’ as the gap in pay between women and men. In view of the above, Poland will interpret other expressions containing the term ‘gender’ as referring to ‘sex’, in accordance with Article 10, Article 19(1) and Article 157(2) and (4) of the Treaty on the Functioning of the European Union.