



EU Pay Transparency Directive

Local country transposition status (as at 1
June 2026)

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Jurisdiction	Transposition of the EUPTD status	Key Information	Gold-Plating comments	Likely date of implementation
Austria	None	<ul style="list-style-type: none"> No draft yet 		<ul style="list-style-type: none"> Unknown
Belgium	PARTIAL <i>(Public sector only)</i>	<ul style="list-style-type: none"> EUPTD only implemented for the public sector 	<ul style="list-style-type: none"> Awaiting details 	<ul style="list-style-type: none"> Unknown – no draft legislation for the private sector
Bulgaria	DRAFT BILL	<ul style="list-style-type: none"> Draft bill published on 22 May Intended implementation date of 7 June 2026 	<ul style="list-style-type: none"> No exemption for employers with fewer than 50 employees 14-day deadline for clarification responses 	<ul style="list-style-type: none"> Anticipating 7 June 2026
Croatia	None	<ul style="list-style-type: none"> No draft yet 		<ul style="list-style-type: none"> Unknown
Cyprus	DRAFT BILL		<ul style="list-style-type: none"> Broadly in line with the EUPTD 	<ul style="list-style-type: none"> Anticipating 7 June 2026
Czech Republic	PARTIAL	<ul style="list-style-type: none"> Has only implemented a very small part of the EUPTD – the prohibition against pay secrecy clauses Draft legislation for the remainder was published in March 2026 	<ul style="list-style-type: none"> Minimalist approach (i.e. not gold-plating) 	<ul style="list-style-type: none"> Awaiting details – possibility of later transposition date per market commentary (January 2027)
Denmark	DRAFT BILL	<ul style="list-style-type: none"> Broadly in line with the EUPTD except for pay gap reporting obligations (see “gold-plating comments”) 	<ul style="list-style-type: none"> Pay gap reporting extended to employers with 50 – 99 employees 	<ul style="list-style-type: none"> 1 January 2027, reporting from 1 September 2028
Estonia	DRAFT BILL	<ul style="list-style-type: none"> Plans to adopt some parts of the EU PTD, including salary range included on job adverts and a prohibition on asking about prior salary and salary secrecy. 		<ul style="list-style-type: none"> Unknown
Finland	DRAFT BILL <i>(Partial implementation)</i>	<ul style="list-style-type: none"> Draft bill does not cover gender pay gap reporting aspects 	<ul style="list-style-type: none"> None currently 	<ul style="list-style-type: none"> Unknown
France	DRAFT BILL <i>(Unofficial version)</i>	<ul style="list-style-type: none"> On 6 March 2026, draft legislation communicated to national trade unions and unofficial version was circulated, however this is subject to change 	<ul style="list-style-type: none"> Reporting threshold lowered and introduction of 7 gender pay gap indicators Pay ranges must appear in job adverts “Work of equal value” definition wider: collective bargaining agreement preferred Works Council expansion – formal opinion carries weight Enforcement with heavier sanctions: penalties up to 1% of payroll, 2% for repeat, fixed penalties of EUR 450 / breach & burden of proof in favour of employees 	<ul style="list-style-type: none"> June 2026 deadline unlikely to be met but deadlines unclear.
Germany	COMMITTEE REPORT <i>(Draft Bill expected in “early 2026”)</i>	<ul style="list-style-type: none"> Committee recommendations only at this stage, which indicate: <ul style="list-style-type: none"> Pay data reference: GPG reporting based on actual pay not targets Pay comparators: Comparative group of at least 6 Right to request information: to be introduced from either January / June 2027 (TBC) and limited to once per year If collective agreement, no right of co-determination of pay assessment The Federal Cabinet had been expected to consider the draft implementation act for the first time on 27 May 2026, but that discussion did not take place as scheduled. It is now anticipated that the Cabinet will address the draft in June 2026, following which publication of the draft is expected. 	<ul style="list-style-type: none"> Commission recommends staying close to the EUPTD i.e. unlikely to be gold-plating 	<ul style="list-style-type: none"> Unknown – no draft legislation currently

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Greece	DRAFT BILL <i>(in preparation)</i>	<ul style="list-style-type: none"> Draft bill in preparation – yet to be published 		<ul style="list-style-type: none"> Unknown
Hungary	None	<ul style="list-style-type: none"> No draft yet 		<ul style="list-style-type: none"> Unknown
Ireland	DRAFT BILL <i>(Partial implementation)</i>	<ul style="list-style-type: none"> In Jan 2025, the draft Bill was published with two provisions aimed at enhancing transparency prior to employment. 	<ul style="list-style-type: none"> The draft Bill suggests pay level / range must be in the job advert rather than before interview, but this may change 	<ul style="list-style-type: none"> June 2026 deadline unlikely to be met but deadlines unclear – phased implementation likely
Italy	LEGISLATION PASSED	<ul style="list-style-type: none"> On 30 April 2026 the draft decree was given final approval by the Italian Council of Ministers The official text of the decree was published on 1 June, with an effective date of 7 June 2026 	<ul style="list-style-type: none"> Collective bargaining agreements are reference point for work of equal value so less room to rely on global grading models and important to map to local structures, which in turn is likely to widen comparator groups so potentially higher equal pay exposures Must put pay information in the job advert 	<ul style="list-style-type: none"> 7 June 2026
Latvia	DRAFT BILL	<ul style="list-style-type: none"> Draft bill published March 2026, currently subject to public consultation 	<ul style="list-style-type: none"> Must put pay information in the job advert. 	<ul style="list-style-type: none"> Likely to miss the 7 June 2026 deadline
Lithuania	DRAFT BILL	<ul style="list-style-type: none"> Most requirements entering into force on 7 June 2026, but employer pay system compliance will come into force on 31 December 2026, and data submission to national social insurance authority will take effect on 1 Jan 2027. RTI provisions not entering into force until January 2027 	<ul style="list-style-type: none"> Must put pay information in the job advert. Current requirement for monthly gender pay gap reporting 	<ul style="list-style-type: none"> Anticipating 7 June 2026
Luxembourg	Consultation Phase	<ul style="list-style-type: none"> An initial draft bill has been drawn up following consultation. As a next step it will be discussed with social partners 		<ul style="list-style-type: none"> Unknown
Malta	PARTIAL <i>(Selective parts of EUPTD have been transposed since 27 August 2025)</i>	<ul style="list-style-type: none"> Malta has enacted significant amendments to pay transparency regulations already, applicable both prior to and during employment, which took effect as of 27 August 2025 	<ul style="list-style-type: none"> Applies only to the same work, not work of equal value The FAQs indicate that applicants will be able to request a written breakdown of the wage structure related to the position being applied for, including fixed and variable pay components 	<ul style="list-style-type: none"> Elements have been in force since August 2025
Netherlands	CONSULTATION PHASE	<ul style="list-style-type: none"> Bill implementing the EU PTD submitted to the House of Representatives on 24 May 2026. First reporting deadline for employers with 150 or more workers will be 7 June 2028, covering 2027 calendar year. 	<ul style="list-style-type: none"> The Dutch have gold plated Works Council rights to be consulted when determining pay criteria The Dutch legislator is mindful of the additional administrative burden on employers and has sought, where possible, to limit it in practice. Temporary agency workers are explicitly included and should be counted in the pay data of the hiring company 	<ul style="list-style-type: none"> June 2026 deadline will not be met. The government has announced it will implement the EUPTD late - no later than 1 January 2027

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Poland	PARTIAL <i>(Transparency in recruitment by 24 Dec 2025 AND REVISED DRAFT BILL on remaining obligations released in April 2026)</i>	<ul style="list-style-type: none"> From 24 December 2025, employers operating in Poland, regardless of size, are required to comply with new obligations around pay transparency in recruitment practices. The Act related to recruitment practices transposes just this one discrete aspect of the EUPTD. There is a draft bill relating to the remainder of the EUPTD, although delays are likely. 	<ul style="list-style-type: none"> Must respond to RTI within 30 days rather than 2 months (or 14 days if < 50 employees in an entity) Extensive consultation obligations with worker reps to agree gender pay gaps are justified based on objective, gender neutral criteria Temporary agency workers are explicitly included and should be counted in the pay data of the hiring company. End user employer must perform the EUPTD's obligations to temp workers, the temp agency is only responsible for recruitment obligations and obligations regarding pay secrecy clauses Remediation following a joint remuneration assessment required within 10 months (rather than EUPTD's "reasonable period") 	<ul style="list-style-type: none"> Informal announcement of delay. New date unknown but a six month delay is possible to January 2027
Portugal	None	<ul style="list-style-type: none"> No draft yet 		<ul style="list-style-type: none"> Unknown
Romania	DRAFT BILL	<ul style="list-style-type: none"> Broadly in line with the EUPTD except for procedural aspects such as deadlines for information requests/remediation 	<ul style="list-style-type: none"> Deadline to respond to Right to Information requests = 30 days 	<ul style="list-style-type: none"> Unlikely to hit 7 June 2026 deadline
Slovakia	LEGISLATION PASSED	<ul style="list-style-type: none"> Broadly in line with the EUPTD When signed by the president it will come into force on 7 June 2026 	<ul style="list-style-type: none"> The Slovak Act requires employers to have a functioning pay structure capable of assessing work of equal value by 31 July 2026 for existing employers. 	<ul style="list-style-type: none"> By 7 June 2026
Slovenia	None	<ul style="list-style-type: none"> No draft yet 		<ul style="list-style-type: none"> Unknown
Spain	CONSULTATION	<ul style="list-style-type: none"> Consultation launched but no draft legislation at this stage Legislation will be drafted after the public consultation closed on 8 May 		<ul style="list-style-type: none"> Unknown
Sweden	DRAFT BILL	<ul style="list-style-type: none"> Although the Swedish government had previously published a draft bill, they announced in March that they would not be submitting this for approval and instead they will seek a renegotiation of the Directive at an EU level. 	<ul style="list-style-type: none"> Employers with fewer than 100 employees still need to complete a salary survey as per existing legislation 	<ul style="list-style-type: none"> Postponement announced but deadline unknown – challenging the implementation of the EUPTD and seeking to renegotiate