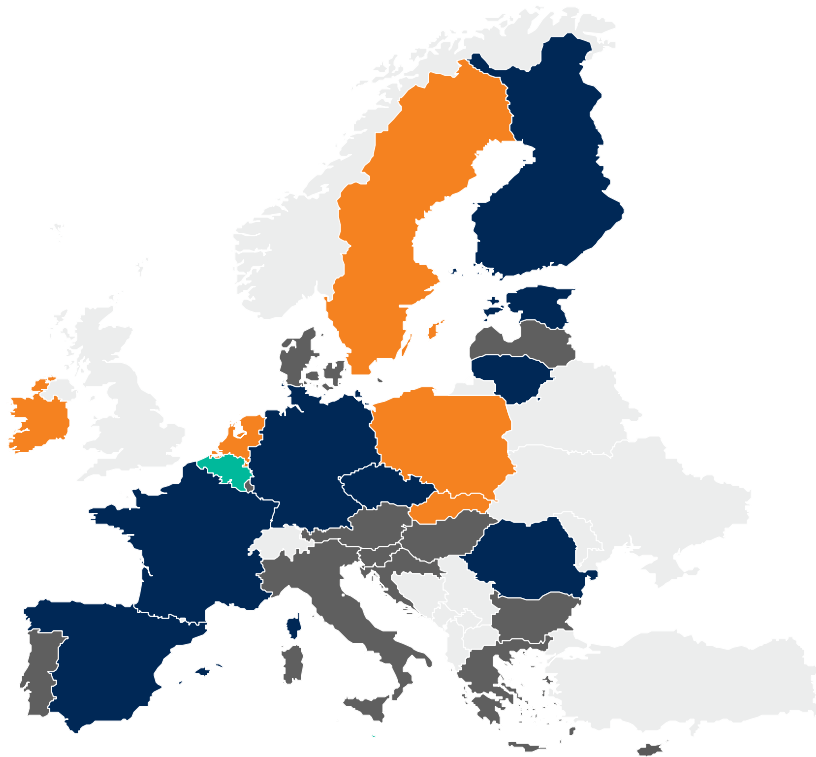


The EU Pay Transparency Directive

Implementation status



Legend:

- Fully implemented
- Draft legislation available
- No activity
- Partially implemented
- Announced plans

Member State	Status (Last reviewed 5 September 2025 unless otherwise stated)
Austria	 While no formal consultation or parliamentary process has started yet, the Federal Ministry of Labour and Economy has announced that Austria aims to meet the EU deadline of 7 June 2026
Belgium	 Partial transposition has been in effect from 1 January 2025 – no timeline has been provided for full transposition.
Bulgaria	 No activity to report.
Croatia	 No activity to report.
Cyprus	 No activity to report.
Czechia	 Drafting in progress – part of the law has been in effect as of 1 June 2025 (i.e., salary confidentiality clauses are no longer allowed), but no timeline has been provided for further implementation.
Denmark	 Discussions have been initiated between the government and the relevant groups.
Estonia	 A draft bill is expected by summer 2025. A digital platform to help employers identify pay gaps is underway.
Finland	 On 16 May 2025, the government announced that it will implement the Directive's minimum requirements through amendments to existing laws. Transposition is currently proposed by 18 May 2026.
France	 A draft bill is expected by September 2025.
Germany	 A draft bill is expected in Q3 2025.
Greece	 Implementation has been delayed due to early elections. Working groups are being convened to discuss the implementation.
Hungary	 Hungary is currently in the preparatory phase of implementing the Directive into national law.
Ireland	 On 15 January 2025, the General Scheme of the Equality (Miscellaneous Provisions) Bill 2024, which partially transposes the Directive, was published. It remains uncertain whether this draft Bill will progress in its current form to become a formal Bill and eventually law.
Italy	 No activity to report.
Latvia	 No activity to report.
Lithuania	 On 20 May 2025, a proposal bill was presented and is currently subject to consultations among employer and employee group representatives.
Luxembourg	 Transposition is expected by 6 June 2026 – no timeline was given for the draft legislation.
Malta	 Some of the measures set out in the Directive have been transposed e.g. job applicant rights. Full transposition awaited.
Netherlands	 A draft legislation was opened for public consultation, which ran until 7 May 2025.
Poland	 A bill implementing the recruitment process measures of the Directive will become law on 24 December 2025 – no timeline was indicated for a separate bill to fully transpose the Directive.
Portugal	 No activity to report.
Romania	 A draft transposition bill is currently being reviewed by authorities. No finalized draft has yet been released to the public.
Slovakia	 Transposition is expected by October 2025.
Slovenia	 No activity to report.
Spain	 Despite initial expectations for a first draft in November, this timeline could be delayed. Spain's legislative process has been slowed by a persistent lack of parliamentary agreements, which has hampered the approval of key labor proposals over the past year.
Sweden	 A final legislative proposal is currently being prepared. Once the final proposal is completed, it will be submitted to the Swedish Parliament for voting.

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