

EU Pay Transparency Directive

CEE Transposition Status*

The **EU Pay Transparency Directive** is no longer a distant HR compliance topic. It will require employers to review how pay is set, documented, disclosed and justified, with a particular focus on equal pay for equal work and work of equal value. EU Member States must transpose the Directive into national law by 7 June 2026. The European Commission has confirmed that, after that deadline, it will assess whether national legislation properly reflects the Directive's requirements.

With the deadline now only weeks away, the picture across the region remains uneven. Some countries have published draft legislation, some are still preparing proposals, and Slovakia has already completed the legislative process. Employers with operations in multiple CEE jurisdictions should therefore prepare for a fragmented implementation phase, with local differences in timing, reporting duties, employee information rights and enforcement.



Austria

No draft bill for national implementation has been published so far, the timing and structure of the Directive's implementation remain open.



Czech Republic

Pay confidentiality clauses have been prohibited since 1 June 2025 as part of the "flexinovela" Labour Code reform. A draft law covering the remaining parts of the Directive was published in April 2026, but broader implementation is now expected to be delayed, with core provisions planned to apply from 1 January 2027 and 1 January 2028.



Slovakia

Slovakia has made significant progress by approving new draft bill with entry into force on 7 June 2026. Remuneration structure based on transparent, objective and non-discriminatory criteria must be in place latest by 31 July 2026. The criteria must be agreed with employees representatives (if in place) prior to this date.



Bulgaria

Draft amendments to the local legislation have been prepared but have not yet been published. Considering the standard steps involved in the Bulgarian legislative process, it is unlikely that the implementing legislation will be adopted by 7 June 2026.



Hungary

No draft legislation has been published and no official transposition timetable has been announced. The timing, structure and practical details of the Hungarian implementation therefore remain unclear.



Romania

The legislative process has advanced. On 31 March 2026, the Romanian Ministry of Labour published a draft law transposing the Directive, which was open for public consultation until 8 April 2026. The draft is expected to be submitted to Parliament for approval, although completion before the June deadline remains uncertain.



Croatia

Croatia is still in the drafting phase. Implementation is expected through amendments to existing legislation, but no final implementing legislation has been identified yet. As the official legislative proposal has not yet been published, implementation at the beginning of June appears unlikely.

*as of early May 2026



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