

EU Pay Transparency Directive

CEE Transposition Status*

The **EU Pay Transparency Directive** marks a significant shift in how organisations approach pay equity and transparency. Its core objective is to strengthen the principle of equal pay for equal work and work of equal value. EU Member States must transpose the Directive into national law by 7 June 2026, which means the clock is ticking for employers to prepare. The European Commission has reiterated its expectation that all Member States will meet the deadline, despite uneven progress in national drafting.

As of early 2026, no CEE jurisdiction has fully completed transposition, though most have advanced preparations. We have summarised the current status across the CEE countries to help employers plan their preparations:

Austria

At the time of writing, no draft bill for the national implementation of the Directive is available.

Croatia

Remains in the drafting phase of national law, targeting full transposition before June 2026.

Slovakia

Has made significant progress by submitting its draft bill for approval to parliament in January, with entry into force expected on 7 June 2026.

Bulgaria

A dedicated working group has been established, which has adopted a detailed transposition plan for 2026. Draft legislation is expected in early March 2026, and Parliament adoption by late May 2026. The implementing legislation is planned to enter into force by 7 June 2026, although recent political developments may affect timing.

Czech Republic

Has already banned pay confidentiality clauses since June 2025. Broader transposition of the Directive may be delayed until late 2026.

Romania

Transposition process is ongoing at ministerial level, and the government aims to secure parliamentary adoption by the Directive deadline.

Hungary

Has yet to publish a draft, leaving the timing and structure of national implementation unclear.

*as of January 2026



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