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Newsflash



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Law 5316/2026 (Official Government Gazette Bulletin A 105/06.07.2026) – Strengthening of the application of equal pay between men and women for equal work or work of equal value – Incorporation of Directive (E.U.) 2023/970 - Pension Regulations

Law 5316/2026 incorporates in Greek legislation Directive (E.U.) 2023/970 on the strengthening of the application of the principle of equal pay between men and women for equal work or work of equal value, which aims at the elimination of the pay gap between men and women which previous legislative attempts (at both European Union and Member States level) have not succeeded to eliminate.

The new law is structured on the basis of six basic pillars as follows:

- a) Introduction of the obligation of application of pay structures which safeguard equal pay for equal work on the basis of objective and gender neutral criteria.
- b) Introduction of pay transparency obligations to apply before hiring, during and following the end of employment.
- c) Regulation of the employees' right to have access to salary information.
- d) Introduction of employees' obligation to submit data on the gender pay gap and joint pay assessment with employees' representatives
- e) Safeguarding the access of affected individuals to effective legal remedies and restoration procedures
- f) Designation of the Ombudsman as the competent authority to monitor the implementation of the equality principle (in co-operation with the Labor Authorities).

More precisely, the most important provisions of the new law are summarized as follows:

Scope of application

The law applies to individuals who are employed or seeking employment with the State and the broader public sector, as well as with the private sector, regardless of the type of employment relationship or form of employment and irrespective of the nature of the services provided, and to self-employed professionals and individuals under vocational training.

Entry into force

Transparency obligations as provided for by the new law come into force on 1 November 2026.

Supervisory Authorities

- The Greek Ombudsman is designated as the competent body to monitor the application of the equal pay principle and the pay transparency right.
- A special department is established within the Labor Authorities to monitor equal treatment and equal pay in the workplace.

Key concepts

- Work of equal value is defined as work determined to be of equal value based on impartial, objective, and gender neutral criteria.
- Remuneration is defined as the customary basic or minimum wages or salaries and any other benefits, in cash or in kind, that an employee receives directly or indirectly (supplementary or variable components) in exchange for the work performed.
- Pay gap is defined as the difference in average pay levels between men and women (as defined above on a gross annual or hourly basis), expressed as a percentage of the average pay level of male employees.

Pay structures and Pay Transparency

- Employers are obliged to implement pay structures that ensure equal pay of male and female employees for equal work or work of equal value, allow for the comparative evaluation of job positions and employees' categories, are documented in writing, provide for a review process, and clearly specify the components of pay for each category of employees.
- Pay criteria must be gender neutral and objective (skills (including soft skills), effort, responsibility, working conditions, seniority, etc.) and agreed upon with employees' representatives, as applicable.
- Employers are obliged to make the pay criteria, the pay levels criteria, and pay progression criteria easily accessible to employees.
- State support (in co-operation with the social partners) is set to be provided employers employing less than 250 employees, including technical assistance, training, guidelines, and model pay structures, as well as the operation of a support center.

Pay transparency before hiring

- Candidate employees are entitled to be informed of their starting pay or pay range, based on objective and gender neutral criteria (such information may be provided, for example, through job advertisements, announcements, and posts on professional networking websites, as well as in any communications).
- Questions on candidate employees' pay history are prohibited.

Employees' access to pay information

- Employees are entitled to request (either personally or through employee representatives or the Ombudsman) and to receive written information regarding their individual pay level and average pay levels, broken down by gender, for categories of employees performing equal work or work of equal value. Employers are obliged to respond to the above requests within two months from their filing of (except in specifically defined cases justifying refusal of response, e.g. if the request is manifestly disproportionate or abusive, particularly due to its repetitive nature, in which case the employee may submit the request through the Greek Ombudsman, who will determine its legitimacy).
- Employers must inform all employees annually of their right to pay information.
- Individual or collective employment contracts or work regulations cannot restrict employees from disclosing their remuneration for the exclusive purpose of safeguarding the equal pay principle.

- Employees and their representatives must maintain confidentiality regarding the salary data they receive.
- Processing of pay data is carried out in accordance with data protection laws and exclusively for the purpose of application of the equal pay principle.

Submission of gender pay gap data

- Employers employing at least 100 employees are obliged to submit data on the gender pay gap to the Greek Ombudsman (total and median gaps, gaps in supplementary or variable pay components, percentage of women and men receiving such components, gender distribution in each quartile of the pay scale, gap by employee category) for the previous calendar year, within the filing deadline and at a frequency depending on the number of employees (for example, employers employing at least 250 employees must submit the data in question until 7 June 2027, and thereafter on an annual basis).
- Employers must take corrective action if differences cannot be justified on the basis of objective and gender neutral criteria.
- Employers must conduct a pay assessment with the employees' representatives in accordance with the prescribed procedure if (a) based on the data submitted, there is a difference of at least 5% in the average pay level between male and female employees in any category of employees, and (b) the difference has not been justified on the basis of objective and gender neutral criteria, and (c) the difference has not been corrected within six months of the submission of the data. In the absence of a labor union, employees are represented by the three employees with the longest term of service with the employer, unless they choose another form of representation. Employers must implement the corrective measures to arise from the joint assessment within one year.

Legal protection, Burden of Proof and sanctions

In case of violation of the principle of equal pay:

- Affected employees are entitled to judicial protection and to file a complaint with the administrative authorities and request cessation of the violation and uncapped compensation from the employer (actual, consequential damages and moral damages).
- The Employment Authorities (a) in cooperation with the Greek Ombudsman, may issue, at the affected employee's request and following the prior hearing of the employer, compliance orders to remedy the violation or to take corrective measures. Failure of the employer to comply with the orders in question entails recurring quarterly fines, (b) may impose administrative sanctions in accordance with the applicable legislation.

- A special labour dispute procedure before the Employment Authorities for alleged direct or indirect pay discrimination due to gender is introduced.
- Any adverse treatment of employees and their representatives in response to a complaint or to administrative or judicial proceedings aimed at ensuring rights related to equal pay is prohibited.

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This Newsletter aims to provide the reader with general information on the above-mentioned matters. No action should be taken without first obtaining professional advice specifically relating to the factual circumstances of each case.

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