NEW EQUAL PAY LAW: WHAT'S CHANGING FOR EMPLOYERS

Greek law 5316/2026 titled *'Strengthening the implementation of equal pay for men and women for equal work or work of equal value and other* provisions', which transposes into Greek law the European Directive (EU) 2023/970 into Greek law, amends the New Labour Code, introducing a series of significant obligations for employers, with effect from November 1st, 2026. The key changes are outlined hereinbelow.

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1. OBLIGATION TO PROVIDE WRITTEN PAY STRUCTURES

(new paragraphs 2–7 of Article 37 of the Labour Code)

From 1 November 2026, every employer must **have in place and implement written pay structures,** i.e. document the objective criteria used to determine salary (skills, experience, responsibility, working conditions, length of service, etc.). These criteria must:

- be gender-neutral,
- allow for the comparative assessment of job roles and categories of employees,
- provide for a review process, and
- for companies with more than 50 employees, be easily accessible to all employees.

What you need to do: *Review/draft remuneration policy documents based on objective criteria.*

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2. TRANSPARENCY IN RECRUITMENT – NEW OBLIGATIONS AND PROHIBITIONS

(new paragraphs 3–5 of Article 41 of the Labour Code)

The new law introduces two significant changes to the recruitment process:

(a) Mandatory disclosure of remuneration: Before the interview (or before signing an employment contract if no interview takes place), the employer must disclose to the prospective employee the starting salary or its range, based on the objective and gender-neutral criteria specified for the particular post, as well as the relevant provisions of any applicable collective agreement.

This information may be provided, for example, in the job advertisement, on LinkedIn or by any other appropriate means, including verbally.

(b) Prohibition on asking about salary history: The employer — and any person acting on their behalf (e.g. headhunting firms) — **is prohibited** from asking the candidate about the salary they received in previous employment. Furthermore, job advertisements and job titles must use gender-neutral language.

What you should do: *Review interview forms, job advertisement wording, the recruitment process and guidelines for HR staff and external recruitment partners.*

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3. EMPLOYEE'S RIGHT TO REQUEST SALARY INFORMATION

(new Article 56A of the Labour Code)

Any employee may request in writing from their employer to be informed of: (a) their own salary and (b) the **average salary by gender** for colleagues performing similar work or work of equal value.

The employer has **two months** to respond.

The employer is obliged to inform employees of this right **annually**, whilst confidentiality clauses in employment contracts **cannot prevent** an employee from disclosing their salary if the purpose is (exclusively) to claim equal pay. However, employees who exercise this right are bound by law to maintain confidentiality and discretion regarding the salary information they receive.

What you need to do: *Check individual employment contracts for confidentiality clauses that are not in line with the new regulation. Establish an internal procedure for handling requests for information.*

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4. MANDATORY REPORTING OF WAGE GAP DATA

(new Article 56B of the Labour Code)

Employers with at least 100 employees must submit to the Greek Ombudsman detailed data on the gender salary gap between men and women by employee category (basic pay, variable components, etc.). The timetable:

- Employers with > 250 employees: 1st submission on **June 7, 2027**, then annually.
- Employers with 150–249 employees: 1st submission on **June 7, 2027**, then every three years.
- Employers with 100–149 employees: 1st submission on **June 7, 2031**, then every three years.

The data will be published on a publicly accessible platform, allowing for comparisons between companies, sectors and regions. Employers may publish this information on their website or disclose it in another way, whilst companies that already publish a sustainability report (ESRS) may incorporate the data into it.

What you need to do: *Develop or upgrade payroll systems to generate the required data. Conduct an internal audit of pay differentials by employee category prior to the first submission.*

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5. COMMON REMUNERATION ASSESSMENT WITHIN THE COMPANY

(new Article 56C of the Labour Code)

Where the data submitted reveals **a pay gap of more than 5%** between men and women in any category of employees, and this gap cannot be justified by objective criteria or has not been rectified in a timely manner, the employer is obliged to carry out **a joint**

pay review with employee representatives and to take **corrective measures within 1 year** of the review being communicated.

If there is no trade union, the employees shall be represented by the three employees with the longest service in the company.

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6. STRICTER PENALTIES AND COMPENSATION

(amendments to Articles 53 & 54 of the Labour Code)

In the event of a breach of the principle of equal pay, the employee is entitled to **full unlimited compensation**, covering back pay, default interest, loss of career opportunities, non-pecuniary damage, etc.

The **limitation period does not initiate** until the employee becomes aware of the breach (and not from the date of the breach).

Furthermore, if the employer has failed to comply with their obligations regarding pay transparency, **it is presumed** that discrimination has taken place, unless the employer can prove that the breach was unintentional and of minor significance.

If you have questions or would like additional information, please contact the Author:

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