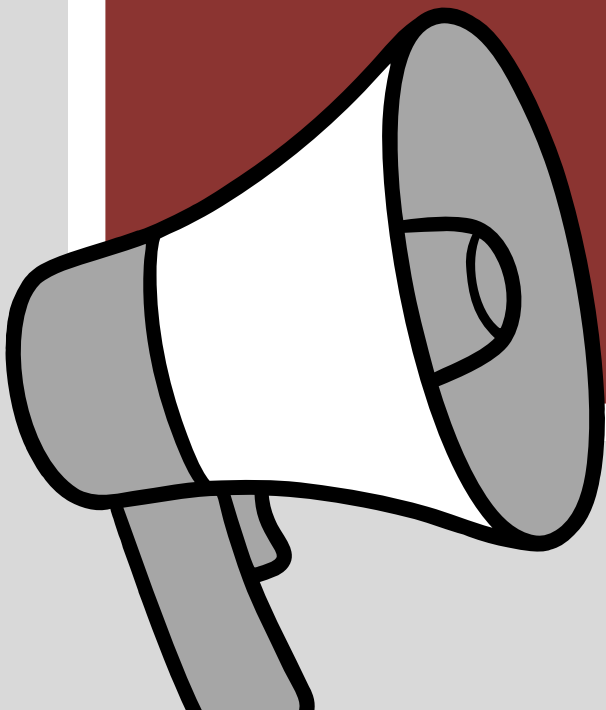


LAW 5316/2026

What does Greece's new pay transparency framework mean for employers in practice?

It's never too late

Now is the right time to get familiar with Greece's new employment law.



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New season New job posting

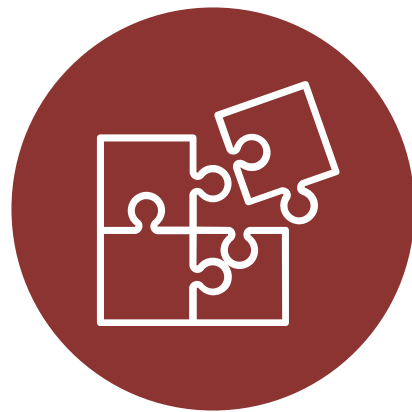
- **Share the initial pay or pay range** before the interview.
The salary range does not have to appear in the job post, but it must be provided in time.
- **Do not ask about a candidate's current or previous salary.**
- **Use gender-neutral job titles,** vacancy notices, and recruitment processes.

Example: *Put the pay range in the interview invitation.*



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**You found the perfect match
Now place the new hire inside
the pay structure**



A specific pay level should follow documented rules, not an improvised negotiation.

Use the moment to test whether your organisation's pay structure already meets the law's requirements.



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Can employees see that pay is fair?

Your pay structure should make the answer visible.

- ✓ **OBJECTIVE**
Criteria are tied to the work - not the person.
- ✓ **GENDER-NEUTRAL**
Job evaluation and classification do not embed bias.
- ✓ **EXPLAINABLE**
Employees can assess equal pay for equal work or work of equal value.

Two differently titled roles may still be work of equal value when responsibility, skills, effort and working conditions align.



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An employee asks for pay information



**2 months maximum
response time**

Provide the response in writing

- **Individual pay level** of the requesting employee.
- **Average pay levels by gender** for comparable work.

Also notify all employees annually of this right and how to exercise it.



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150 or more employees?

Your **first gender pay gap report** is due to the Greek Ombudsman by

7 JUNE 2027

Then report every three years, or annually, if you employ 250 or more employees.

Note: reporting begins at 100 employees, but the first deadline is in 2031, if you do not employ more than 149 employees.



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A 5% gap is a trigger - not the end of the analysis

5% in any category of workers

- ✓ The difference cannot be justified by objective, gender-neutral criteria.
- ✓ It remains uncorrected six months after reporting.
- ✓ A joint pay assessment is then required with workers' representatives.



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Employees can speak up about equal pay

- **Pay discussion clauses are void** when they prevent employees from safeguarding equal pay.
- **Retaliation is prohibited** for complaints or proceedings enforcing equal-pay rights.
- **Enforcement can be significant:** compensation is uncapped, fines may escalate, and the burden of proof can shift.

Time to: Review employment contracts, collective agreements, and internal regulations.



**Do not wait for the first request or
reporting deadline.**

**Contact us to assess your readiness
and plan your next steps.**



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