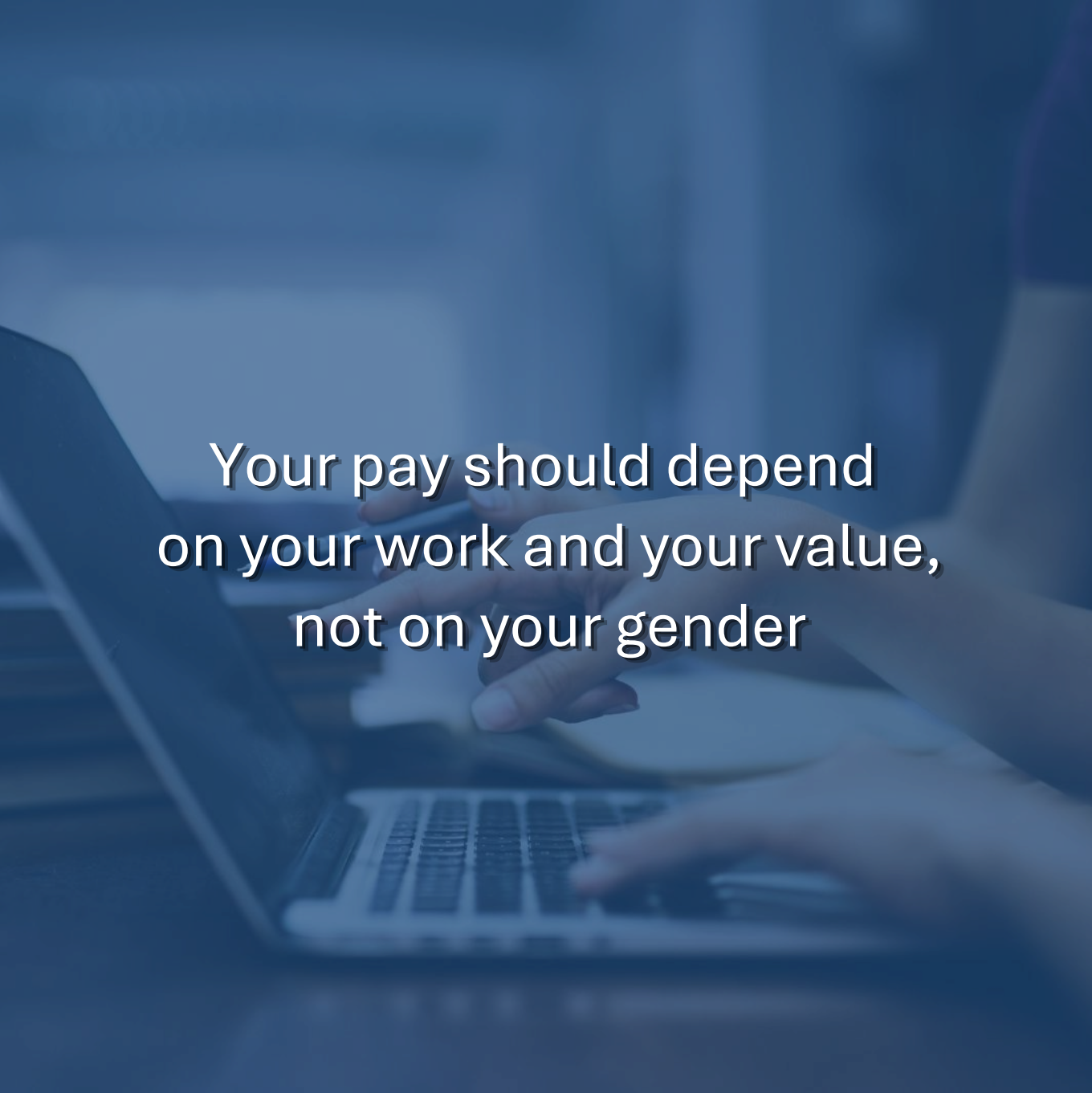


Draft Bill “Strengthening the
implementation of equal pay between
men and women for equal work or work
of equal value - Transposition of
Directive (EU) 2023/970”

A person's hands are shown typing on a laptop keyboard. The image is overlaid with a blue gradient and white text. The text reads: "Your pay should depend on your work and your value, not on your gender".

Your pay should depend
on your work and your value,
not on your gender

Gender pay gap

What currently applies in Greece

The principle of equal pay for equal work is enshrined in Greece through the Constitution and the Labour Law Code (Presidential Decree 62/2025).

- ✓ Any pay difference between men and women for the same or equal-value work on the grounds of gender is already expressly prohibited.
- ✓ The employer must ensure equal pay conditions, without direct or indirect discrimination.
- ✓ The employee has the right to claim compensation if they prove that they are paid less because of gender.

The pay gap in Europe and in Greece, although significantly reduced over time, has not been eliminated.



Pay gap between men and women (“gender pay gap”)

In 2024, the average gender pay gap in the EU was 11.1%.

This means that women’s average hourly earnings were 11.1% lower than men’s.

In Greece, the average gender pay gap was 13.4% in 2024.



Pay gap between men and women (“gender pay gap”)

- ✓ In most countries, the gender pay gap increases in older age groups.
- ✓ Greece is among the few countries where the gap is negative for people under 25 years old.
- ✓ In other words, women under 25 are paid better than men.



Gender pay gap by sector of the economy in 2024

- ✓ Information and communication: 25.3%
- ✓ Financial and insurance services: 19%
- ✓ Real estate activities: 18.7%
- ✓ Manufacturing / Industry: 17.4%
- ✓ Professional, scientific and technical activities: 11.8% ✓
- ✓ Construction: 9.7%
- ✓ Energy sector: 8.7%

https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender_pay_gap_statistics



Women's employment

Since 2019, women's employment has increased significantly.

Women's unemployment has been reduced by 50.9% through targeted policies.

Today, 1,185,757 women are employed in the labour market, 259,480 more than in 2019.

The gender gap in salaried employment has fallen from 6.7 percentage points in 2019 to 3.6 today (51.81% men - 48.19% women).





Main provisions
of the new Draft Bill
based on
EU Directive 2023/970

Equal pay for equal work

The draft bill has one simple objective: **salary must not be affected by gender.**

Employees should receive equal pay for equal work, regardless of gender.

To achieve this, it introduces transparency rules in two stages:

1. During the recruitment selection process
2. During the employment relationship



During the recruitment selection process

- ✓ The employer must provide the pay or salary range.
- ✓ The employer must provide information on the relevant collective agreement, if one exists.
- ✓ The employer may not ask about the level of previous earnings.

The job advertisement / recruitment process must be

- gender-neutral and
- free from any other discrimination.



During the employment relationship

The employee has the right
to equal pay for the same work or work of equal value.

Pay includes:

- salary,
- bonuses,
- allowances,
- overtime,
- benefits in kind and occupational pensions.



Transparency within the company

Pay structures

- ✓ Companies must have documented pay structures based on objective, gender-neutral criteria.
- ✓ These structures must allow comparative evaluation of jobs and clearly define pay elements by category.
- ✓ Evaluation criteria include skills, effort, responsibility, seniority and other criteria relevant to the work or position.
- ✓ Pay criteria must be easily accessible to all employees, including in accessible formats for employees with disabilities.
- ✓ Companies with fewer than 50 employees are not required to provide information on pay progression.



Transparency within the company

- ✓ The employee may request information on their individual pay level.
- ✓ The employee may request the average salary of men and women for the same work or work of equal value, without identification of individuals.
- ✓ The employee may disclose their salary for equality-related reasons.



Mandatory internal audit of the pay gap for companies

- ✓ Obligation to submit data on the gender pay gap, the gap in bonuses, the median pay gap and the gap by category of employees.
- ✓ The obligation applies to companies with 250+ employees every year.
- ✓ Companies with 150-249 employees report every 3 years.
- ✓ Companies with 100-149 employees report every 3 years from 2031.

The obligation also applies to public bodies.



Mandatory pay-gap audit for companies

If the data show a pay difference and there is no objective explanation, the employer must correct the difference by reforming the company's pay structure.

If the difference is 5% or more and is not corrected within 6 months, a pay assessment procedure is provided for.

The assessment examines:

- the distribution of employees by gender,
- average salaries,
- reasons for pay differences,
- the impact of parental leave
- corrective measures.



Judicial procedure

- ✓ If an employee believes that discrimination exists, they may go to court.
- ✓ They may request salary data.
- ✓ They may be represented by the Greek Ombudsman or by a trade union organisation.



Transparency within the company

When there is a collective labour agreement

- ✓ It is presumed, in principle, that there are no unjustified pay discriminations during the hearing of a labour dispute before the Labour Inspectorate.
- ✓ The employer still has an obligation to adjust job categories so that the value of the work is properly reflected.
- ✓ The Labour Inspectorate fully retains the right to inspect and impose fines where violations are found.
- ✓ Collective labour agreements may be used as a basis for creating pay structures in companies.
- ✓ Employee protection is maintained; procedures are simplified for companies applying collective labour agreements.



What changes in PRACTICE for employees

- ✓ Greater transparency in salaries.
- ✓ Better information before and after hiring.
- ✓ Checks on unfair pay differences.
- ✓ Mandatory correction of problems when inequalities are identified.
- ✓ Greater employee protection, with the burden of proof on the company.
- ✓ Fair pay for the same work and stronger rights. Equal treatment regardless of gender.

How we reached this point

- ✓ The Ministry of Labour and Social Security established a working group tasked with preparing a legislative proposal to transpose Directive (EU) 2023/970 into national law.
- ✓ A substantive consultation process followed with the National Social Partners, and more than 65 proposals from representatives of employees and employers have already been incorporated.
- ✓ Employees, businesses and the state benefit.

Indicative additional provisions

- ✓ Inclusion in the heavy and hazardous occupations regime of nurses, nursing assistants, ambulance drivers and rescuers in hospitals, NHS Health Centres and EKAB.
- ✓ For the first time, these categories covered by public-sector pension protection are included in the regime, satisfying a decades-long demand.
- ✓ Retirement conditions are aligned with those for corresponding specialties of the former IKA-ETAM.
- ✓ Retirement at 62 is provided for, with at least 15 years of insurance, 12 of which in the specific specialties.
- ✓ Additional contributions and the recognition / buy-back of previous employment time are regulated.

Indicative additional provisions

- ✓ Recognition of apprenticeship time at DYPA Apprenticeship Vocational Schools as practical training / prior service for obtaining, upgrading or extending a professional licence and certification.
- ✓ A new Digital Registry of Collective Labour Agreements will allow organisations to submit collective arrangements electronically, making access easier for citizens.
- ✓ Remote participation will be possible in the procedure for resolving labour disputes before the Labour Inspectorate.

bahas gramatidis

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by the Greek Ministry of Labour and Social Security**