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Pay Transparency as a Driver of Workforce Trust and Engagement

The EU Pay Transparency Directive represents one of the most significant developments within the workforce space, in recent years. While the Directive is yet to be transposed into Cyprus law, organisations are increasingly assessing their readiness and reviewing their people, reward, and governance frameworks in anticipation of future requirements.

Preparing early is not only about compliance. It is an opportunity to strengthen governance, improve employee trust, enhance workforce strategies and build a fair, transparent and future-ready workplace.

At PwC Cyprus, our multidisciplinary team combines Legal, Workforce Consulting and Payroll subject matter experts, safeguarding an end-to-end solution tailored to your organisation's needs.

How PwC Can Support Your Pay Transparency Journey

01

Legal Readiness

- Assess readiness against the anticipated requirements of the Pay Transparency Directive;
- Review employment contracts, policies, procedures and recruitment practices;
- Advise on equal pay obligations, governance requirements and emerging compliance expectation;
- Support the implementation of legally compliant pay transparency frameworks;
- Support the preparation of internal communications, FAQs and management guidance materials;
- Provide guidance on handling employee queries relating to pay structures and pay levels;
- Assist in identifying and mitigating employment law and employee relations risks arising from pay transparency disclosures;
- Support organisations in managing complaints, grievances and equal pay concerns; and
- Advise on general employee communications relating to pay transparency initiatives and organisational changes.

02

Craft a Job Architecture That Works

- Design and implement objective and gender-neutral job architectures;
- Perform and streamline job evaluation and role benchmarking using recognised methodologies (including the STRATA methodology);
- Review compensation structures and identify potential pay gaps;
- Develop transparent reward and career progression frameworks;
- Support workforce planning and organisational design initiatives; and
- Benefit from tailored training and ongoing support to ensure success.

03

Payroll and Reporting Support

- Assess current payroll governance framework, processes and reporting readiness;
- Support the collection, validation and analysis of workforce and pay data;
- Develop company specific workforce cost and pay equity KPIs and assist with ongoing monitoring of actual performance against budget and approved KPIs;
- Assist in the design, implementation and maintenance of workforce cost reporting dashboards aligned to mandatory reporting obligations;
- Estimate the cost implications of any required salary adjustments to support budgeting and decision-making;
- Align HR, payroll and reward functions to meet upcoming reporting obligations within the prescribed deadlines; and
- Provide ongoing support in meeting evolving transparency reporting requirements.



One Strategy. One Team. One Solution.

01

A Single Integrated Team

Whether your organisation is exploring the implications of pay transparency for the first time or is already undertaking readiness activities, PwC provides coordinated support across all key workstreams. By bringing all required capabilities together under one roof, we help organisations avoid fragmented solutions, reduce implementation challenges and achieve sustainable outcomes efficiently and effectively.

02

End-to-End Support

From readiness assessments and legal reviews to job evaluation, payroll implementation and reporting support, we guide you through every stage of the journey.

03

Expert Solutions and Tools

- In-depth understanding of EU and national legislation and regulations;
- Proven experience in job evaluation and HR transformation, with STRATA certified Consultants;
- Strong implementation experience in collecting, processing and managing pay data.

04

Tailored Solutions

We recognise that every organisation is different and adapt our approach to your business model, workforce structure and strategic objectives.

05

Avoiding Pitfalls

We act proactively, seeking to identify potential compliance risks early on to prevent costly mistakes and/or liabilities.

06

Future-Focused Approach

Beyond compliance, we help organisations leverage pay transparency as a driver of trust, employee engagement and long-term workforce effectiveness.

We help you move beyond compliance to unlock the full value of pay transparency, strengthening trust, culture and performance.



Contact us



Vassilios Vrachimis
Partner
Consulting Leader
T: 22 555 128
vassilios.vrachimis@pwc.com



Michalis Stavrides
Partner
Advisory | Business Consulting
T: 22 555 710
michalis.stavrides@pwc.com



Marianna Stavrinou
Director
Payroll Services | Advisory
T: 22 555 638
marianna.stavrinou@pwc.com



Tatiana Sofianou
Advocate, Senior Manager
S.A. Evangelou & Co. LLC
T: 22 559 716
tatiana.sofianou@pwc.com

Address

PwC Central
43 Demostheni Severi Avenue
CY-1080 Nicosia, Cyprus
P O Box 21612, CY-1591
www.pwc.com.cy

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