



Your Pay Transparency Journey Starts Here!

The EU Pay Transparency Directive (Directive (EU) 2023/970) (the “Directive”) represents a major step forward, closing the gender pay gap between male and female workers. The Directive aims to set clear benchmarks for transparency in salary practices, requiring employers to openly communicate their pay scales and rational behind compensation structures. The Directive further introduces stronger transparency

measures and enforcement obligations on employers requiring them to review their pay structures and prepare for new compliance requirements.

Finally, the introduction of reporting obligations marks a crucial advancement towards accountability in combating wage disparities and promoting fairness in the workplace. It applies to companies/ employers as follows:

01

Companies with 250 employees or more:

Must report **annually**, with the first report due by **7 June 2027**.

02

Companies with 150–249 employees:

Must report **every three years**, with the first report also due by **7 June 2027**.

03

Companies with 100–149 employees:

Must report **every three years** with the first report, due by **7 June 2031**.

04

Companies with fewer than 100 employees:

Reporting is voluntary, unless Cyprus introduces national legislation requiring these companies to report as well.



Craft a Job Architecture That Works

- Job classification to ensure gender neutrality and accuracy.
- Define and compare roles to reflect their true value.
- Establish a fair, consistent structure to enhance individual employee career paths.
- Identify and close pay gaps, fostering trust and inclusivity.



Lead the Way in Pay Transparency

- Stay ahead of the upcoming Directive including its legal requirements and obligations which shall be subject to its transposition into Cyprus law, expected to be completed by June 2026.
- Review and align the company's internal policies and procedures (including GDPR and recruitment) with the Directive to ensure compliance and mitigate legal risks.



Ensure a smooth Transition with Change Management

- Strategise for seamless implementation with minimal disruption to ensure compliance and avoid potential legal liabilities.
- Engage and train members of senior management, employees and stakeholders to embrace the pay transparency transformation.



Harness Cutting-Edge Tools & Methodologies

- Streamline job evaluation using the STRATA methodology.
- Benefit from tailored training and ongoing support to ensure success.

How PwC can help?

Assess your Current Situation & Identify Pay Gaps		Establish & Maintain Pay Transparency	
Awareness session	Readiness Assessment & Gaps Identification	Pay Transparency Framework	Ongoing Monitoring
• Educate on Pay Transparency requirements, obligations and liabilities. • Align with broader organizational goals and transparent HR processes. • Educate the stakeholders in order to ensure 'buy-in' of pay transparency initiatives.	• Evaluate current HR data and systems. • Review internal policies (including GDPR and recruitment), HR processes and reward architecture. • Assess the job classification system and undertake internal pay audit. • Perform job evaluation using the STRATA method. • Conduct gender pay gap analysis and address pay disparities. • Identify gaps in salary adjustments and job classifications.	• Establish and/or amend internal policies, processes and practices to ensure compliance and mitigate legal risks. • Train members of senior management, employees and stakeholders by promoting a culture of transparency. • Develop a gender-neutral job classification system and design salary ranges for each career framework level.	• Measure, monitor and report outcomes for compliance, transparency and pay disparities. • Ongoing pay (gap) analysis, ensuring all Pay Transparency reporting requirements are covered.

Why Partner with Us?



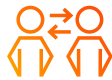
Expert Solutions and Tools:

- In-depth understanding of EU and national legislation and regulations.
- Proven experience in job evaluation and HR transformation, with STRATA certified Consultants.



A Multi-Disciplinary Team:

Experienced workforce consultants, combining Legal and HR professionals, working as one unified team with the sole aim of helping you navigate this journey whilst remaining compliant with the Directive.



Tailored Approach:

Customised, to meet your organisation's unique business needs and operations.



Avoiding Pitfalls:

Proactivity and identifying potential compliance risks early on to prevent costly mistakes and/or liabilities.

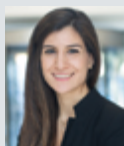


Long-Term Impact:

Boost employee satisfaction, retention and trust while reducing legal risks.

Together, we can transform your organization into an equitable and future-ready one!

Contact us



Nicoletta Psyllidou

Director
Workforce Consulting | Advisory
22 555 652
nicoletta.c.psyllidou@pwc.com



Tatiana Sofianou

Advocate, Senior Manager
S.A. Evangelou & Co. LLC
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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