



## UNIVERSAL SCOPE OF THE LAW

From a market perspective, it is important to note that the proposed bill will apply to all employers, regardless of the size of the organisation or the gender composition of the workforce (subject to certain obligations that depend on the number of employees, including pay gap reporting). This means, in particular, that the new remuneration related obligations will generally also apply to small employers, including those employing just one person. This means that the new obligations will also cover small employers, including those employing just one person. However, the Ministry indicates that, under the current legal framework, there are no plans to include uniformed services within the scope of the act, even though they are considered employees under CJEU case law.

## WHAT SHOULD EMPLOYERS DO NOW?

Although the provisions are not yet final, the current stage of legislative process provides employers with a genuine opportunity to prepare for the upcoming changes. Therefore, we recommend:

- reviewing existing or preparing future job evaluation systems;
- auditing current pay structures;
- preparing an individual timetable for compliance;
- reviewing or creating internal pay policies and procedures, as well as other documents, to ensure compliance with the newly drafted regulations;
- preparing Q&A, procedures required by the directive, templates for communication with employees.

Such actions will not only help mitigate future legal risks but also ensure the smooth and orderly implementation of new obligations once the law comes into force.

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