

EU Pay Transparency Index 2026

Named-employer salary disclosure analysis against the EU Pay Transparency Directive (2023/970). Corpus frozen 14 May 2026.

<h2>8,754</h2> <p>Total remote listings in RemNavi corpus</p>	<h2>24.9%</h2> <p>Listings disclosing salary</p>	<h2>7 June 2026</h2> <p>EU Directive enforcement date</p>
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WHAT THE DIRECTIVE REQUIRES

EU Pay Transparency Directive (2023/970)

The directive, adopted 10 May 2023, requires employers with 100 or more employees to disclose pay ranges in job advertisements and to provide pay information on request before a first interview. All EU member states must transpose by 7 June 2026. For remote-first employers recruiting into EU markets, the obligation typically applies based on where the role is performed, not where the employer is incorporated.

RemNavi measures compliance readiness by `salary_disclosure_by_company` — whether a listing carries a machine-readable salary range at time of ingestion. This is a necessary but not sufficient condition for directive compliance (the directive also covers pay structure information on request and internal pay reporting).

NAMED EMPLOYERS — EU-HEADQUARTERED

EU-headquartered employers in the RemNavi corpus

The following EU-headquartered employers appear in the RemNavi corpus as of 14 May 2026. Disclosure rates are measured at listing level via the `salary_disclosure_by_company` API facet.

Company	HQ	Listings	Disclosed %	Non-disclosed %	Status
Contentful	Berlin, DE	104	12.5%	87.5%	✗ Non-compliant
Intercom	Dublin, IE	171	15.2%	84.8%	✗ Non-compliant
Remote.com	Tallinn, EE	258	4.7%	95.3%	✗ Non-compliant
Spotify	Stockholm, SE	27	3.7%	96.3%	✗ Non-compliant
Awin	Berlin, DE	19	10.5%	89.5%	✗ Non-compliant
Feedzai	Lisbon, PT	11	0.0%	100.0%	✗ Non-compliant
Mistral	Paris, FR	11	0.0%	100.0%	✗ Non-compliant

Grafana Labs	Stockholm, SE	151	29.8%	70.2%	~ Partial
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NAMED EMPLOYERS — US-HEADQUARTERED, EU-ACTIVE

US-headquartered employers with significant EU hiring footprint

These employers are incorporated outside the EU but have established EU entities, regional hubs, or significant EU-based hiring. Directive obligations for remote roles depend on where the work is performed.

Company	HQ / EU presence	Listings	Disclosed %
Canonical	London, GB (EU market)	279	0.0%
GitLab	San Francisco (EU-heavy)	239	4.6%
Elastic	San Francisco (EU HQ: Amsterdam)	28	0.0%
MongoDB	New York (Dublin EU hub)	277	0.0%
Datadog	New York (Paris EU hub)	393	0.3%
HubSpot	Cambridge MA (Dublin EU)	17	29.4%

MEMBER STATE TRANSPOSITION STATUS — MAY 2026

Country-by-country implementation progress

Code	Country	Status	Notes
DE	Germany	■ Transposing	Entgelttransparenzgesetz (2017). Bundestag transposition bill pending.
FR	France	■ Transposing	Loi Rixain (2021). Draft ordinance under review.
NL	Netherlands	■ Transposing	Directive alignment bill in parliament; SER guidance published.
IE	Ireland	■ Transposing	Gender Pay Gap Information Act (2021). Transposition adds job-posting disclosure.
SE	Sweden	■ Transposing	Diskrimineringslag (2008). Employers generally ahead on transparency culture.

METHODOLOGY

How this index is measured

- **Corpus.** RemNavi aggregates remote job listings from Jobicity, Remote OK, We Work Remotely, Greenhouse, Lever, Remotive, and Hacker News Who's Hiring, plus direct company career pages via ATS integrations. The corpus counted 8,754 active listings at the freeze date of 14 May 2026.
- **Salary disclosure measurement.** A listing is counted as "disclosed" if it carries a machine-readable salary_min and salary_max at time of ingestion. Listings disclosing salary range only in free-text (without machine-readable fields) are counted as non-disclosed.
- **Company attribution.** Named employers are identified via source-prefix matching against the company field in the job posting. Listing counts reflect active listings at the corpus freeze date, not historical totals.
- **Transposition status.** Member state status is assessed from publicly available parliamentary and government sources as of May 2026. "Transposing" indicates the member state has not yet enacted the directive into national law.

- **Limitations.** This index measures what employers choose to publish in job advertisements — not internal pay structures, gap-closure programmes, or full directive compliance. A high disclosure rate indicates readiness for the job-advertisement requirements of the directive; it does not confirm compliance with all other provisions.

- **Editorial firewall.** Employer inclusion is based solely on corpus presence and public listing data. Paid placement on RemNavi never affects index position, disclosure scores, or editorial coverage.

DATA ACCESS

Live corpus data is available at remnavi.com/jobs_api.php?facet=salary_disclosure_by_company. Bulk CSV and JSON downloads are available under CC BY 4.0 at remnavi.com/market-index/. All data in this report is as of the corpus freeze date (14 May 2026) and reflects active listings at that moment.