

UCMS by AROBS launches Pay Transparency Solutions, the first integrated software and consulting ecosystem for compliance with the EU Pay Transparency Directive in Romania

Bucharest, 8 June 2026 – UCMS by AROBS, part of AROBS Group, launches Pay Transparency Solutions, an integrated ecosystem of software, consulting, and customization services designed to help Romanian companies comply with the EU Pay Transparency Directive. Pay Transparency Solutions is the first comprehensive ecosystem in Romania that combines integrated HR and payroll software with specialized consulting, customization, and implementation services, specifically developed to address the new legal obligations and the operational pressure that comes with them.

One day after the European deadline for transposing Directive (EU) 2023/970 on pay transparency expired, Romanian companies are entering a new phase in which the challenge is no longer legal, but operational. According to a survey conducted by UCMS by AROBS among HR professionals during an industry event attended by more than 350 professionals, 68% believe that discussions with employees about compensation will be the most difficult aspect of implementation, 57% expect managers and HR specialists to bear the greatest operational burden, and 48% anticipate an increase in requests for clear and objective remuneration criteria. These findings are also supported by an eJobs Romania survey conducted in September 2025, which showed that 62% of employers were not prepared to disclose salaries in job advertisements and had not yet started adapting to the Directive. The same research indicated that 56% of companies do not display salary information when posting new job openings.

In this context, UCMS by AROBS, a company within AROBS Group and one of Romania's leading providers of HR and payroll software solutions, estimates that the new requirements will accelerate investments in the digitalization of human resources and payroll processes.

“Pay transparency will accelerate investments in the digitalization of HR and payroll processes because organizations can no longer manage these requirements through fragmented tools, separate documents, or manual processes. Companies will need a coherent data foundation, objective evaluation criteria, and mechanisms through which compensation decisions can be explained, documented, and tracked over time. From this perspective, pay transparency is not only a compliance obligation, but also a catalyst for modernizing the way companies manage their remuneration policies. After June 7, the question for many organizations is no longer whether they need to act, but how quickly they can build processes that support compliance in a consistent manner. Based on our experience, technology alone is not enough, but consulting without a solid software infrastructure cannot deliver scalable results either. This is why UCMS by AROBS is introducing Pay Transparency Solutions, which combines HR and payroll software solutions with consulting and customization services, enabling companies to move from assessment to implementation in a structured and controlled way,” added **Ovidiu Teodorescu, CEO of UCMS by AROBS.**

Directive (EU) 2023/970 introduces obligations regarding informing candidates about salary levels or salary ranges, employees' right to request information on pay levels for equal work or work of equal value, reporting gender pay gaps, and implementing corrective measures when such gaps cannot be justified through objective criteria. June 7, 2026, marked the deadline by which EU Member States were required to transpose the Directive into national legislation.

The new requirements transform pay transparency from a standalone compliance topic into a broad operational project that involves reviewing job architecture, defining remuneration criteria, preparing managers, documenting decisions, and digitalizing HR and payroll workflows.

“Compliance is no longer just a cost center. It has become a competitive differentiator. It is a pattern we see repeatedly: DORA, NIS2, the Cyber Resilience Act, AI standards, ISO certifications for intelligent

systems. Companies that treat these requirements as an opportunity to modernize their infrastructure gain an advantage over those that wait until the deadline approaches. At AROBS, we have deliberately built the capability to respond to these waves of regulation with practical solutions, products developed by people who understand both technology and business realities. Competitive advantage in software is increasingly determined by the ability to integrate business expertise, automation, and artificial intelligence directly into operational processes. Pay Transparency Solutions is the result of this approach: a Romanian-built product founded on 30 years of HR and payroll experience, addressing a context in which regulation, data, and technology converge into a genuine business need,” stated **Voicu Oprean, CEO and Founder of AROBS**.

Compliance challenges primarily affect medium-sized and large companies, which typically have complex organizational structures and more extensive reporting requirements. According to UCMS by AROBS estimates, more than 4,000 – 5,000 medium-sized companies and between 600 and 800 large companies in Romania may require dedicated solutions, consulting services, or internal projects to align with the new requirements.

The company’s specialists point out that one of the most complex stages is building an objective job evaluation and classification system. Without clear criteria, companies risk turning pay transparency into a source of internal tension rather than using it as a tool to strengthen organizational trust.

The HR technology market is evolving alongside these developments. According to IMARC Group, the European HR technology segment was valued at approximately USD 4.8 billion in 2025 and is expected to exceed USD 9 billion by 2034. To address these new requirements, UCMS by AROBS offers companies, through Pay Transparency Solutions, an integrated ecosystem of software solutions and specialized technical consulting services for HR and payroll.

The trend is also evident internationally. According to Mercer’s Global Pay Transparency Survey, conducted among more than 1,600 organizations across 60 markets, employer preparedness increased to nearly 50% in 2025, up from 32% in 2024. However, only 14% of organizations have fully implemented a company-wide pay transparency approach. In Europe, the gap is even more pronounced: only 9% of European organizations have fully implemented their pay transparency strategy.

###

About UCMS by AROBS

UCMS by AROBS is a Romanian company specialized in the development of integrated human resources and payroll management solutions, as well as in providing business process outsourcing and consulting services, with 30 years of experience in the Romanian market. More than 1,500 clients and partners use the software solutions developed by UCMS by AROBS, either directly or through the company’s partner network. Through technology, expertise, and dedicated services, UCMS by AROBS helps streamline the activities of HR and finance departments within organizations operating across sectors such as banking, Big Four advisory firms, BPO, IT, healthcare, manufacturing, retail, automotive, media and advertising, transportation, services, and construction.

More details at: <https://truehr.ro/>

Despre AROBS Transilvania Software

AROBS Transilvania Software provides AI-powered, secure-first software services and solutions across multiple industries through approximately 70 partners within its Software Services division, operating throughout Europe and North America. More than 11,000 clients across Europe and Asia use the software products developed by the company. AROBS has a presence in 11 locations across Romania and in nine additional international locations, with over 1,200 specialists developing future-ready solutions for industries such as Embedded & Automotive, Financial Services, Life Sciences, Travel Technology, E-commerce, Media, and Private Equity. More information about AROBS Group: www.arobs.com and www.arobsgrup.ro.