

Pay Equity Reporting Around the World

February 2025

This series of infographics provides an overview of pay equity reporting laws internationally, with maps for Europe, North America, and the rest of the world.

Legend and Definitions

Equity Types

Equal pay for equal work (Basic)

The law requires work to be "substantially equal in job content" for equal pay to be applied, while accounting for factors such as skill, responsibility level, effort, and working conditions.

Equal pay for comparable work (Intermediate)

The law goes further and groups people for demographic comparisons when they do substantially "similar" rather than substantially "equal" work.

Equal pay for work of equal value (Advanced)

The law requires employers to pay equitably based on the value a person's work brings to the organization rather than the activities a person may be doing. This requires more complex analysis.

Key Points

Employee representation required

The law requires analyses/plans to be developed with input from employee representatives.

Reporting required

The law requires reports to go to a specific entity.

Analysis required

The law requires some form of analysis of pay equity in the organization to be performed.

Certification

The law requires companies to certify or declare their compliance.

Pay equity plan required

The law requires a plan of action to be created once an analysis has been performed.

Specific penalties

The law has specific penalties for failing to work toward pay equity by some standard.

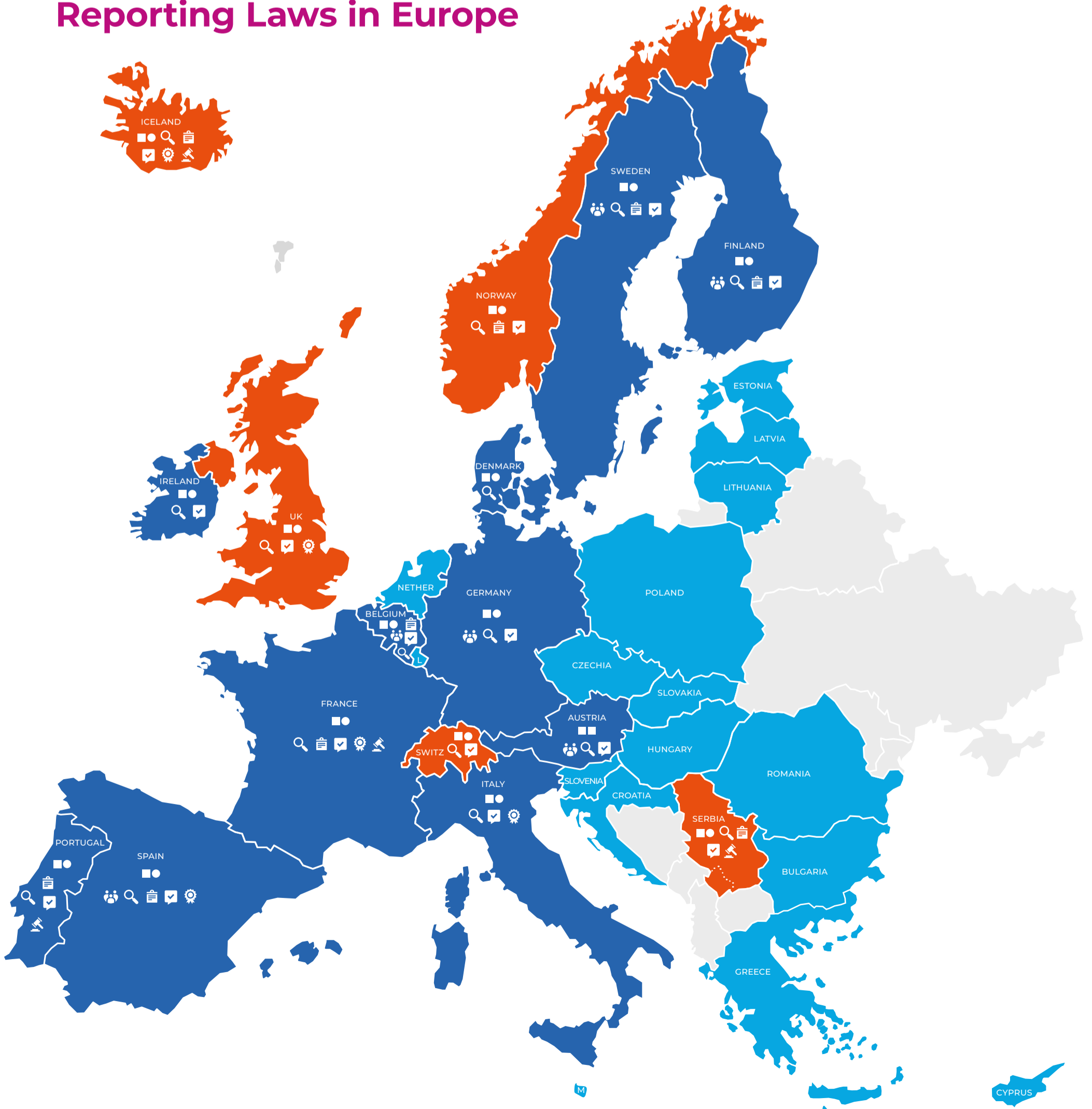
Focus of Pay Equity Reporting Requirements

Countries with pay equity reporting requirements covering gender

EU countries with pay equity reporting requirements covering gender

EU countries that will implement pay equity reporting requirements covering gender by June 2026 (as per the EU Pay Transparency Directive)

A Map of Pay Equity Reporting Laws in Europe



Legend

Equity Types

- Equal pay for equal work (Basic)
- Equal pay for comparable work (Intermediate)
- Equal pay for work of equal value (Advanced)

Key Points

- Employee representation required
- Analysis required
- Pay equity plan required
- Reporting required
- Certification
- Specific penalties

European Pay Equity Reporting in Depth

EU Nations

All European Union Countries



- As per the [Pay Transparency Directive](#), all EU countries not listed below must implement gender-focused pay equity reporting requirements by June 2026.
- Basic threshold: All employers
- Extra requirements at: 100 employees
- Reporting: Yes—internal and with appropriate regulatory agency
- Requires input from employee representatives

Austria



- [Equal Treatment Act](#)
- Basic threshold: All employers
- Extra requirements at: 150 employees
- Reporting: Yes, to a works council
- Requires input from employee representatives

Belgium



- [Pay Gap Law of 22 April 2012](#)
- Extra requirements at: 50 employees
- Reporting: Yes—to a works council
- Requires input from employee representatives

Denmark



- [Equal Pay Act](#)
- Basic threshold: All employers
- Extra requirements at: 35 employees
- Reporting: No

Finland



- [The Equality Act](#)
- Basic threshold: All employers
- Extra requirements at: 30 employees
- Reporting: Yes—internal
- Requires input from employee representatives

France



- [Decree 2019-15](#)
- Basic threshold: 50 employees
- Extra requirements at: 250 employees
- Reporting: Yes—internal, to employers website, and to social and economic council

Germany



- [The Pay Transparency Act](#)
- Basic threshold: 200 employees
- Extra requirements at: 500 employees
- Reporting: Yes—internal
- Requires input from employee representatives

Ireland



- [The Gender Pay Gap Information Act](#)
- Extra requirements at: 50 employees
- Reporting: Yes—to employers website or to a government portal

Italy



- [Equal Opportunity Code](#) (Law no. 162)
- Basic threshold: All employers
- Extra requirements at: 50 employees
- Reporting: Yes—to union and labor ministry

Portugal



- [Law 60/2018](#)
- Basic threshold: All employers
- Extra requirements at: 50 employees
- Reporting: Yes—to employees and labor ministry

Spain



- [Decree 901](#) and [Decree 902](#)
- Basic threshold: 50 employees
- Reporting: Yes—to employees and public registry
- Requires input from employee representatives

Sweden



- [The Discrimination Act](#) (amended in 2017)
- Basic threshold: All employers
- Extra requirements at: 10 and 25 employees
- Reporting: Yes, to a works council, to equality ombudsman
- Requires input from employee representatives

Non-EU Nations

Iceland



- [Equal Status and Equal Rights Act](#) and [Equal Pay Certification](#)
- Basic threshold: All employers
- Extra requirements at: 25 employees
- Reporting: Yes—to employees, and Directorate of Equality
- Requires independent audit in compliance with IST 85 standard

Norway



- [Equality and Anti-Discrimination Act](#)
- Basic threshold: All employers
- Extra requirements at: 50 employees
- Reporting: Yes—to ombudsman

Serbia



- [Law on Gender Equality](#)
- Basic threshold: All employers
- Extra requirements at: 50 employees
- Reporting: Yes—to labor ministry

Switzerland



- [Gender Equality Act](#)
- Basic threshold: All employers
- Extra requirements at: 100 workers, with exception for prior verifications
- Reporting: Yes—internal, and external for public sector employers and publicly traded companies
- Requires independent audit of analysis results
- Alternatively, requires input from employee representatives

United Kingdom



- [Equality Act 2010](#)
- Basic threshold: All employers
- Extra requirements at: 250 employees
- Reporting: Yes—to employer's website and to a government website

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Legend

Equity Types

- Equal pay for equal work (Basic)
- Equal pay for comparable work (Intermediate)
- Equal pay for work of equal value (Advanced)

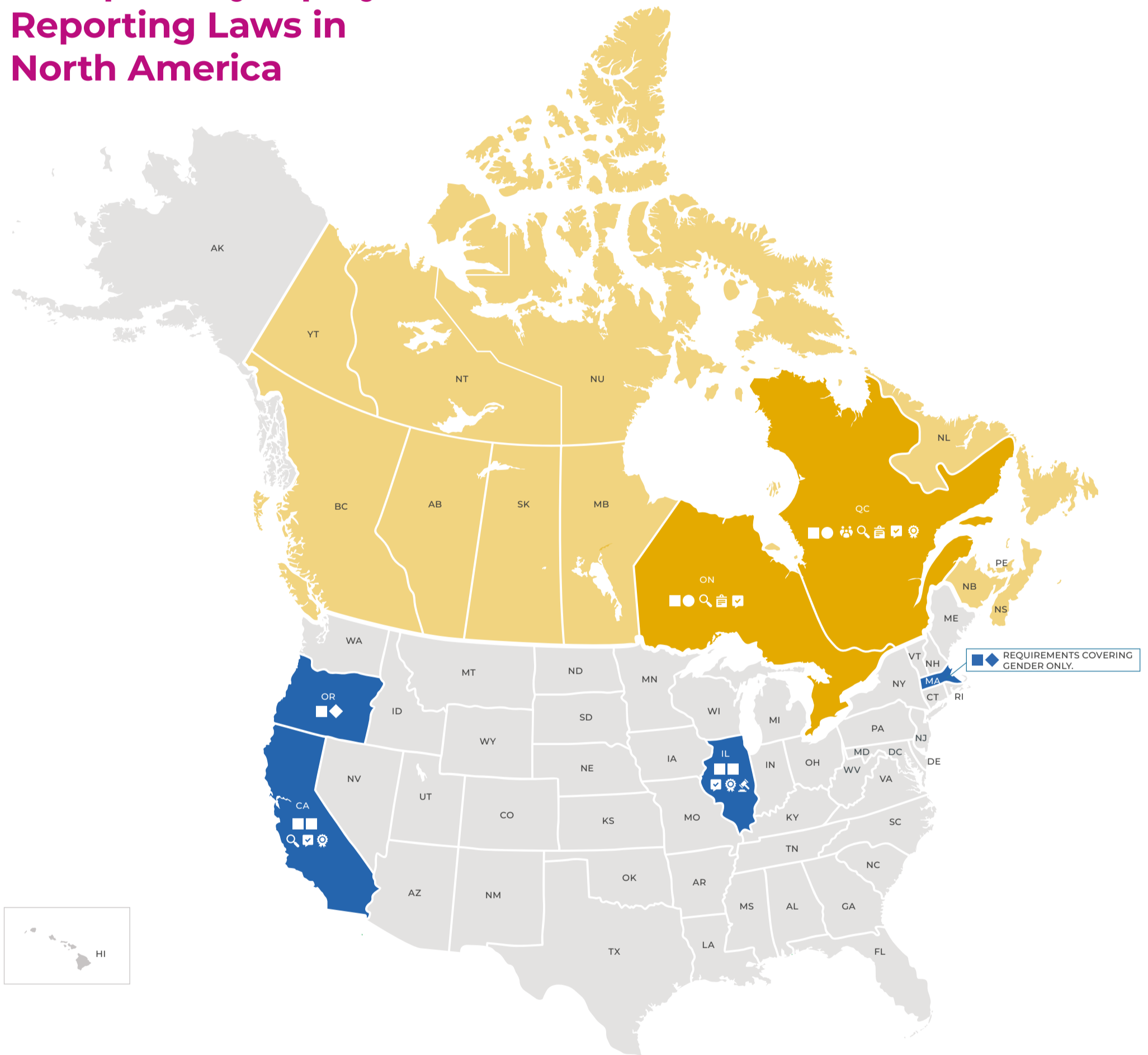
Key Points

- Employee representation required
- Reporting required
- Analysis required
- Certification
- Pay equity plan required
- Specific penalties

Focus of Pay Equity Reporting Requirements

- Canadian provinces with pay equity reporting requirements covering gender
- Canada-wide pay equity reporting requirements covering gender
- US states with pay equity reporting requirements covering gender and race

A Map of Pay Equity Reporting Laws in North America



North American Pay Equity Reporting in Depth

Canada

All Canadian Provinces and Territories

- Pay Equity Act
- Basic threshold: Federally regulated employers with 10 or more employees
- Extra requirements at: 100 employees
- Reporting: Yes—to employees and to pay equity commissioner
- Requires input from employee representatives

Ontario

- Pay Equity Act
- Basic threshold: 10 employees
- Reporting: Yes—to employees

Quebec

- Pay Equity Act
- Basic threshold: 10 employees
- Extra requirements at: 50 employees
- Reporting: Yes—to employees
- Requires input from employee representatives

United States of America

California

- SB-973
- Basic threshold: 100 employees
- Reporting: Yes—to the Department of Fair Employment and Housing

Illinois

- Equal Pay Act of 2003 - Amended
- Basic threshold: 100 employees
- Reporting: Yes—to the Illinois Department of Labor

Massachusetts

- Massachusetts Equal Pay Act
- Basic threshold: All employers
- Reporting: No

Oregon

- Oregon Equal Pay Act
- Basic threshold: All employers
- Reporting: No

Pay Equity Reporting Around the World

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Legend

Equity Types

- ■ Equal pay for equal work (Basic)
- ◆ Equal pay for comparable work (Intermediate)
- ● Equal pay for work of equal value (Advanced)

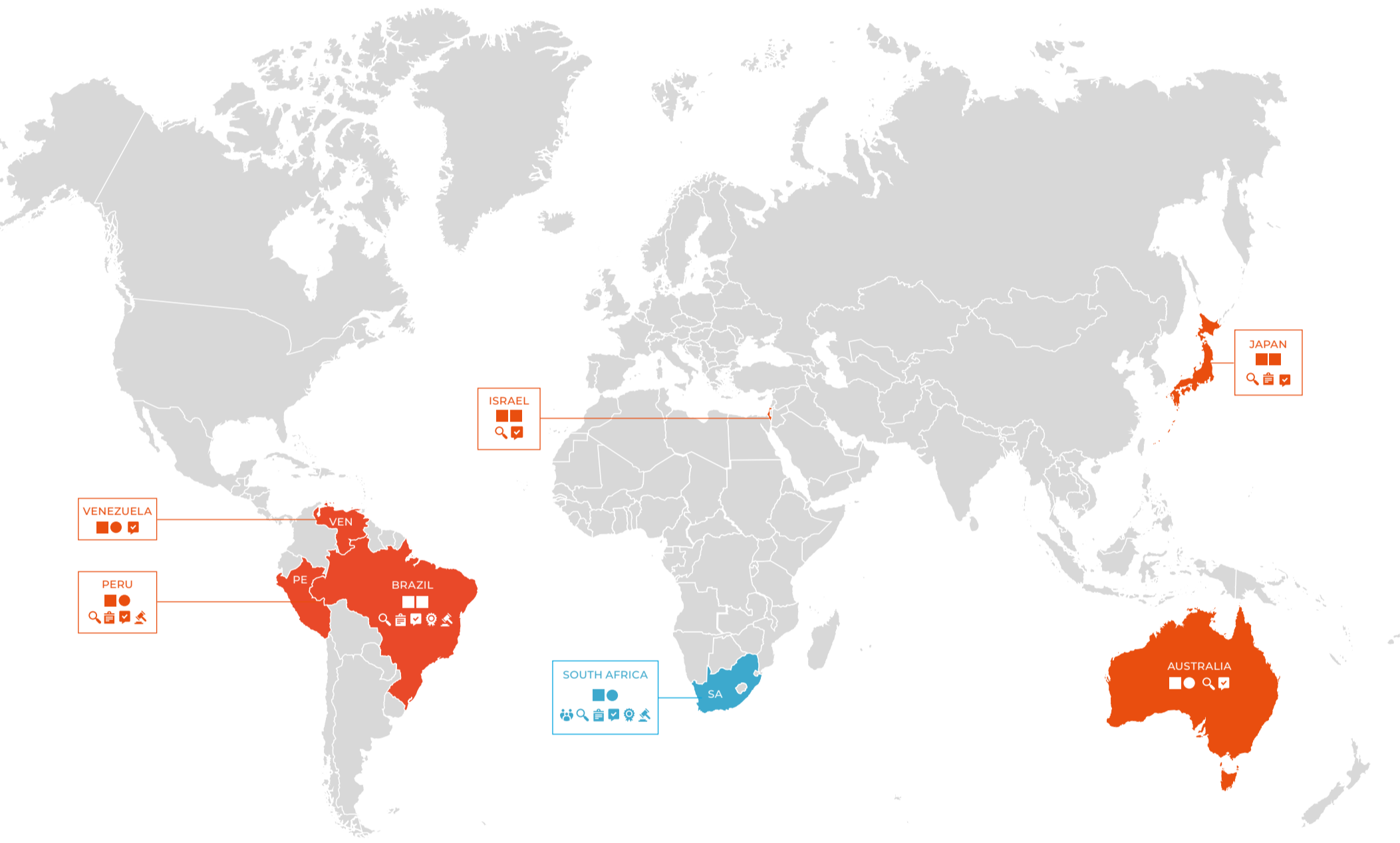
Key Points

- 👥 Employee representation required
- 🔍 Analysis required
- 📋 Pay equity plan required
- ✅ Reporting required
- 🏆 Certification
- ⚖️ Specific penalties

Focus of Pay Equity Reporting Requirements

- Countries with pay equity reporting requirements covering gender.
- Countries with pay equity reporting requirements covering gender and race.

Rest of world (ROW) (Asia, Africa, the Middle East, and South America) Pay Equity in Depth



Rest of World Pay Equity Reporting in Depth

South America

Brazil

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- [Law No. 14,611/2023](#)
- Basic threshold: All employers
- Extra requirements at: 100 employees
- Reporting: Yes—to employee representatives, and to the Ministry of Labor and Employment

Peru

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- [Law No. 30709](#)
- Basic threshold: All employers
- Reporting: Yes—to employees and to Ministry of Labor upon request
- Input from employee representatives encouraged

Venezuela

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- [Organic Law of Labor and Workers](#)
- Basic threshold: All employers
- Reporting: Yes—to labor ministry

APAC

Australia

- ● 🔍 ✅

- [Workplace Gender Equality Act 2012](#)
- Basic threshold: 100 employees
- Reporting: Yes—to public and to Workplace Gender Equality Agency

Japan

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- [Act on Promotion of Women's Participation and Advancement in the Workplace](#)
- Basic threshold: 100 employees
- Extra requirements at: 300 employees
- Reporting: Yes—to public, and to prefectural labor bureaus

Africa and the Middle East

Israel

- ■ 🔍 ✅

- [Equal Pay for Male and Female Employees Law, 1996](#)
- Basic threshold: All employers
- Extra requirements at: 518 employees
- Reporting: Yes—to employees and to public on website

South Africa

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- [Employment Equity Act](#)
- Basic threshold: 50 Employees, or when meeting turnover threshold
- Reporting: Yes—to Department of Employment and Labour
- Requires input from employee representatives

Watch for updates to this graphic at affirmity.com/resources/visual-guide-pay-equity-around-the-world

Need help preparing your organization for global pay equity reporting requirements?

Contact us today at affirmity.com/contact-us.