

UNITED KINGDOM

What is the current gender pay gap in the UK?	What Regulations / legislation governs gender pay equality in the UK?	Are there any national reporting obligations in relation to gender pay equality? If so, what are the obligations?	Are there any specific initiatives proposed (but yet to be implemented) to close the gender pay gap? If so, what are the proposals?	Are there any sector specific initiatives currently in place to close the gender pay gap?					Are there any reporting obligations in the UK on Chief Executive Pay?
				Engineering & Manufacturing	Financial Services	Infrastructure (construction)	Technology, media and telecoms	Energy	
<p>17.9% pay gap (median). Women on average earn 18.4% less than men for each hour worked.</p> <p>8.6% pay gap for staff in full time work.</p> <p>-4.4% pay gap for staff in part time work.</p> <p>The Government's ambition is to close the pay gap within a generation.</p>	<p>Under the Equality Act 2010 a term is implied into every workers contract of employment giving them the right to equal pay for equal work.</p> <p>Workers can bring a contract claim arguing that they are being paid less than someone of the opposite gender for doing equal work.</p> <p>This is not the same as the gender pay gap which shows the difference between pay of men and women in the whole organisation (rather than comparing what men and women are paid for equal work).</p>	<p>Employers with 250 or more UK employees are required to publish their gender pay gaps and bonus pay gaps for their UK staff each year. These results must be published on a central government database and on the employer's website.</p> <p>100% of employers have complied to-date.</p>	<p>Suggestion by a leading think tank to increase gender pay gap reporting requirements to medium size employers (50 – 249 UK employees) and for companies to report on ethnicity pay gaps .</p>	<p>Manufacturing pay gap = 10%</p> <p>Industry wide campaign 'Taste Success – A Future in Food' has been launched to promote exciting job opportunities in the engineering industry.</p>	<p>Financial services pay gap = 22.5%</p> <p>The Treasury Committee has launched a Women in Finance Charter to identify barriers to women entering and progressing in the sector.</p> <p>More than 160 companies have become signatories of the Women in Finance Charter demonstrating a commitment to increase the proportion of women in senior management roles from 35% - 50% by 2020.</p>	<p>Construction pay gap = 24%</p> <p>The Construction Leadership Council has been working to transform the image of the sector and encourage more women to pursue careers in construction.</p> <p>Many companies have become signatories of the WISE TEN campaign. This is an industry led campaign to ensure that women in STEM have the same opportunities to progress their careers as men.</p>	<p>Information and Communication Sector = 23%</p> <p>Various TMT companies have partnered with Everywoman, which is the world's largest network for women in business.</p>	<p>Electricity and gas pay gap = 16%</p> <p>Commitment to develop the technical talent pool by investing in STEM education.</p> <p>Sector wide POWERful Women initiative has been launched with the aim of advancing professional growth and leadership development.</p>	<p>Requirement on directors of a quoted company to disclose prescribed details of directors' remuneration report, which is to be prepared annually.</p> <p>For financial years beginning after 1 January 2019, UK quoted companies which have more than 250 UK employees (either individually or as a Group) will be required to publish the ratio of CEO to average UK employee pay.</p> <p>A leading think tank has suggested expanding the reporting requirements to all employers with 50 or more employees.</p>

AUSTRALIA

What is the current gender pay gap in Australia?	What Regulations / legislation governs gender pay equality in Australia?	Are there any national reporting obligations in relation to gender pay equality? If so, what are the obligations?	Are there any specific initiatives proposed (but yet to be implemented) to close the gender pay gap? If so, what are the proposals?	Are there any sector specific initiatives currently in place to close the gender pay gap?					Are there any reporting obligations in Australia on Chief Executive Pay?
				Engineering & Manufacturing	Financial Services	Infrastructure (construction)	Technology, media and telecoms	Energy	
<p>14.6% (this is the full time GPG calculated by base salary only).</p> <p>22.4% (this is the full time GPG calculated on "total remuneration" which includes bonuses, benefits etc.</p>	<p>Workplace Gender Equality Act 2012 – this set up the Workplace Gender Equality Agency (WGEA) and implements the duty on employers to promote and improve gender equality and to report on a range of matters including to gender pay equality.</p> <p>Sex Discrimination Act 1984 is the national legislation that prohibits sex discrimination. Under this Act, unequal pay because of gender is prohibited. In addition the Fair Work Act 2009 prohibits discrimination because of gender.</p> <p>There is also legislation at state level e.g. in Victoria the Equal Opportunity Act 2010 in Victoria and the Anti-Discrimination Act 1977 in New South Wales.</p>	<p>Private sector employers with 100+ employees must report annually.</p> <p>Data must be reported against 6 "workplace equality indicators" – 1) gender composition of the workforce; 2) gender composition of governing bodies (eg boards); 3) equal remuneration between women and men; 4) availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees/arrangements supporting employees with family or caring responsibilities; 5) consultation with employees on issues concerning gender equality in the workplace; 6) sex-based harassment and discrimination.</p> <p>Reports are not public but confidential to the WGEA. The WGEA publishes aggregate data per industry including calculation of GPGs based on the data reported by employers.</p>	<p>Labor Party (in opposition) proposes to require private companies with more than 1000 employees to publish gender pay data.</p>	<p>GPG for Manufacturing is 13.9% (full time, total remuneration)</p>	<p>GPG for Financial and Insurance Services is 33.2% (full time, total remuneration)</p>	<p>GPG for Construction is 27.4% (full time, total remuneration)</p>	<p>GPG for Information Media and Telecoms is 22.7% (full time, total remuneration)</p>	<p>GPG for Mining is 14.7% (full time, total remuneration)</p> <p>GPG for Electricity, Gas, Water and Waste Services is 18.8% (full time, total remuneration)</p> <p>Australian Women in Resources Alliance aims to increase female participation in the resources sector from 14% in 2017 to 25% by 2020</p>	<p>Not specific to CEOs. Listed companies must present a remuneration report to shareholders at every AGM showing the board's policies for determining the nature and amount of remuneration paid to key management personnel (which includes any director), the relationship between the policies and company performance, an explanation of performance hurdles and actual remuneration paid to key management personnel.</p> <p>For Workplace Gender Equality reporting, the remuneration of the CEO is specifically excluded.</p>

BELGIUM

What is the current gender pay gap in Belgium?	What Regulations / legislation governs gender pay equality in Belgium?	Are there any national reporting obligations in relation to gender pay equality? If so, what are the obligations?	Are there any specific initiatives proposed (but yet to be implemented) to close the gender pay gap? If so, what are the proposals?	Are there any sector specific initiatives currently in place to close the gender pay gap?					Are there any reporting obligations in Belgium on Chief Executive Pay?
				Engineering & Manufacturing	Financial Services	Infrastructure (construction)	Technology, media and telecoms	Energy	
<p>On average, women earn 8% less than men for each hour worked.</p> <p>If the gender pay gap is calculated on an annual basis, women earn 21% less on average than men.</p> <p>The difference between the two figures can be partially explained by the effect of part-time work, where women are over-represented, which has an important impact on the pay gap figure on an annual basis.</p> <p><i>(Source: the annual report for 2017 on the gender pay gap in Belgium, published by the Belgian Institute for the Equality of Men and Women)</i></p> <p>The gender pay gap is largest in the following industry sectors: (1) aviation, (2) the production and distribution of electricity and gas, (3) the manufacturing of IT- and electronic products, (4) the</p>	<p>The National Collective Bargaining Agreement (CBA) n° 25, which transposes Article 119 of the E.U. Treaty into Belgian law, imposes equal pay for men and women for equal or equivalent work. Every employer must add the text of this CBA n° 25 to the company's Work Rules (i.e. a mandatory personnel handbook).</p> <p>Moreover, with the Act of 22 April 2012, the Belgian legislator took additional measures to fight against the unions and employers' organisations to put equal pay on the agenda of their bi-annual negotiations for an 'Interprofessional Agreement'), (ii) the industry level (the CBAs and function classification systems at industry level must be gender neutral, which is</p>	<p>Under the Act of 22 April 2012 on reducing the gender pay gap, differences in pay and labour costs between men and women should be outlined in the company's annual accounts ("social balance" section). These annual accounts are transmitted to the National Bank to then become publicly available.</p> <p>Moreover, the Act stipulates that every two years, companies with at least 50 employees should draft a report including a comparative analysis of the wage structure of female and male employees within the company, to be discussed with the Works Council or the Trade Union Delegation. If this analysis shows that women earn less than men, then the company will be required to produce an action plan.</p>	<p>In their annual report for 2017 on the gender pay gap in Belgium, the Belgian Institute for the Equality of Men and Women and the administration of both the Employment Ministry and the Ministry of Economic Affairs have expressed their concern that there is only an internal obligation for companies with at least 50 employees to draft an analysis report on the wage structure and to provide this report to the Works Council or Trade Union Delegation, but no external filing obligation for this report.</p> <p>However, no specific political initiatives have been taken in this respect yet.</p>	<p>The manufacturing pay gap (per hour worked) varies strongly depending on the product (e.g.: metal: 0.8%; food: 8.4%; clothing: 24.2%).</p> <p>In general, each sector of industry must insure that its function classification system included within CBAs is gender neutral, which is checked by the Employment Ministry.</p> <p>Initiatives to close the gender pay gap in Belgium take place on a national level rather than on the sector-level. For example, each year, a progressive women's movement organises, together with the socialist union, an 'equal pay day'-campaign to bring the issue of equal pay for men and women under everyone's attention. 'Equal pay day' is the symbolic day until when women need to work in the subsequent year to</p>	<p>Pay gap: <ul style="list-style-type: none"> financial services, excluding insurance and pensions: 18.3% insurance & pensions: 14.3% supporting services insurance & pensions: 21.9%. </p> <p>See comments 'Engineering & Manufacturing'</p>	<p>Construction and project development pay gap: -9.3%.</p> <p>See comments 'Engineering & Manufacturing'</p>	<p>Pay gap: <ul style="list-style-type: none"> software design: 11% media: 11.3% telecoms: 14.7% </p> <p>See comments 'Engineering & Manufacturing'</p> <p>A recent private initiative is 'We Are Jane', the first Belgian based investment fund with a goal to provide growth capital to SMEs and scale-ups that are female-led or female founded. 'We are Jane' has a generalist sector approach but with a specific focus on the following target sectors: 'High-tech' (innovative technology and software companies), 'HR' and 'Health'.</p>	<p>Electricity and gas pay gap: 26.9%.</p> <p>See comments 'Engineering & Manufacturing'</p>	<p>The Corporate Governance Act of 6 April 2010, adopted following the financial crisis, introduced extensive mandatory rules regarding the remuneration of directors and top-executives in Belgium-listed companies and autonomous public-sector companies, including a remuneration report explaining the remuneration policy pursued and detailing the composition of the management and top executives' remuneration packages. This remuneration report must be added to the board of directors' annual report and must be communicated to the Works Council (or the Health & Safety Committee or the Trade Union Delegation). It must also be approved by the general meeting of shareholders.</p>

<p>manufacturing of clothing, (5) support functions in the insurance and pensions sector.</p>	<p>checked by the Employment Ministry), as well as at (iii) the company level. Companies which employ at least fifty employees are required to undertake a biannual analysis of their remuneration policy to determine whether it is gender neutral or not. Moreover, a mediator, who is a company employee, can be appointed, to try to find a compromise with the employer if an employee claims to be the victim of gender pay inequality.</p>	<p>Finally, an Act of 28 July 2011 has installed a quota that at least one-third of the members of the board of directors of listed companies and autonomous public-sector companies must be female. These companies must give an overview of the efforts they have undertaken to achieve this quota in their annual report.</p>		<p>earn as much as men did the previous year.</p>					
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BULGARIA

What is the current gender pay gap in Bulgaria?	What Regulations / legislation governs gender pay equality in Bulgaria?	Are there any national reporting obligations in relation to gender pay equality? If so, what are the obligations?	Are there any specific initiatives proposed (but yet to be implemented) to close the gender pay gap? If so, what are the proposals?	Are there any sector specific initiatives currently in place to close the gender pay gap?					Are there any reporting obligations in Bulgaria on Chief Executive Pay?
				Engineering & Manufacturing	Financial Services	Infrastructure (construction)	Technology, media and telecoms	Energy	
<p>Women on average earn 14.4% less than man for each hour worked.</p> <p>14.9% pay gap for staff in full time work.</p> <p>7% pay gap for staff in part time work.</p>	<p>The Bulgarian Gender Equality Act regulates the state policy on gender equality and creates the institutional framework for carrying out the National Strategy for Promoting Gender Equality.</p> <p>The Bulgarian Labour Code explicitly stipulates the right of man and women to equal "employment remuneration", which extends not only to actual salary but also to other employment-related payments.</p> <p>Further, under the Bulgarian Protection against Discrimination Act the employer is obliged to ensure equal remuneration (whether paid directly or indirectly, in cash or in kind, regardless of term of the employment contract or the working time) to all employees for performance of equal or equivalent work.</p>	N/A	<p>In 2016 the National Strategy for Promoting Gender Equality was updated for the following 5 years. In the new period (i.e. as of 2016 up to 2020), the state policy will focus among others on reducing the gender pay and income gap.</p>	<p>Manufacturing pay gap = 24.8%</p> <p>The Bulgarian Constructing Chamber together with the help of other organizations has established the "HIGH HEELS" project. The project aims to help women working in the male-dominated engineering, manufacturing and construction sectors and also to effectively deal with occupational requirements in the workplace, increase their self-esteem and support their career development.</p>	<p>Financial and insurance services pay gap = 21.9%</p> <p>The Bulgarian Chamber of Commerce and Industry together with the Bulgarian Association of Women Entrepreneurs organized 'The 3RD International Forum on Women Entrepreneurship', which focused on supporting women in pursuing careers in the financial sector, as well as promoting their active presence in managerial positions in the business world.</p>	<p>Construction pay gap = -13.0%</p> <p>The Bulgarian Constructing Chamber has been working to encourage more women to pursue careers in construction (see column on Engineering & Manufacturing regarding the "HIGH HEELS" project).</p>	<p>Information and Communications Sector = 19.1%</p> <p>Various TMT companies have partnered with 'Digital Alliance' – a non government organization, aiming to support the development of the ICT sector in Bulgaria. The Digital Alliance also organises seminars and trainings targeted especially to women in the IT sector, such as 'Rails Girls' – a two day workshop for women programmers,</p>	<p>Electricity and gas pay gap = 13.8%</p> <p>The Committee of Business Women in Bulgaria initiated a meeting with the Energy Minister of Bulgaria and also initiates other events with the aim of advancing professional growth and leadership development of women in the energy sector.</p>	N/A

CANADA

What is the current gender pay gap in Canada?	What Regulations / legislation governs gender pay equality in Canada?	Are there any national reporting obligations in relation to gender pay equality? If so, what are the obligations?	Are there any specific initiatives proposed (but yet to be implemented) to close the gender pay gap? If so, what are the proposals?	Are there any sector specific initiatives currently in place to close the gender pay gap?					Are there any reporting obligations in Canada on Chief Executive Pay?
				Engineering & Manufacturing	Financial Services	Infrastructure (construction)	Technology, media and telecoms	Energy	
<p>31% pay gap. The combined earnings of women are 31% less than the combined earnings of men.¹</p> <p>26% pay gap for full time workers.²</p> <p>13% pay gap in hourly wages.³</p>	<p>Both the federal and provincial levels of government have jurisdiction over employment and labour matters. Federal legislation applies to employees in certain federally-regulated industries and provincial legislation applies to employers that are not operating in a federally regulated industry. Provincial legislation varies by province.</p> <p>Both federal and provincial human rights and employment standards legislation prohibit employers directly or indirectly from paying men and women at different rates of pay. In addition, in the Provinces of Ontario and Quebec, there are statutes that specifically address the achievement of pay equity within a workplace.</p> <p>Under the Ontario <i>Pay Equity Act</i>, private sector</p>	<p>There are no national reporting obligations related to gender pay equality.</p> <p>In Ontario, starting in 2020, certain employers will be required to compile pay equity reports containing information relating to the employer, the employer's workforce composition and differences in compensation in the employer's workforce with respect to gender and other prescribed characteristics. The exact requirements of the reports are not yet known. Employers will be required to file the pay equity reports and post such reports online or in the workplace.</p> <p>In Quebec, all employers registered in the enterprise register that declared 11 employees or more in the previous year and all employers in the database of public</p>	<p>In 2018, the Government of Canada announced that it will introduce proactive pay equity for workers in federally regulated sectors; however, no legislation has yet been enacted.⁵</p> <p>The Alberta provincial government promised shortly after its election that it would work on addressing gender gaps across Alberta, but no legislation has been tabled yet.</p> <p>Saskatchewan does not have pay equity legislation but in 1999, the Saskatchewan Government undertook the development of an Equal Pay for Work of Equal Value and Pay Equity Policy Framework. No legislation was enacted, however.</p> <p>In March 2017, a private members bill was introduced in Newfoundland and</p>	<p>Engineers Canada has launched a "30 by 30" initiative which is aimed at increasing the representation of women within the engineering field. The goal of the 30 by 30 initiative is to increase the percentage of newly licensed engineers who are women to 30 percent by the year 2030.</p>	<p>The Association of Women in Finance, which has an overarching goal of promoting the advancement of women in the field of finance, has a current initiative aimed at encouraging female participation on boards of directors.</p>	<p>The Canadian Government has announced it will allocate \$19.9 million over the next five years to pilot an Apprenticeship Incentive Grant for Women to encourage more women to enter into Red Seal trades. Also, \$10 million was earmarked in the budget over 3 years for the Women in Construction Fund, to help attract women to the trades.</p>	<p>Recently the Government of Canada launched a campaign to build a network of mentors for young women in science as part of its "Choose Science" campaign, which in turn is aimed at encouraging more young women to consider careers in science, technology, math and engineering.</p>	<p>MaRS, a not for profit corporation, is teaming up with Natural Resources Canada to launch the Women in Cleantech Challenge, a new initiative that will support women entrepreneurs creating clean technology and energy. This challenge will be the first of five led by Natural Resources Canada, all offered through a government program called the Impact Canada Initiative. This first program will give 5 women the chance to develop a scalable solution to various environmental and energy concerns while competing for a \$1 million prize.</p> <p>The Governments of Sweden, Italy, Canada, as well as the International Energy Agency, are seeking to promote greater participation for women in the clean energy field, an initiative that is</p>	<p>A Canadian issuer must disclose all compensation paid to its CEO, CFO and its three other highest-paid executive officers (collectively referred to as "named executive officers" or "NEOs") and include in its annual Compensation Discussion & Analysis a detailed discussion and analysis of the compensation of the NEOs, which describes all significant elements of compensation and explains the decisions relating to compensation provided to each NEO.</p>

¹ Based on 2016 Statistics Canada data based on 2015 earnings. Retrieved from: <https://www150.statcan.gc.ca/n1/pub/89-503-x/2015001/article/14694-eng.htm>.

² Based on 2015 Statistics Canada data based on 2014 earnings (except for hourly pay gap which is based on 2015 earnings). Retrieved from <https://www150.statcan.gc.ca/n1/pub/89-503-x/2015001/article/14694-eng.htm>.

³ Based on 2016 Statistics Canada data based on based on 2015 earnings. Retrieved from: <https://www150.statcan.gc.ca/n1/pub/89-503-x/2015001/article/14694-eng.htm>.

⁵ Canada's Prime Minister, the Right Honourable Justin Trudeau, has also made gender equality one of the five main themes of Canada's G7 Presidency.

	<p>employers with 10 or more employees and all public sector employers are required to evaluate and, in some cases, adjust the compensation of employees in female job classes to ensure that female job classes receive compensation at least equal to the compensation of male job classes that are comparable in value.</p> <p>Ontario's <i>Pay Transparency Act</i>, which will come into force in 2019, creates certain requirements related to the disclosure of information about the compensation of employees and job candidates, with a view to increasing pay transparency and pay equality. In addition, it establishes a framework for certain employers to track and report compensation gaps based on gender, among other characteristics. This legislation was introduced as part of the Ontario Government's "Then Now Next: Ontario's Strategy for Women's Economic Empowerment".</p> <p>In Quebec, the <i>Quebec Pay Equity Act</i> was established to address systemic wage discrimination against women by requiring equal pay</p>	<p>authorities, regardless of size, must file an employer report on pay equity annually.</p>	<p>Labrador asking the government to develop legislation on pay equity. The motion was approved but no legislation has been enacted yet.</p>					<p>receiving a wide backing from other governments and industries. In November 2017, Ministers from International Energy Agency member countries and industry executives met in Paris to support the "Women in Clean Energy" international initiative, which aims to inspire more women to enter into careers in the clean energy field, equip them for success, prepare them for opportunities, and evaluate barriers to entry.</p>	
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	for work of equal value. ⁴								
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Appendix “A”

Select Statistics on the Gender Wage Gap

Supervisors, motor vehicle assembling:⁶

- Men: \$1,235.11
- Women: \$874.26
- Gap: 29.2%

Chemical engineers:⁷

- Men: \$1,906.87
- Women: \$1,331.01
- Gap: 30.2%

Supervisors, other products manufacturing and assembly:⁸

- Men: \$1,094.14
- Women: \$726.85
- Gap: 33.6%

Professional Occupations in Business and Finance industry:⁹

- Women: \$1,236.94
- Men: \$1,453.19
- Gap: 14.9%

For Securities Agents, Investment Dealers and Brokers:¹⁰

- Men: \$1,594.24
- Women: \$1,153.67
- Gap: 27.6%

Construction Millwrights and Industrial Mechanics:¹¹

- Men: \$1,273.91
- Women: \$911.90
- Gap: 28.4%

Construction Estimators:¹²

⁴ In May 2018, the Supreme Court of Canada released its decision in *Quebec (Attorney General) v Alliance du personnel professionnel et technique de la santé et des services sociaux*, which found sections 76.3, 76.5 and 103.1 paragraph 2 of the Quebec *Pay Equity Act* to be unconstitutional. The Court found that the sections, which governed employer obligations arising out of a pay equity audit, breached the right to equality and equal protection against discrimination found in section 15(1) of the *Canadian Charter of rights and Freedoms*. The Quebec legislature has one year to amend the *Pay Equity Act* in light of the Court’s decision.

⁶ Source: 20 jobs that have the biggest gender wage gaps in Canada (2018, February 9). *Maclean’s*. Retrieved from <https://www.macleans.ca/society/20-jobs-that-have-the-biggest-gender-wage-gaps-in-canada>.

⁷ Ibid.

⁸ Ibid.

⁹ Source: Women In Financial Services (January 5, 2018). *Catalyst*. Retrieved from <https://www.catalyst.org/knowledge/women-financial-services>.

¹⁰ Supra footnote 9.

¹¹ Supra footnote 9.

- Men: \$1,406.77
- Women: \$929.67
- Gap: 34%

¹² Supra footnote 9.

CHINA

What is the current gender pay gap in China?	What Regulations / legislation governs gender pay equality in China?	Are there any national reporting obligations in relation to gender pay equality? If so, what are the obligations?	Are there any specific initiatives proposed (but yet to be implemented) to close the gender pay gap? If so, what are the proposals?	Are there any sector specific initiatives currently in place to close the gender pay gap?					Are there any reporting obligations in China on Chief Executive Pay?
				Engineering & Manufacturing	Financial Services	Infrastructure (construction)	Technology, media and telecoms	Energy	
<p>We haven't been able to retrieve any statistics in this topic officially published by Chinese government.</p> <p>According to a non-official research conducted by a recruitment website, women in China on average earn 16% less than men for each month worked.</p>	<p>The Constitution Law provides that women in China enjoy equal rights with men in all aspects, and the state applies the principle of equal pay for equal work to men and women.</p> <p>Besides, the Law on Protection of Women's Rights and Interests reiterates the principle that equal pay for equal work shall be applied to men and women and further stipulates that women enjoys equal rights with men in terms of the entitlement to welfare and benefits.</p>	<p>We are not aware of any national reporting obligations in relation to gender pay equality.</p>	<p>The State Council has issued and implemented an Outline on Women Development in China for Year 2011 to 2020, where the State Council urges that measures should be taken to procure equal pay for equal work to women.</p> <p>However, we are not aware of any specific initiatives proposed (but yet to be implemented) to close the gender pay gap.</p>	<p>No such finding, to our awareness.</p>	<p>No such finding, to our awareness.</p>	<p>No such finding, to our awareness.</p>	<p>No such finding, to our awareness.</p>	<p>No such finding, to our awareness.</p>	<p>For commercial banks, insurance companies and insurance asset management companies, remuneration details of personnel including board directors, supervisor, senior management as well as key staff, should be report to the competent government authorities.</p>

CZECH REPUBLIC

What is the current gender pay gap in the Czech Republic?	What Regulations / legislation governs gender pay equality in the Czech Republic?	Are there any national reporting obligations in relation to gender pay equality? If so, what are the obligations?	Are there any specific initiatives proposed (but yet to be implemented) to close the gender pay gap? If so, what are the proposals?	Are there any sector specific initiatives currently in place to close the gender pay gap?					Are there any reporting obligations in the Czech Republic on Chief Executive Pay?
				Engineering & Manufacturing	Financial Services	Infrastructure (construction)	Technology, media and telecoms	Energy	
<p>21.8% pay gap between gross average hourly earnings of male and female employees. The number is the second highest in the EU.</p> <p>22.8% pay gap in the private sector.</p> <p>20.5% pay gap in the public sector.</p> <p>The percentage varies depending on age groups. The highest pay gap of 27.4% concerns employees between 35 to 44 years of age, while the lowest pay gap of 11.4% relates to employees under 25 years.</p>	<p>The Czech Labour Code guarantees equal pay for equal work.</p> <p>Furthermore, prohibition of any discrimination on grounds of sex and right to equal treatment is guaranteed under both the Labour Code and the Anti-discrimination Act. The Anti-discrimination Act explicitly mentions the right to equal treatment in relation to remuneration at work.</p>	<p>There is no reporting obligation at the moment.</p> <p>According to the Governmental Priorities and Procedures in Pursuing the Equality of Men and Women for 2018, it has been proposed to impose a regular reporting obligation on major employers regarding the average pay gap in different employee categories and work positions categorized according to sex.</p>	<p>The general aim of the Government is to ensure the compliance with legislation on equal remuneration for equal work and to reduce the gender pay gap to the EU average.</p> <p>According to the Governmental Priorities and Procedures in Pursuing the Equality of Men and Women for 2018, the Government intends to:</p> <ul style="list-style-type: none"> - make inspections of compliance with equal pay legislation a part of the inspection programme of the State Labour Inspection Office (planned for 2019); impose a regular reporting obligation on major employers (see previous column); further promote pay equality through the project of the Ministry of Labour and Social Affairs "22% TO EQUALITY". 	<p>Manufacturing pay gap = 25.8 %</p> <p>We are not aware of any industry-specific initiatives.</p>	<p>Financial services pay gap = 39.8 %</p> <p>We are not aware of any industry-specific initiatives.</p>	<p>Construction pay gap = 11.7 %</p> <p>We are not aware of any industry-specific initiatives.</p>	<p>Information and Communication Sector pay gap = 32.8 %</p> <p>We are not aware of any industry-specific initiatives.</p>	<p>Electricity, gas, steam and air conditioning supply pay gap = 14.3 %</p> <p>We are not aware of any industry-specific initiatives.</p>	<p>There are no such reporting obligations in the Czech Republic.</p>

DENMARK

What is the current gender pay gap in Denmark?	What Regulations / legislation governs gender pay equality in Denmark?	Are there any national reporting obligations in relation to gender pay equality? If so, what are the obligations?	Are there any specific initiatives proposed (but yet to be implemented) to close the gender pay gap? If so, what are the proposals?	Are there any sector specific initiatives currently in place to close the gender pay gap?					Are there any reporting obligations in Denmark on Chief Executive Pay?
				Engineering & Manufacturing	Financial Services	Infrastructure (construction)	Technology, media and telecoms	Energy	
<p>13.0% pay gap (median) (in 2017).</p> <p>Every third year the minister of employment and the minister of equality must account for the efforts given to achieve equal pay in employment.</p> <p>The next equal pay statement will be published in 2019.</p> <p>In light of the above it is to be expected that the Danish government will continue to focus on reducing the gender pay gap.</p>	<p>In Danish law a principle of equal treatment applies to all employment matters and any sexual discrimination, including both direct and indirect discrimination, is prohibited.</p> <p>The principle is implemented in a number of Danish laws, e.g. the Equal Pay Act (in Danish: Ligelønsloven), the Equal Treatment Act (in Danish: Ligestillingsloven) and the Gender Equality Act (in Danish: Ligedlingsloven).</p> <p>It is common to all of these laws that the employer must not discriminate on the grounds of gender with respect to working conditions, including employment, relocation, promotion and dismissal.</p>	<p>Companies who in the previous year have had employed at least 35 employees of which there are at least 10 of each gender within the same range of duties (i.e. the work is classified within the same work function according to the Danish International Standard Classification of Occupations (DISCO)) are under an obligation to prepare gender-specific salary statistics for all or a part of the company no later than on 31 December each year covering the previous year (i.e. 12 months). The company is required to present the gender-specific salary statistics to the employees, e.g. via the employee representatives and provide the employees with information on the design of the salary statistics and the applied salary concept.</p>	<p>In a motion for a parliamentary resolution the Danish parliament has on 23 March 2018 proposed that the Danish government bring in a bill that entails that private and public companies and organizations with at least 35 full-time employees are under an obligation to document that they pay equal pay for the same work and for work that is assigned the same value.</p> <p>The documentation must be based on a classification system that takes into account gender differences in employment.</p> <p>The documentation must be submitted at least every three years and companies and organizations who fails to document equal pay will be imposed daily fines until they submit the documentation.</p>	<p>Engineering professionals (excluding electrotechnology) pay gap = 7.0% (in 2017).</p> <p>Electrotechnology engineers pay gap = 7.6% (in 2017).</p> <p>Physical and engineering science technicians pay gap = 15.4% (in 2017).</p> <p>Manufacturing labourers pay gap = 8.0% (in 2017).</p> <p>There are, to the best of our knowledge, no specific initiatives proposed to close this gender pay gap.</p>	<p>Finance professionals pay gap = 14.6% (in 2017).</p> <p>Financial and mathematical associate professionals pay gap = 19.9% (in 2017)</p> <p>There are, to the best of our knowledge, no specific initiatives proposed to close this gender pay gap aside from the Danish government's general ambition to close the gender pay gap.</p>	<p>Labourers in mining, construction, manufacturing and transport pay gap = 12.9% (in 2017).</p> <p>There are, to the best of our knowledge, no specific initiatives proposed to close this gender pay gap aside from the Danish government's general ambition to close the gender pay gap.</p>	<p>Information and communications technology service managers pay gap = 5.4% (in 2017).</p> <p>There are, to the best of our knowledge, no specific initiatives proposed to close this gender pay gap aside from the Danish government's general ambition to close the gender pay gap.</p>	<p>Electrical equipment installers and repairers pay gap = 9.4% (in 2017).</p> <p>There are, to the best of our knowledge, no specific initiatives proposed to close this gender pay gap aside from the Danish government's general ambition to close the gender pay gap.</p>	<p>According to the latest recommendations for corporate governance (2017) the Committee on Corporate Governance recommends that companies prepare a remuneration report that includes information on the total remuneration received by each member of the board of directors and the executive board from the company and other companies in the group and associated companies for the last three years, including information on the most important content of retention and resignation arrangements and that the correlation between the remuneration and company strategy and relevant related goals be explained.</p> <p>The remuneration report should be published on the company's website.</p>

FRANCE

What is the current gender pay gap in France?	What Regulations / legislation governs gender pay equality in France?	Are there any national reporting obligations in relation to gender pay equality? If so, what are the obligations?	Are there any specific initiatives proposed (but yet to be implemented) to close the gender pay gap? If so, what are the proposals?	Are there any sector specific initiatives currently in place to close the gender pay gap?					Are there any reporting obligations in France on Chief Executive Pay?
				Engineering & Manufacturing	Financial Services	Infrastructure (construction)	Technology, media and telecoms	Energy	
<p>According to the French government, the gender pay gap would be of 25% in average (9% of which would be totally inexplicable).</p> <p>The gap also depends on the employees' social category, for instance:</p> <ul style="list-style-type: none"> - for managerial employees, the gap is of around 20% - for white collar workers, the gap is of around 8.9%. <p>The Government's ambition is to close the pay gap within 3 years. Equality has become key to the Government.</p> <p>Gender pay equality is now subject to results achievements and companies failing to comply with the gender pay principle may be subject to heavy financial sanctions.</p>	<p>In 1972, a law on equality was voted and the principle of "equal work equal pay" was provided for in the French Labour Code.</p> <p>In 1983, the Roudy Act dealt more specifically with the gender pay equality but few companies complied with the principles set forth by the Roudy Act.</p> <p>Workers can bring a claim before Court arguing that they are being paid less than another employee (irrelevant of the gender) for doing equal work.</p> <p>Workers can also bring actions in discrimination when it appears that a woman is less paid than a man although they perform similar duties (the same is possible when a man is paid less than a woman, but more seldom).</p>	<p>Companies with at least 50 employees must be covered by an agreement (or a unilateral document) dealing with gender pay equality.</p> <p>Each year, a specific information / consultation process with the employee representatives (Economic and Social Committee) must take place.</p> <p>The obligations in this respect are reinforced in companies with more than 300 employees (more detailed information to be made available on the dedicated database for the employee representatives).</p>	<p>The 2018 Act regarding the freedom to choose its professional future contains specific provisions with respect to gender pay gap.</p> <p>The provisions are to become effective subject to decrees to be published and in any case no later than:</p> <ul style="list-style-type: none"> - 1st January 2019 for companies of at least 250 employees - 1st January 2020 for companies having between 50 and 249 employees. <p>Decrees are to detail the various tools that will have to be used by companies with at least 50 employees to close the gender pay gap.</p> <p>Each year, companies with at least 50 employees will have to publish the results of their efforts.</p> <p>Companies will have a 3-year time period</p>	<p>Metallurgy area pay gap = 13,5%</p> <p>In 2014, Trade Unions of the Metallurgy area entered into an agreement to promote gender pay equality.</p> <p>A guide is provided to help companies reach the equality principle.</p>	<p>Financial services pay gap = 36.4%</p> <p>In 2017, Trade Unions of the Banking area entered into a new agreement to complete the agreement that was entered into in 2000. This agreement aims at reinforcing the measures already taken to close the pay gaps.</p> <p>Various factors are in place to reduce the gender pay gap.</p> <p>Every three years, a commission will discuss the results obtained and improvements needed and find ways to foster the situation.</p>	<p>Construction pay gap = around 20%</p> <p>In 2009, Trade Unions entered into an agreement to promote gender equality.</p> <p>Companies with at least 300 employees are required to draft a compared report on the situation between men and women and to submit it to the employee representatives.</p>	<p>New Tech Sector = 24.7%</p> <p>In 2014, Trade Unions of the New Tech Sector entered into an agreement to promote gender equality.</p> <p>Companies are required to provide to commissions dedicated to this Sector all agreements concluded at the company-level and dealing with the gender equal pay.</p> <p>Telecoms = 23.6%</p> <p>No real specific agreement entered into by Trade Unions (just a reminder of the basic principles under French law).</p>	<p>Enedis = 7% EDF and CEA = 15% ENGIE = 24%</p> <p>In 2012, Trade Unions entered into an agreement to merely remind the principles in force under French law.</p>	<p>In companies ("sociétés anonymes") of up to 200 employees, the remuneration of the 5 top paid employees must be disclosed to the employee representatives (in companies of more than 200 employees, 10 top remunerations).</p> <p>No such obligation exists for SAS (the most frequent type of commercial companies nowadays).</p> <p>In the framework of the annual mandatory negotiations, trade unions may request to be provided with information on the remuneration of Chief Executive.</p>

			to be compliant with the indicators set by decrees. Failing that, companies may be sentenced to a fine corresponding to 1% of the total annual wage.						
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GERMANY

What is the current gender pay gap in Germany?	What Regulations / legislation governs gender pay equality in Germany?	Are there any national reporting obligations in relation to gender pay equality? If so, what are the obligations?	Are there any specific initiatives proposed (but yet to be implemented) to close the gender pay gap? If so, what are the proposals?	Are there any sector specific initiatives currently in place to close the gender pay gap?					Are there any reporting obligations in Germany on Chief Executive Pay?
				Engineering & Manufacturing	Financial Services	Infrastructure (construction)	Technology, media and telecoms	Energy	
With 21.6% the gender pay gap is very high in Germany, with significant differences between East and West Germany. While in East Germany it is only about 8%, the gender pay gap in West Germany is 23%.	<p>The Act on the Promotion of Pay Transparency between Women and Men (Pay Transparency Act) was passed in 2017 and entered into force in 2018.</p> <p>In businesses with more than 200 employees, employees can claim every two years for information regarding the amount of pay of employees of the opposite gender working at an equal position in the same region (provided there are more than five of such employees in the business).</p> <p>Furthermore this claim may include a request for an explanation on how the employee's pay was calculated.</p>	<p>Under the Pay Transparency Act, companies with more than 500 employees will have to report about the implemented measures to ensure pay equality.</p> <p>Companies with more than 500 employees will also have to introduce mechanisms to equalise pay for both sexes.</p>	<p>In 2008, the Equal Pay Day, the international action day for equal pay between men and women, was held for the first time in Germany on the initiative of Business and Professional Women (BPW) Germany. Since then, this Equal Pay Day is held every year. In September 2011 the Federal Office for Equal Pay (Bundesgeschäftsstelle Entgeltgleichheit) and the Equal Pay Day Forum were created.</p> <p>The declared goal of the German government is to reduce the gender pay gap to 10% by 2020.</p>	<p>Manufacturing pay gap = 29.5%</p> <p>Male trainees earn more on average because they train in industries that pay better. According to the data, one-fifth of men become mechatronics engineers, industrial mechanics or electronics technicians.</p> <p>Female apprentices received an average of EUR 860 per month in pay-scale pay last year – EUR 25 (3%) less than men.</p>	Financial Sector pay gap = 26.3%	Construction pay gap = 1%	Information and Communication Sector = 22%	Energy pay gap = 17.1%	<p>The total remuneration of the members of the Executive Board ("Salaries, profit sharing, subscription rights and other share-based payments, expense allowances, insurance fees, commissions and benefits of any kind") must be disclosed in the notes to the financial statements of the company.</p> <p>In the case of a listed corporation, the management board remuneration of each individual member of the management board must be disclosed individually in the annual financial statements.</p>

HONG KONG

What is the current gender pay gap in Hong Kong?	What Regulations / legislation governs gender pay equality in Hong Kong?	Are there any national reporting obligations in relation to gender pay equality? If so, what are the obligations?	Are there any specific initiatives proposed (but yet to be implemented) to close the gender pay gap? If so, what are the proposals?	Are there any sector specific initiatives currently in place to close the gender pay gap?					Are there any reporting obligations in Hong Kong on Chief Executive Pay?
				Engineering & Manufacturing	Financial Services	Infrastructure (construction)	Technology, media and telecoms	Energy	
Statistics on this have not been published in Hong Kong.	<p>Equal pay is governed under the Sex Discrimination Ordinance Cap.480 (SDO) in Hong Kong. Under the SDO, it is unlawful to discriminate on the ground of sex in the terms and conditions of employment or access to benefits, facilities or services. Specifically, sections 5 and 11 of the SDO provide that women should not be treated less favourably under comparable circumstances in the terms and conditions of employment than a man on the ground of her sex.</p> <p>The SDO Code of Practice on Employment issued by the Equal Opportunities Commission also provides that the implementation of "Equal pay for equal work" and "Equal pay for work of equal value" by employers is required.</p> <p>However, the above legislation tends not to be hugely effective in terms of ensuring gender pay equality in Hong Kong.</p>	No	No	No	No	No	No	No	No

HUNGARY

What is the current gender pay gap in Hungary?	What Regulations / legislation governs gender pay equality in Hungary?	Are there any national reporting obligations in relation to gender pay equality? If so, what are the obligations?	Are there any specific initiatives proposed (but yet to be implemented) to close the gender pay gap? If so, what are the proposals?	Are there any sector specific initiatives currently in place to close the gender pay gap?					Are there any reporting obligations in Hungary on Chief Executive Pay?
				Engineering & Manufacturing	Financial Services	Infrastructure (construction)	Technology, media and telecoms	Energy	
<p>In Hungary the current gender pay gap is 14%.</p> <p>15% pay gap for staff in full time work.</p> <p>11% pay gap for staff in part time work.</p> <p>The forecasts in this respect is that the pay gap is going to decrease, and the number of women in the labour market is growing.</p> <p>We also note that as in Hungary the minimum wage and the guaranteed wage minimum are defined by the Government for every calendar year, and as many of the employees are entitled only to those minimum amounts, this fact and the practice also reduces the pay gap between men and women.</p>	<p>In the Labour Code there is an explicit reference to the principle of equal treatment, separately referring to equal pay for equal work, which must to be observed.</p> <p>In case of violation of this principle the employee can bring a claim referring to direct discrimination (gender-based discrimination) at the court, and they can initiate the proceeding before the Equal Treatment Authority.</p>	<p>In Hungary there is no reporting obligation related to gender pay equality.</p>	<p>The Association of Trade Unions of Hungary organised a conference in April 2017 to discuss the problem in connection with the gender pay gap.</p> <p>The chairman of the National Federation of Workers' Councils (MOSZ) reported that the social partners and the government have begun to discuss a vision for abolishing the pay gap, but the parties failed to reach an agreement yet.</p>	<p>Manufacturing pay gap = 22%</p>	<p>Financial services pay gap = 34,2%</p>	<p>Construction pay gap = -11,5%</p>	<p>Information and Communication Sector= 20,6%</p>	<p>Electricity, gas, steam and air conditioning supply pay gap= 15,8%</p>	<p>There is no reporting obligation on Chief Executive Pay in Hungary.</p>

IRELAND

What is the current gender pay gap in Ireland?	What Regulations / legislation governs gender pay equality in Ireland?	Are there any national reporting obligations in relation to gender pay equality? If so, what are the obligations?	Are there any specific initiatives proposed (but yet to be implemented) to close the gender pay gap? If so, what are the proposals?	Are there any sector specific initiatives currently in place to close the gender pay gap?					Are there any reporting obligations in Ireland on Chief Executive Pay?
				Engineering & Manufacturing	Financial Services	Infrastructure (construction)	Technology, media and telecoms	Energy	
<p>Figures show that women are paid 13.9 per cent less than men¹³.</p> <p>In quarter 4, 2016 women are almost three times more likely than men to work part-time¹⁴.</p>	<p>The Employment Equality Acts 1998 to 2015 (the "EE Act") governs equal pay.</p> <p>As in GB and NI, the EE Act in essence implies an equality clause into every employee's contract of employment, giving the right to equal pay for equal work.</p> <p>Employees can bring a claim to the Workplace Relations Commission arguing that they are being paid less than someone of the opposite gender for doing equal work.</p>	<p>There are currently no Gender Pay Gap regulations in the Republic of Ireland. However, there is draft gender pay legislation and it is anticipated that it will be passed in 2018 but there is no guaranteed timeline.</p>	<p>National Strategy for Women and Girls 2017 – 2020 (the "Strategy").</p> <p>The overall goal of the Strategy is to change attitudes and practices preventing women's and girls' full participation in education, employment and public life at all levels, and to improve services for women and girls.</p> <p>Proposals include:</p> <p>(i) supporting mothers in paid employment by extending the family leave entitlements and by implementing a new national scheme of financial support for parents towards the cost of childcare.</p> <p>(ii) introducing wage surveys to be undertaken by companies with more than 50 employees.</p> <p>(iii) Supporting female entrepreneurs</p>	<p>A National STEM Education Policy Statement will be developed to promote greater uptake by girls of science, technology, engineering and mathematics subjects¹⁵.</p>		<p>A review will be undertaken aimed at identifying how female participation in apprenticeships can be improved. The aim is to widen the opportunities available to girls and to reduce occupational segregation of women¹⁶.</p> <p>(The construction sector has the lowest proportion of women at work in Ireland, with men representing 93.6% of those at work in 2016¹⁷).</p>	<p>Government Departments and State agencies and partners are committed to enhancing career progression for researchers and initiatives currently in place to improve participation of women in research and innovation activities through Innovation 2020: national strategy on research and development, science and technology¹⁸.</p>		<p>Section 305 and 306 of Companies Act 2014 requires disclosure of director's remuneration.</p> <p>Companies listed on the Irish Stock Exchange are required to report certain financial information, which will include remuneration information.</p>

¹³ Central Statistics Office
¹⁴ National Strategy for Women and Girls 2017 – 2020.
¹⁵ National Strategy for Women and Girls 2017 – 2020.
¹⁶ National Strategy for Women and Girls 2017 – 2020.
¹⁷ Central Statistics Office.
¹⁸ National Strategy for Women and Girls 2017 – 2020.

			through a series of funding programmes. (iv)introducing a new Working Family Payment.						
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ITALY

What is the current gender pay gap in Italy?	What Regulations / legislation governs gender pay equality in Italy?	Are there any national reporting obligations in relation to gender pay equality? If so, what are the obligations?	Are there any specific initiatives proposed (but yet to be implemented) to close the gender pay gap? If so, what are the proposals?	Are there any sector specific initiatives currently in place to close the gender pay gap?					Are there any reporting obligations in Italy on Chief Executive Pay?
				Engineering & Manufacturing	Financial Services	Infrastructure (construction)	Technology, media and telecoms	Energy	
<p>5.5% pay gap (median). Women on average earn 5.5% less than men for each hour worked.</p> <p>12.2% pay gap between Executives.</p> <p>4.4% pay gap between Middle Managers.</p> <p>11.7% pay gap between Clerks.</p>	<p>Anti-discrimination provisions based on gender:</p> <p>1. Article 3 of the Constitution: "All citizens have equal social dignity and are equal before the law, without any distinction as to gender, race, language, religion, and political opinions, personal and social conditions."</p> <p>By virtue of this general provision, in on employment relationships the Constitutional principle of professional equality among workers applies, which prohibits employers from discriminating (directly or indirectly) in the performance of working activities.</p> <p>2. Article 37, of the Constitution provides that: "Female workers have the same rights and, on parity of work, the same remuneration to which male</p>	<p>Under Italian law, public and private companies employing over 100 employees are required to prepare a report at least every two years. This report must indicate the situation of male and female employees in each of the professions and in relation to recruitment, training, professional promotion, levels, category or qualification steps, other mobility phenomena, intervention of the Redundancy Fund, redundancies, early retirement and retirement payments, remuneration actually paid.</p> <p>This report must be transmitted to the company trade union representatives and to the regional equality councillor, who will process the results and transmit them to the national equality councillor, the Ministry of Labor and Social Policies and the Department of Equal Opportunities at the</p>	<p>The main initiatives concern the development of effective gender equality, guaranteeing the adequate representation of women in areas where women are traditionally underrepresented.</p> <p>Since 2015, an awareness campaign has been launched with the name "I am counting on you". The aim is to raise awareness and obtain the active participation of everyone, so that the professionalism of women is recognized and valued in terms of greater respect, remuneration and opportunities.</p>	<p>Manufacturing pay gap = 11.9%</p> <p>Many companies in the metalworking sector have started up projects for the inclusion of female staff in the professional figures envisaged by the new organizational models, to increase female presence in technical posts.</p> <p>In companies with more than 1,000 employees, of which at least 300 are employed in the same production unit, a Joint Equal Opportunities Commission can be set up, consisting of no more than 3 members respectively representing the management and unitary union representation.</p> <p>This Commission:</p> <p>a) assesses the possibility of carrying out the initiatives and actions identified by the National Commission with specific reference to the objectives of:</p>	<p>Financial services pay gap = 23.8%</p> <p>Many companies in the credit sector have started projects aimed at promoting the advancement of women in top management positions, for the study and experimenting new time schedules to reconcile a greater offer of services.</p> <p>In this sector, mixed corporate commissions may be set up for the examination and joint assessment of the subject of equal opportunities. The main purpose of these commissions is to plan positive actions with the aim of enhancing female resources and eliminating differences in treatment.</p>	<p>Construction pay gap = -17.2%</p> <p>In this sector, the female presence is very low (not more than 30%).</p> <p>Some trade union organizations in the construction sector are planning to include in the collective agreement tools useful to offset wage gaps and gender discrimination.</p>	<p>Information and Communication Sector = 13.3%</p> <p>An "Equal Opportunities Commission" can be set up in Telecommunications Groups and companies that employ more than 250 employees,</p> <p>The powers and operating procedures of such Commission are defined by specific company agreements with the unitary union representative bodies (RSU) and the trade union organizations that have signed the National Collective bargaining agreement for the companies providing telecommunication services.</p>	<p>Electricity and gas pay gap = 3.7%</p> <p>In this sector, the gender gap is not high but the presence of women is lower than that of men (the presence of women is not more than 15%).</p> <p>Currently, there are no specific initiatives in order to offset this gap.</p>	<p>A regulation on gender balance is provided for listed companies. The company By-laws must provide that the election of directors must be based on a criterion that ensures gender balance, and the less represented gender must make up at least one third of the elected directors. This criterion applies for three consecutive years. The By-laws must regulate the procedures for the formation of the lists of candidates and the replacement of directors during their term of office in order to guarantee compliance with the allocation criteria provided by law.</p> <p>According to Legislative Decree no. 254/2016, large companies with more than 500 employees and with an asset value exceeding € 20,000,000 or total net revenues of more than € 40,000,000, are required to prepare a policy document of a non-financial nature which must also indicate social and</p>

	<p>employees are entitled.”</p> <p>3. In particular, any gender based discrimination is prohibited in the matter of:</p> <p>Access to work, training and professional promotion and working conditions (Article 27, Legislative Decree 198/2006)</p> <p>Remuneration conditions (Article 28, Legislative Decree 198/2006).</p> <p>Assigning of job levels, duties and career progress (Article 29, Legislative Decree 198/2006)</p> <p>Access to complementary social security treatments (Articles 30 and 31, Legislative Decree 198/2006)</p> <p>Lastly, it should be stressed that in Italy a principle of parity of remuneration among workers does not exist. In other words, an employer is free to fix the remuneration due, in addition to the basic one established under the applicable collective bargaining agreement. In particular, the Constitutional Court has stated, in decision no. No. 103 9th March 1989, that employers can</p>	<p>Presidency of the Council of Ministers.</p>		<ul style="list-style-type: none"> - promoting behaviour consistent with the principles of equal opportunities in the workplace; -facilitating the reinstatement of female workers after maternity leave; - promoting female employment in roles related to new technologies; -preventing forms of sexual harassment in the workplace. <p>No specific mention to Gender Pay Gap is contained on the National Collective Bargaining Agreement.</p> <p>b) Examines any disputes concerning the application of the principles of equality as set out in art. 27 and following, Legislative Decree 11.4.2006, n. 198 and subsequent modifications, (Code of equal opportunities between men and women).</p>					<p>personnel management aspects, including actions taken to guarantee gender equality.</p> <p>Article 123 ter of Legislative Decree 58/1998 provides that listed companies must draw up a remuneration report available to the public at the registered office, on their website or through other methods provided for by relevant Authority (CONSOB).</p> <p>This report must also illustrate the company's policy regarding the remuneration of the members of the administrative bodies, general managers and executives with strategic responsibilities with reference to at least the following year. It must also contain the procedures for the adoption and implementation of these policies.</p> <p>Please note that no specific rule is provided for in order to guarantee pay equality.</p>
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	<p>economically favour one employee over another.</p> <p>The principle of freedom of determination of the remuneration must, however, not harm the principle of non-discrimination: in other words, the freedom granted to an employer to establish at his own discretion the remunerations to be paid, even different ones, must not constitute a form of discrimination (direct or indirect) among workers (in particular, in the case of comparison between men and women).</p>								
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JAPAN

What is the current gender pay gap in Japan?	What Regulations / legislation governs gender pay equality in Japan?	Are there any national reporting obligations in relation to gender pay equality? If so, what are the obligations?	Are there any specific initiatives proposed (but yet to be implemented) to close the gender pay gap? If so, what are the proposals?	Are there any sector specific initiatives currently in place to close the gender pay gap?					Are there any reporting obligations in Japan on Chief Executive Pay?
				Engineering & Manufacturing	Financial Services	Infrastructure (construction)	Technology, media and telecoms	Energy	
<p>According to the “Overview of the Basic Statistical Survey on Wage Structure” (published by the Ministry of Health, Labor and Welfare on 28th February 2018), the gender pay gap in each employment type in June 2017 was as below (women’s wages were lower than men by the percentage shown below.)</p> <p>-in total: 26.6% -regular employees: 24.3% -non-regular employees: 19.1% -part time employees: 6.9%</p> <p>Overall, the gender pay gap has been improving over the past 20 years.</p>	<p>The Labor Standards Act prohibits discriminatory treatment in wages due to gender.</p> <p>“Guidelines for the Support of Labor and Management Effort towards the Elimination of the Gender Pay Gap” (the “Guidelines”) recommend a review of the wage system and employment management system from the viewpoint of both the system itself and its operation, for the improvement of the gender pay gap. The Guidelines also promote positive action.</p>	<p>There are no reporting obligations in relation to gender pay equality under Japanese law.</p> <p>The Guidelines emphasize that each company should understand its current situation on gender pay gaps.</p>	<p>Effective July 6, 2018, the “Act on the Arrangement of Related Acts to Promote Work Style Reform” has been promulgated. The amended act prohibits unreasonable disparity in individual treatment such as in wages and bonuses between regular employees and non-regular employees (part time employees, fixed term employees and dispatched employees).</p> <p>The time when the amended act comes into effect is 1st April 2020 (1st April 2021 in small and medium-sized companies.)</p> <p>Note: This is not limited to gender pay equality</p>	<p>Manufacturing pay gap = 32.9% (June 2017)</p>	<p>Financial services and insurance services pay gap = 40.1% (June 2017)</p>	<p>Construction pay gap = 29.0% (June 2017)</p>	<p>Information and Communication services = 22.6% (June 2017)</p>	<p>Electricity, Gas, Heat supply and Water supply pay gap = 23.1% (June 2017)</p>	<p>The companies which submit the Securities Registration Statement (SRS) must disclose, in relation to executive pay, (i) decision making policy, (ii) total number in each position, (iii) total number in each pay bracket, (iv) number of target executives in the SRS.</p> <p>They must also disclose, individually, the executives whose annual compensation is over 100 million yen in SRS.</p>

NETHERLANDS

What is the current gender pay gap in the Netherlands?	What Regulations / legislation governs gender pay equality in the Netherlands?	Are there any national reporting obligations in relation to gender pay equality? If so, what are the obligations?	Are there any specific initiatives proposed (but yet to be implemented) to close the gender pay gap? If so, what are the proposals?	Are there any sector specific initiatives currently in place to close the gender pay gap?					Are there any reporting obligations in the Netherlands on Chief Executive Pay?
				Engineering & Manufacturing	Financial Services	Infrastructure (construction)	Technology, media and telecoms	Energy	
<p>Women on average earn 15.5% less than men for each hour worked (2017).</p> <p>-8.8% pay gap for staff with working hours of 12 to 20 hours per week (2017).</p> <p>11.6% pay gap for staff with working hours of 20 to 25 hours per week (2017).</p> <p>6.5% pay gap for staff with working hours of 25 to 30 hours per week (2017).</p> <p>13.2% pay gap for staff with working hours of 30 to 35 hours per week (2017).</p> <p>When taking into consideration other factors, such as education, function, employment history and sector, women on average earn 6% less than man for each hour worked (2017).</p>	<p>The General Equal Treatment Act, the Equal Treatment of Men and Women Act and Section 7:464 of the Dutch Civil Code stipulate that the employer is not allowed to make a distinction between men and women with regard to employment conditions. This includes equal pay for equal work.</p> <p>Employees can bring a claim arguing that they are being paid less than someone of the opposite gender for doing equal work.</p> <p>This is not the same as the gender pay gap which shows the difference between pay of men and women in the whole organisation (rather than comparing what men and women are paid for equal work).</p> <p>Besides, employees can make a complaint of discrimination at the Netherlands Institute for Human Rights. This institute does not have the authority to impose a punishment. If the institute comes to the</p>	<p>Under Dutch law there are no national reporting obligations in relation to gender pay equality.</p>	<p>Legislative proposal by parties SP, GroenLinks, 50Plus and PvdA that requires companies with more than 50 employees to be transparent about the salaries they pay to their employees.</p> <p>The proposal includes the following obligations:</p> <ul style="list-style-type: none"> - The employer must obtain a certificate to show that men and women are paid equally for equal work. The certificate must be obtained every three years. If an employee is of the opinion that there is a difference in pay and the employer does not have a certificate, then it is presumed that the employer acts in violation of the law; - In the annual report the employer must include information on the differences in wages between men and women who perform equal work. If men and women are not paid equally for equal work, the employer must indicate how the 	<p>Engineering & Manufacturing sector pay gap = 18.6% (2016).</p> <p>Currently, there are no sector specific initiatives.</p>	<p>Financial services sector pay gap = 28.6% (2016).</p> <p>As the first Dutch organization, Aegon (a Dutch insurance company) concluded a provision in its renewed company collective labour agreement that stipulates that men and women must be paid equally for equal work.</p> <p>This is the first collective labour agreement that contains a provision regarding gender pay equality. The Netherlands Trade Union Confederation Finance ("<i>FNV Finance</i>") stated that, from now on it will advocate gender pay equality in negotiations about a collective labour agreement with other financial companies, such as banks, insurance companies and financial service providers, as well.</p>	<p>Engineering & Manufacturing sector pay gap = 11.6% (2016).</p> <p>Currently, there are no sector specific initiatives.</p>	<p>Technology, media and telecoms sector pay gap = 18.2% (2016).</p> <p>Currently, there are no sector specific initiatives.</p>	<p>Industry (no construction) and Energy sector pay gap = 17.8% (2016).</p> <p>Currently, there are no sector specific initiatives.</p>	<p>The Dutch Corporate Governance Code contains an obligation for all quoted companies to report on a yearly basis on the remuneration of the directors in relation to a representative group of other employees, the so-called 'pay ratio'.</p>

	<p>conclusion that the employee is being discriminated, the institute will publish its judgment and therefore the discrimination and the identity of the employer will become public.</p> <p>Also, more in general, the employer is obliged to request prior approval of the Works Council (if any) for a proposed regulation regarding remuneration.</p>		<p>differences in wages will be reversed;</p> <p>- The employer is obliged to provide employees with wage information of other employees who perform equal work. If there are inexplicable differences in wages between men and women, the employee can file a complaint with the employer. If the employer does not handle the complaint within 2 months, or if the complaint is not handled properly, the employee can submit a complaint to the supervisor, the Dutch Labour Inspectorate, which may impose a penalty.</p> <p>It is yet unclear whether this proposal will be approved by the Parliament.</p>						
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NORTHERN IRELAND

What is the current gender pay gap in Northern Ireland?	What Regulations / legislation governs gender pay equality in Northern Ireland?	Are there any national reporting obligations in relation to gender pay equality? If so, what are the obligations?	Are there any specific initiatives proposed (but yet to be implemented) to close the gender pay gap? If so, what are the proposals?	Are there any sector specific initiatives currently in place to close the gender pay gap?					Are there any reporting obligations in Northern Ireland on Chief Executive Pay?
				Engineering & Manufacturing	Financial Services	Infrastructure (construction)	Technology, media and telecoms	Energy	
<p>9.1% pay gap (median). Women on average earn 9.1% less than men for each hour worked.</p> <p>-3.1% pay gap (median) for staff in full time work.</p> <p>-10% pay gap for staff in part time work.</p> <p>The more favourable gender pay gap in full time work is due to the high proportion of public sector jobs in Northern Ireland where there are higher numbers of female employees.</p> <p>PWC's Women in Work Index, published in March this year states that of all the UK regions, Northern Ireland has seen the largest narrowing of its GPG from 22% in 2000 to an average of 6% in 2017.</p>	<p>Regulations dealing with pay inequality in Northern Ireland include the Sex Discrimination (Northern Ireland) Order 1976 and the Equal Pay Act (Northern Ireland) 1970.</p> <p>As in GB, these in essence imply an equality clause into every workers contract of employment, giving the right to equal pay for equal work.</p> <p>Workers can bring a claim arguing that they are being paid less than someone of the opposite gender for doing equal work.</p> <p>There are no Gender Pay Gap regulations in Northern Ireland but there is provision for such regulations in the Employment Act (Northern Ireland) 2016. With no sitting Assembly it is uncertain when such regulations will be brought into force.</p>	<p>There are no Gender Pay Gap Reporting obligations applicable to Northern Ireland; however, there is provision for Gender Pay Gap Reporting regulations in the Employment Act (Northern Ireland) 2016. With no sitting Assembly it is uncertain when such regulations will be brought into force</p>	<p>As before</p>	<p>Manufacturing - - GPG of 16%</p> <p>Several organisations including professional engineering bodies campaign for wider representation in the workplace including equity of pay.</p>	<p>Finance and Insurance – GPG of 31%</p> <p>The majority of the financial institutions in Northern Ireland have headquarters in GB or wider afield. Many are taking initiatives more widely and applying these to Northern Ireland.</p>	<p>Construction – GPG of 22.6%</p> <p>At the Construction Employers' Federation NI Annual Dinner in April 2018 it was noted that "Promoting career opportunities for women in construction and gender equality across the industry is a long-term commitment".</p>	<p>Information and Communication – GPG of 20.9%</p> <p>Northern Ireland has a vibrant TMT sector. Much of the focus here has been on getting more females developed in STEM subjects.</p>	<p>No specific data.</p> <p>Without specific data for Northern Ireland, given the lack of reporting obligations, many organisations and bodies are not fully appraised of the specific gaps, if any.</p>	<p>The provisions within the Companies Act 2006 are applicable in Northern Ireland.</p>

NORWAY¹⁹

What is the current gender pay gap in Norway?	What Regulations / legislation governs gender pay equality in Norway?	Are there any national reporting obligations in relation to gender pay equality? If so, what are the obligations?	Are there any specific initiatives proposed (but yet to be implemented) to close the gender pay gap? If so, what are the proposals?	Are there any sector specific initiatives currently in place to close the gender pay gap?					Are there any reporting obligations in Norway on Chief Executive Pay?
				Engineering & Manufacturing	Financial Services	Infrastructure (construction)	Technology, media and telecoms	Energy	
<p>6.9% pay gap (median). The median salary for women is 6.9% lower than the median salary for men on monthly basis.</p> <p>13.3% pay gap (average). Women on average earn 13.3% less than men on monthly basis.</p>	<p>The Norwegian Equality and Anti-Discrimination Act sets out that women and men in the same undertaking shall receive equal pay for the same work or work of equal value.</p> <p>A worker who suspects discrimination in the setting of pay may demand that the employer provides written confirmation of the pay level and the criteria for the setting of the pay of the person or persons with whom the worker is making a comparison.</p> <p>All employers are obligated to make active, targeted and systematic efforts to promote equality and prevent discrimination on the basis of, inter alia, gender. Such efforts shall include, inter alia, pay and working conditions.</p>	<p>In their annual report, all employers are required to account for the general status of equality in the corporation, as well as planned and/or implemented measures to promote equality and to prohibit discrimination in relation to gender.</p> <p>This obligation does not specifically include gender pay equality, but gender pay equality is a relevant factor.</p>	<p>The Norwegian Ministry of Children and Equality have proposed changes to legislation aiming to intensify employers' (existing) duties to implement measures and to account for equality related issues in the corporation.</p> <p>The proposal does not specifically address gender pay equality, but gender pay equality is a relevant factor.</p>	<p>Engineering pay gap = 8.9% (average)</p> <p>We have no information on sector specific initiatives.</p>	<p>Financial services pay gap = 31% (average)</p> <p>A committee from the Norwegian Finance Union (<i>nw. Finansforbundet</i>) has created a report suggesting five measures to close the gender pay gap in the finance sector.</p>	<p>Construction pay gap = 12.9% (average)</p> <p>We have no information on sector specific initiatives.</p>	<p>Information and communication sector = 15% (average)</p> <p>We have no information on sector specific initiatives.</p>	<p>No data.</p> <p>We have no information on sector specific initiatives.</p>	<p>Public limited liability companies, as well as publicly traded companies, are required to report all remuneration to leading employees (including the CEO), members of the board and members of other elected bodies of the corporation.</p> <p>Companies other than the above are required to report the total cost of salary, pension contribution and other remuneration, respectively, to the general manager and members of the board.</p>

¹⁹ Please note all specific numbers (median/average percentages etc.) in the table are not official numbers made available by national authorities, but are our interpretation of publicly available statistics by the governmental agency Statistics Norway.

POLAND

What is the current gender pay gap in Poland?	What Regulations / legislation governs gender pay equality in Poland?	Are there any national reporting obligations in relation to gender pay equality? If so, what are the obligations?	Are there any specific initiatives proposed (but yet to be implemented) to close the gender pay gap? If so, what are the proposals?	Are there any sector specific initiatives currently in place to close the gender pay gap?					Are there any reporting obligations in Poland on Chief Executive Pay?
				Engineering & Manufacturing	Financial Services	Infrastructure (construction)	Technology, media and telecoms	Energy	
<p>Gender pay gap (median) varies from 7.2% to 18.5% depending on data and methodology.</p> <p>The difference between average monthly payment of women is 18.5% less than men.</p> <p>Women earn on average 12.1% less than men for each hour worked.</p> <p>Pay gap for staff in part-time work is 10.1% approx.</p> <p>Pay gap for staff in full-time work is 7.2% approx.</p>	<p>Article 33 of the Polish Constitution guarantees equal rights of men and women, in particular, the right to equal compensation for work of similar value.</p> <p>The Polish Labour Code prohibits discrimination due to gender regarding, in particular, the terms and conditions of employment. Employees have the right to equal remuneration for equal work or work of equal value.</p>	<p>The Central Statistics Office collects statistics in two-year cycles. However, there is no general reporting obligation. The statistics are based on a representative random sample (only employers employing at least 9 employees are taken into account).</p> <p>Also private corporations, for example Pracuj.pl, issue current statistics about the gender pay gap in private sector.</p>	<p>Ministry of Family, Work and Social Politics aims to liquidate the pay gap for equal work and work on the same position. It launched a mobile and computer application "Payment Equality" for the employers to measure the gender pay gap.</p> <p>The Polish Society of Anti-Discrimination Law (NGO) conducts free legal aid for victims of gender discrimination and undertakes research and projects to change the social perspective on the pay gap problem.</p>	<p>Engineering pay gap = 10.3%</p> <p>Manufacturing pay gap = 20.7%</p> <p>There is no information available about current specific initiatives in order to close gender pay gap in the sector.</p>	<p>Financial and insurance activities = 30.4%</p> <p>There is no information available about current specific initiatives in order to close gender pay gap in the sector.</p>	<p>Construction pay gap = -14.8%</p> <p>There is no information available about current specific initiatives in order to close gender pay gap in the sector.</p>	<p>IT branch pay gap = 25.5%</p> <p>There is no information available about current specific initiatives in order to close gender pay gap in the sector.</p>	<p>Electricity and gas supply = 4.6%</p> <p>There is no information available about current specific initiatives in order to close gender pay gap in the sector.</p>	<p>There are no obligations to report the earnings of a CEO in private sector, although some private research is being done. Only CEOs of public companies and State Treasury companies, civil servants and state officers are obligated to issue a declaration of financial interests.</p>

PORTUGAL

What is the current gender pay gap in Portugal?	What Regulations / legislation governs gender pay equality in Portugal?	Are there any national reporting obligations in relation to gender pay equality? If so, what are the obligations?	Are there any specific initiatives proposed (but yet to be implemented) to close the gender pay gap? If so, what are the proposals?	Are there any sector specific initiatives currently in place to close the gender pay gap?					Are there any reporting obligations in Portugal on Chief Executive Pay?	
				Engineering & Manufacturing	Financial Services	Infrastructure (construction)	Technology, media and telecoms	Energy		
<p>When concerning the generality of the employees, women (on average) earn 16.7% less than men on their monthly base remuneration. When concerning officials or business executives this gender pay gap corresponds to 26% (on average).</p> <p>On average men earn, per each hour of work performed 5,6 Euro, while women earn, on average, 4,7 Euro.</p> <p>*This statistical information was collected from the "Portuguese Green Book of Labour and Employment Relations" (<i>Livro Verde das Relações Laborais</i>) first published on December 2016. This Book surveys the most recent developments in the Labour market, including on gender pay gap, and was elaborated by a set of Labour law experts and technicians from the Ministry of Labour</p>	<p>According to the "Principle of Equality and non-discrimination" foreseen in the Portuguese Labour Code, as well as in the Constitution of the Portuguese Republic, all employees shall be entitled, regardless the sex, to equal pay for equal work.</p> <p>Other relevant legislation on gender pay equality is Law 10/2001, of May 21st, Law no. 62/2017, of August 1st and Law no. 60/2018, of August 21st.</p>	<p>Besides Law no. 10/2001, of May 21st, (which established that the Government shall submit to the Parliament, by the end of each legislative session, a report on the progress of equal opportunities for women and men at work), until very recently, there was no specific legislation regarding the employers' reporting obligations in relation to gender pay equality.</p> <p>However, some legislative amendments were very recently approved regarding these matters.</p> <p>The most important example is Law no. 60/2018, of August 21st. This Law was published in the Official Gazette (<i>"Diário da República"</i>) and establishes new measures aiming to promote equal pay for women and men for equal work or work of equal value. Said measures mainly involve information, evaluation and</p>	<p>Besides Law 60/2018, of August 21, the Portuguese Council of Ministers approved on January 11th, 2018, the "Strategic Plan for Equality and Non-Discrimination 2018-2030".</p> <p>This Strategy sets out public policy guidelines and measures in matters of equality between women and men, prevention of violence against women, domestic violence and discrimination based on sexual orientation, gender identity and sexual characteristics.</p> <p>Concerning the Plan for Equality in the Labour Market and in Enterprises, the Strategy strengthens the fight against occupational segregation, the promotion of equal pay and the reconciliation of work, family and personal life, by fostering the dialogue with the social partners.</p> <p>The Government's ambition is to close</p>	<p>This statistical information was collected from the "Portuguese Green Book of Labour and Employment Relations" (<i>"Livro Verde das Relações Laborais"</i>), first published on December 2016. This Book surveys the most recent developments in the Labour market, including on gender pay gap, and was elaborated by a set of Labour law experts and technicians from the Ministry of Labour and Employment.</p>	<p>Manufacturing pay gap = 25,3%.</p> <p>There are no sector specific initiatives currently in place to close the gender pay gap. All the initiatives that have taken place are cutting across all sectors.</p>	<p>Financial services pay gap = 20,7%.</p> <p>There are no sector specific initiatives currently in place to close the gender pay gap. All the initiatives that have taken place are cutting across all sectors.</p>	<p>Infrastructure (construction) – there is no gender pay gap. Women earn, in average, 12,9% more than men.</p> <p>This situation can be explained by the levels of qualification and professions women in these activities. As a rule, the greater the female participation in an economic activity, the higher the wage differential between men and women.</p> <p>There are no sector specific initiatives currently in place to close the gender pay gap. All the initiatives that have taken place are cutting across all sectors.</p>	<p>Technology, media and telecoms pay gap = 12,5%.</p> <p>There are no sector specific initiatives currently in place to close the gender pay gap. All the initiatives that have taken place are cutting across all sectors.</p>	<p>Energy pay gap = 3,1%.</p> <p>This situation can be explained by the levels of qualification and professions women in these activities. As a rule, the greater the female participation in an economic activity, the higher the wage differential between men and women.</p> <p>There are no sector specific initiatives currently in place to close the gender pay gap. All the initiatives that have taken place are cutting across all sectors</p>	<p>Under the terms of Law 28/2009, of June 19th, public interest entities, including listed companies, shall disclose/report the remuneration policy of the members of the management and supervisory bodies in the annual accounting documents, as well as the annual amount of the remuneration earned by the members of said bodies, in aggregate and individual form.</p> <p>Also, according to Decree-Law no. 133/2013, of October 3rd, which establishes the legal regime of the business public sector, public companies are obliged to disclose/report the identity and curricular elements of all the members of its governing bodies, namely the management body, as well as the respective remunerations and other benefits."</p>

and Employment.		<p>correction of inequalities or wage discrimination between men and women involving Companies and various public entities.</p> <p>Under the terms of this Law, in the first half of each calendar year, the “<i>Gabinete de Estratégia e Planeamento</i>”, or simply “GEP” (statistical department responsible for carrying out the statistical analysis of the Ministry of Labour and Employment) shall provide statistical information on remuneration differences (based on sex and gender): (i) by activity sector and (ii) by Company and job titles.</p> <p>This information shall be provided by the employers (Companies), namely through the annual Company’s Social Report which now shall mandatorily have nominative (i.e. salary) information divided by both sexes.</p> <p>The statistical analysis carried out by GEP shall be communicated to the Portuguese Labour Authorities (“ACT”), in particular, to intervene next to the Companies in which there are salary differences based on sex and gender. In</p>	the pay gap until 2030.						<p>Additionally, it was published on August 1st, 2017 the Law no. 62/2017 which approves and establishes a regime of balanced representation between women and men in the management and supervisory bodies of public sector companies and listed companies.</p> <p>Under the terms of this Law, and in the case of the corporate public sector, the proportion of persons of each sex assigned to each management and supervisory body of each Company may not be less than 33.3% from 1 January 2018. For listed Companies, the proportion of persons of each sex reassigned to each management and supervisory body of each company may not be less than 20%, from the first elective general meeting after January 1, 2018, and less than 33.3%, from the first elective general meeting after January 1, 2020.</p> <p>This Law also establishes that public sector entities and listed companies shall annually draft equality plans to achieve effective equality of treatment and opportunities between women and men, by promoting</p>
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		<p>the event any gender pay gap is detected in Companies with more than 250 employees, ACT shall notify, within 60 days, the Company to present, within 120 days, an assessment plan for gender gap pay detected. This plan shall be applied by the Company during 12 months. After 12 months of implementation of the assessment plan, the Company shall notify ACT of its results, communicating both the justified salary differences and the correction of unjustified salary differences. If the salary differences that the company does not justify are maintained, these differences are presumed to be discriminatory.</p> <p>From the third year of effectiveness of this Law, the obligation to have assessment plans becomes applicable to Companies with more than 50 employees.</p> <p>Under this Law, companies must ensure the existence of a transparent Remuneration Policy applicable to their employees, in order to prevent the occurrence or perpetuation of cases of discrimination between men and</p>							<p>the elimination of discrimination based on sex and fostering reconciliation of personal, family and professional life. These plans shall be published on the Company's website.</p>
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		<p>women.</p> <p>Said Remuneration Policy shall be based on the evaluation of the components of the functions performed by the employees and solely based on objective criteria (such as merit, productivity, assiduity or seniority), common to men and women.</p> <p>Although this Law only comes into force on February 21, 2019, the compliance by the Companies of the obligation to have a transparent Remuneration Policy is only enforceable six months after said Law has entered into force, that is, as of August 21, 2019.</p>							
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RUSSIA

What is the current gender pay gap in Russia?	What Regulations / legislation governs gender pay equality in Russia?	Are there any national reporting obligations in relation to gender pay equality? If so, what are the obligations?	Are there any specific initiatives proposed (but yet to be implemented) to close the gender pay gap? If so, what are the proposals?	Are there any sector specific initiatives currently in place to close the gender pay gap?					Are there any reporting obligations in Russia on Chief Executive Pay?
				Engineering & Manufacturing	Financial Services	Infrastructure (construction)	Technology, media and telecoms	Energy	
<p>The most significant pay gap generally relates to the specialists of mid-level: women on average earn about 38% less than men;</p> <p>for the executives the pay gap is lower: 25-30%; and</p> <p>for others (junior level positions): about 20-25%.</p> <p>This is the general average data.</p> <p>But sometimes, the pay gap may vary in different activities or sectors of economy. For example, in agricultural sector, there may be even a negative (reverse) pay gap: women can earn more than men.</p>	<p>Constitution of the Russian Federation and Russian Labor Code declare the general nondiscrimination principle which covers also the salary rights.</p> <p>No other specific statutory regulations with regard to the gender pay equity.</p>	<p>No mandatory reporting obligations in relation to gender pay equity.</p>	<p>No crucial initiatives or draft laws.</p>	--	--	--	--	--	<p>There are certain statutory rules established by the Russian Labour Code with regard to correlation between the salary of the chief executives and employees of other levels that should be followed by the state and municipal organisations, non-budget funds and so on. Such salary correlation system (but not the specific amounts) should be published on the official websites of such organisations. But such obligation does not touch the gender issue.</p> <p>In a public sector, the anticorruption legislation provides an obligation for public servants, government employees, etc. to report on their revenues and other property; such information should be also published on the official websites of the respective state organisations and authorities.</p> <p>In other cases (business sector) there are no such reporting obligations,</p>

									such information is normally considered to be confidential.
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SPAIN

What is the current gender pay gap in Spain?	What Regulations / legislation governs gender pay equality in Spain?	Are there any national reporting obligations in relation to gender pay equality? If so, what are the obligations?	Are there any specific initiatives proposed (but yet to be implemented) to close the gender pay gap? If so, what are the proposals?	Are there any sector specific initiatives currently in place to close the gender pay gap?					Are there any reporting obligations in Spain on Chief Executive Pay?
				Engineering & Manufacturing	Financial Services	Infrastructure (construction)	Technology, media and telecoms	Energy	
<p>According to the latest data from the National Institute of Statistics, the gender pay gap is 10.6%.</p> <p>In particular, in the case of full-time workers, their salary is 10.8% lower than that of men, while in the case of part-time contracts, the gender pay gap is 17.4%.</p>	<p>Article 28 of the Spanish Statute of the Workers' Rights establishes an obligation for the employer to pay for the provision of work of equal value the same remuneration without any discrimination on grounds of sex in any of the elements or conditions of said payment.</p>	<p>There are no national reporting obligations in relation to gender pay equality.</p>	<p>The Ministry of Employment and Social Security has proposed obligatory wage audits for companies with more than 250 workers as a way of equalising pay between men and women.</p> <p>Moreover, on 22nd February 2018, a draft of a bill has been admitted for debate at the Parliament, which includes national reporting obligations regarding gender pay equality.</p> <p>In addition, such draft of a bill provides that women who have earned lower wages because of the gender pay gap will be entitled to recover lost earnings. This bill is being discussed at Parliament and may suffer changes during the discussions of the political parties.</p>	<p>Initiative Women in Mobile- shows the female talent in sectors such as engineers, developers etc.</p>	<p>Initiative of Plan Alcanza- includes 3 leadership programmes directed at identifying and supporting women of high potential at key points in their career.</p>	<p>Initiative presented by Cruz Roja and la Fundación Laboral de la Construcción- Women can build-works in helping to train and ensuring that for women, obtaining a job in this sector is equal to men.</p>	<p>eSkills for Jobs- initiative promoted by the European Commission and led by la Asociación de Mujeres Investigadoras y Tecnólogas (AMIT) in Spain.</p> <p>Other measures include Girls in Tech, Power to Code and Technovation Challenge.</p>	<p>The company GDF Suez has an initiative called <i>Acuerdo europeo GDF Suez sobre igualdad en el trabajo entre hombres y mujeres</i>- objectives are as follows:</p> <ul style="list-style-type: none"> -1 in every 3 executive directors is a woman - 35% of talented career and development programme members must be women -25% of managers must be women --30% of new incorporations must be covered by women 	<p>According to Article 529 of the Spanish Corporation Law, the remuneration policy of directors of a company shall determine the remuneration of the directors in their capacity as such, within the system of remuneration provided in the by-laws of the company, and must necessarily include the maximum amount of annual remuneration to be paid. This provision is compulsory for listed companies.</p> <p>The determination of the remuneration of each director will be the responsibility of the board of directors, which will take into account the functions and responsibilities attributed to each director, membership of board committees and other relevant employees according to objective circumstances.</p>

SWITZERLAND

What is the current gender pay gap in Switzerland?	What Regulations / legislation governs gender pay equality in Switzerland?	Are there any national reporting obligations in relation to gender pay equality? If so, what are the obligations?	Are there any specific initiatives proposed (but yet to be implemented) to close the gender pay gap? If so, what are the proposals?	Are there any sector specific initiatives currently in place to close the gender pay gap?					Are there any reporting obligations in Switzerland on Chief Executive Pay?
				Engineering & Manufacturing	Financial Services	Infrastructure (construction)	Technology, media and telecoms	Energy	
18.1% (overall) 19,5% in the private sector 16,6% in the public sector	Art. 8 (3) Constitution Gender Equality Act of 1995 (under revision) Employee can bring a claim arguing that they are being paid less than someone of the opposite gender for doing equal work.	There are currently no reporting obligations.	The Parliament is currently debating a revision of the Gender Equality Act which would introduce an obligation of bigger companies to conduct gender equal pay analysis.	<p><i>Engagement Lohngleichheit</i> is a governmental initiative under which companies with more than 50 employees which have signed up conduct an analysis of the wages of men and women. Each company pledges to correct any wage gap within four years.</p> <p>Manufacture of food products and tobacco pay gap = 19.1%</p> <p>Manufacture of textiles and apparel pay gap = 25.6%</p> <p>Printing, reproduction of recorded media pay gap = 18.4%</p> <p>Manufacture of chemicals and pharmaceutical products pay gap = 11.6%</p> <p>Manufacture of machinery and equipment pay gap = 23.9%</p>	Financial and insurance activities pay gap = 33.2%		Information and communication pay gap = 21.9%	Energy supply pay gap = 14.4%	Publicly listed Swiss companies must publish an annual compensation report specifying the compensation of board members and executives. Compensation of the highest paid executive must be disclosed individually. The company's general assembly must then vote to approve (or not) such compensation.

UAE

What is the current gender pay gap in the UAE?	What Regulations / legislation governs gender pay equality in the UAE?	Are there any national reporting obligations in relation to gender pay equality? If so, what are the obligations?	Are there any specific initiatives proposed (but yet to be implemented) to close the gender pay gap? If so, what are the proposals?	Are there any sector specific initiatives currently in place to close the gender pay gap?					Are there any reporting obligations in the UAE on Chief Executive Pay?
				Engineering & Manufacturing	Financial Services	Infrastructure (construction)	Technology, media and telecoms	Energy	
<p>No official statistics</p> <p>No formal statistics have been released to confirm the current gender pay gap.</p> <p>General comments on the UAE gender pay gap</p> <p>The Emirates ranked 120 out of 144 countries overall in the 2017 World Economic Forum's (Wef) Global Gender Gap Report.</p>	<p>Gender pay gap</p> <p>In April 2018 the UAE Cabinet passed the Gender Equal Pay bill (this legislation is not yet implemented).</p> <p>The draft law aims to guarantee equal pay for men and women. ensure that woman.</p> <p>Equal pay for equal work</p> <p>The Federal Law No. 8 of 1980 as amended (the UAE Labour Law) contains an express statutory provision stating that females should be paid an equal wage to males performing the same work.</p> <p>International Labour Organisation</p> <p>The UAE has adopted the International Labour Organisation's Equal Remuneration Convention 1951 under UAE Federal Decree No. 30 of 1996.</p>	<p>National reporting obligation?</p> <p>No, there is current no gender pay gap reporting obligations under law.</p>	<p>UAE Gender Balance Council</p> <p>The UAE Gender Balance Council (the GBC) is a federal entity whose goal is to bridge the gap between women and men by empowering woman and enhancing their role in the development of the UAE.</p> <p>The GBC has set various initiatives to reach its goal, including:</p> <ul style="list-style-type: none"> <i>The Gender Balance Guide:</i> The guide aims to provide advice to organisations, which can help them adopt a gender-sensitive approach in the workplace <i>Gender balance Index:</i> The GBC has been assigned to support the implementation of the United Nation's 'Gender Inequality Index' programme issued annually. The GBC is responsible for overseeing the 	NA	NA	NA	NA	NA	N/A

			<p>Index and the implementation of best practices and processes to ensure <i>federal institutions</i> achieve their gender balance targets, which will support the UAE's vision to become one of the world's top 25 countries for gender equality by 2021. The GBC has indicated that this initiative will be rolled out to the private sector too.</p>						
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