

Global wage transparency obligations

Sample at-a-glance comparisons

	Argentina	Brazil	China	France	Germany	Hong Kong	India	Italy	Russia	South Africa	Spain	Switzerland	UK	USA
Is there a legal obligation in the private sector to report on the gender pay gap?	✗	✗	✗	✓	✗	✗	✗	✓	✗	✓	✗	✗	✓	✗
Where there is a gender pay gap reporting obligation, what is the trigger/threshold for such obligation?	N/A	N/A	N/A	50-250+ employees	N/A	N/A	N/A	100 employees or more	N/A	50 or more employees	N/A	N/A	250 or more employees	N/A
Where there is a gender pay gap reporting obligation, what is the required frequency of such reporting?	N/A	N/A	N/A	Annual (or at least every 4 years in the case of an agreement providing otherwise)	N/A	N/A	N/A	Every 2 years	N/A	Annual	N/A	N/A	Annual	N/A

This guide is intended to give a comparative overview of some of the key questions regarding gender pay gap reporting. It does not set out a comprehensive picture of the law and is not tailored to any particular circumstances your company may be facing. It should not therefore be seen as a substitute for obtaining legal advice.

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