

Application of the “Royal Decree 902/2020” of October 13, on equal pay for men and women

Purpose of the Royal Decree:

To establish specific measures to give effect to the right to equal treatment and non-discrimination between women and men in matters of remuneration.

What should be done?

A remuneration register must be drawn up for all staff, including management personnel and senior managers.

How should it be done?

This remuneration register must include the average values of salaries, salary supplements and extra salary payments of the staff separated by gender and distributed by professional groups, categories and/or positions.

Who must do it?

The scope of application of this RD is for all labor relations regulated in the Workers' Statute (i.e., for all companies with workers).

Principles to be observed:

· Pay transparency:

Reports should be available that will identify whether there is discrimination, both direct and indirect, and particularly those due to incorrect job evaluations.

· Equal pay for work of equal value:

The employer is obliged to pay, for the provision of work of equal value, equal pay, and in this particular case, without differentiating between men / women.

Companies that have an Equality Plan (mandatory for those with more than 150 employees) must include a compensation audit in their records.

Regarding the **penalty system**, it should be noted that failure to comply with the obligation to keep the salary register may be considered a serious infringement and its penalties may range:

- From € 626 to € 1.250 in its minimum degree
- From 1.251 to 3.125 € in its medium degree
- From 3.126 to 6.250 € in its maximum degree



In addition, **if wage discrimination is found**, as it is considered very serious misconduct, it can be quantified by the following regime:

- From €6.251 to € 25.000 in its minimum degree
- From €25.001 to €100.005 € in its medium degree
- From €100.006 to €187.515 € in its maximum degree

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