

Portugal's Equal Pay Enforcement Under Law 60/2018 — ACT Notify-and-Correct System

Gender Equality · Good practice · Portugal

Quality score: 74/100

Evidence strength: Strong

Summary

Under Law 60/2018, Portugal's labour authority (ACT) reviews annual company pay data and formally notifies employers with unjustified gender pay gaps of 5%+; in early 2025 it notified about 1,540 employers, ~20% of the ~7,700 covered firms.

Key dimensions

Dimension	Score
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	0/1
Efficiency	0/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-02

[Autoridade para as Condições do Trabalho \(ACT\) & CITE](#) — accessed 2026-09-02

[Trusaic: Portugal Gender Pay Gap Reporting](#) — accessed 2026-09-02

[WTW: Gender Pay Gap — a lei já existe. E a prática?](#) — accessed 2026-09-02

[CITE: Equal Pay Transparency project](#) — accessed 2026-09-02

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