

Spain's Registro Retributivo — Mandatory Pay Registers and Equal Pay Audits (Real Decreto 902/2020)

Gender Equality · Good practice · Spain

Quality score: 89/100

Evidence strength: Strong

Summary

Spain's Royal Decree 902/2020 requires every employer to keep a gender-disaggregated pay register, and larger firms to run job-evaluation and equal-pay audits; the national gender pay gap fell from 18.7% (2020) to 15.7% (2023) per INE.

Key dimensions

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

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-27

[Ministerio de Trabajo y Economía Social / Instituto de las Mujeres](#) — accessed 2026-09-27

[Real Decreto 902/2020 \(BOE\)](#) — accessed 2026-09-27

[Ministerio de Igualdad — brecha retributiva 15,74%](#) — accessed 2026-09-27

[Garrigues — legal analysis of the three instruments](#) — accessed 2026-09-27

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