

Digital Tools for Gender Pay Gap Reporting in OECD Countries

How easily can firms comply with pay reporting requirements?



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55% of OECD countries require pay gap reporting



Mandatory, national-level gender pay gap reporting requirements for private sector firms

- Gender pay gap reporting and equal pay auditing
- Gender pay gap reporting
- Non-pay gender gap reporting
- Ad hoc equal pay audits
- No reporting requirements in place

See the full report at oe.cd/pay-transparency-2023

86% of countries with pay reporting requirements also offer tools to employers to facilitate reporting

Pay gap reporting systems are likely to be more effective when costs for employers are minimized in time and resources.

This means:

- Reporting requirements are clear
- Requirements are understood well by employers
- Reporting is straightforward for employers

How can governments facilitate gender pay gap reporting?

1. Provide clear guidance

Ensure that employers understand how to carry out gender pay gap calculations, define equal pay for work of equal value, and design actions to address gender pay gaps and unequal pay.

2. Offer digital tools

Streamline and simplify companies' reporting and monitoring processes, establish a standardised framework for data collection standards.

- i. **Online reporting tool or gender pay gap calculator** for firms to calculate gaps themselves
- ii. **Use pre-existing data, held by the government, to calculate pay gaps** for firms

3. Non-governmental tools

1. Various ways of providing guidance

- Define clearly what needs to be reported – usually posted online
- Instructions on how to conduct pay analyses and gender pay gap calculations, e.g. step-by-step guides or checklists
- Designate contact points in government to answer specific questions
- Video tutorials
- E-trainings available to relevant employers

 Erstellen	 Analysieren	 Kommunizieren	 Handlungsfelder
<p>Erstellen</p> <p>Wie erstellen Sie einen aussagekräftigen Einkommensbericht? Lesen Sie mehr zu Bestandteilen eines Einkommensberichts, dessen Erstellung und Darstellung.</p>	<p>Analysieren</p> <p>Liegt der Einkommensbericht einmal vor, bietet das Kapitel „Analyse“ eine praktische Anleitung für die Interpretation der Daten.</p>	<p>Kommunizieren</p> <p>Das Thema Einkommen ist vielfach noch ein sogenanntes Tabuthema in Österreich. Im Kapitel „Kommunikation“ erfahren Sie, wie von Unternehmen und BetriebsrätInnen hilfreich und wirksam über den Einkommensbericht kommuniziert werden kann.</p>	<p>Handlungsfelder</p> <p>Um konkret Veränderung hin zu mehr Lohn- und Gehaltsfairness zu bewirken, bietet der Abschnitt „Handlungsfelder identifizieren und Gleichstellungsaktivitäten setzen“ eine Vielzahl von Anregungen/Praxisbeispielen für Unternehmen und BetriebsrätInnen.</p>

Austrian Income Report Toolbox

2.1. Online reporting portals and gender pay gap calculators

- **At least 7 OECD countries offer online reporting portals.**
- These portals allow employers to calculate and/or report their pay data.
- Most countries that require reporting to government, including Australia, Canada, France, Italy, Switzerland and the United Kingdom, also mandate the use of an online portal for submitting and/or calculating pay gap statistics.
- A handful of countries also provide employers with gender pay gap calculator software.

Logib: Swiss Gender Pay Gap Reporting Tool

Select the appropriate procedure

Two modules are available for the equal pay analysis self-test with Logib:

- Module 1 (possible with 50 or more employees)
Use this to check to what extent objective and non-discriminatory personal and job-related characteristics determine pay and to what extent gender influences pay.
- Module 2 (particularly suitable for up to 49 employees)
Use this to check to what extent the requirements and demands of the function along with personal experience and education and training determine pay, and whether there are any differences between women and men.

The use of Module 2 is especially recommended for small enterprises and those that generally have only a few employees of any one gender.

Start analysis

Preparation and procedure

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Your data will not be saved in Logib and will not be disclosed to third parties. You can save the entered data on your own system and read it in again at a later point in time to continue editing it.

1. Download the [data sheet template](#).
2. Select the month for which you wish to process the data. This month should be as representative as possible, i.e. it should closely reflect the annual average.
3. Export the data from your personnel system and copy it into the data sheet template
4. Complete the data sheet template with the data for the selected month.
 - a. The [Quick Guide](#) helps you to complete the data sheet template. We recommend filling out the data sheet with the help of the Quick Guide.
 - b. You additionally may find the filled-in [sample data sheet](#) helpful.
 - c. The more detailed [Guidelines](#) provide further information and instructions.

2.2 A new frontier in pay reporting: Using pre-existing survey and administrative data

- Governments can generate gender-disaggregated wage statistics for companies using the individual-level data they *have already collected*.
- **Administrative data** used to calculate gender wage gaps by Lithuania and Portugal. Australia established a task force to explore implementing this approach.
- Denmark's NSO uses **linked employer-employee survey data** to calculate gender wage gaps for firms.

“Must have” information:

- an individual's **earnings**,
- their **employer**,
- their **gender** (information typically held by the employer).

Nice to have:

- job category (to enable comparisons)
- hours worked by employee (to compare across PT and FT workers)
- lots of other relevant data! seniority, race/ethnicity, etc.

3. Non-governmental tools

- The Confederation of Norwegian Enterprise (NHO) offers an Excel tool exclusively for members, facilitating pay comparisons
- Spain's Women's Institute offers a free Advisory Service for Equality Plans and Measures
- In the United States, www.wagegapcalculator.org is a free tool provided by the Boston Women's Workforce Council.
- Various for-profit providers and consulting services.

Additional resources

Check out the full report and policy brief at:

<http://oe.cd/pay-transparency-2023>

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Don't hesitate to reach out with questions or interest in related work.

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