

Reporting Gender Pay Gaps in OECD Countries

Guidance for Pay Transparency Implementation, Monitoring and Reform

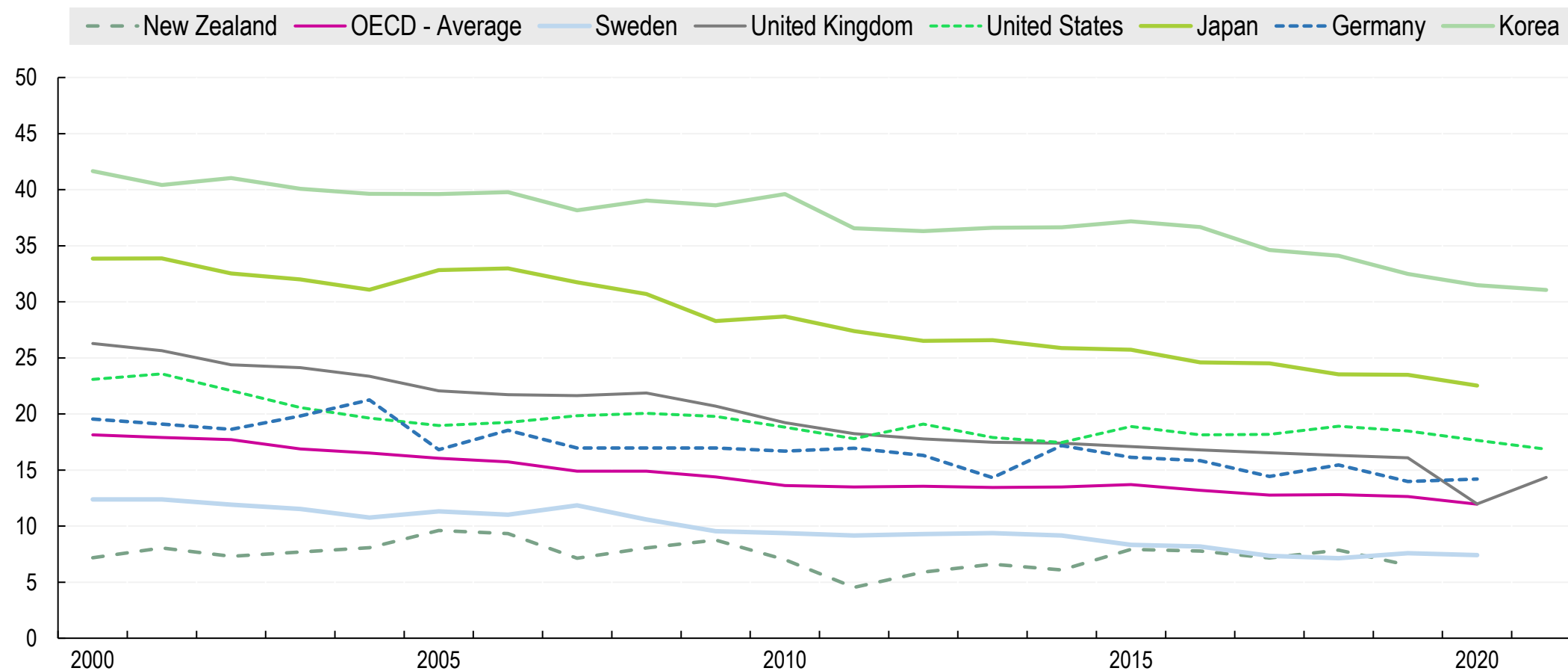


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The gender wage gap persists

Gender wage gap for full-time dependent employees, selected countries, 1997 through latest available year



Source: OECD Gender Wage Gap Indicator (<https://data.oecd.org/earnwage/gender-wage-gap.htm>)

What is pay transparency?

Pay transparency: Umbrella term for a range of policy measures that attempt to **share pay information with different stakeholders** to illuminate and help address gender pay gaps.

Our 2021 report took stock of government mandating of:

- Private sector gender pay gap reporting
- Private sector equal pay auditing processes
- (Gender-neutral) job evaluation and classification systems
- Discussion of equal pay in collective bargaining



New report: Guidance on **implementation, reform and monitoring of gender pay gap reporting and equal pay auditing requirements.**

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

What pay transparency can do...

Transparency can help hold employers accountable for their wage gaps.

Gives workers and their representatives tools to fight individual or systemic pay inequities.

Raise stakeholder (including public) awareness of the presence, causes and consequences of the gender wage gap.

... and what it can't do.

The onus of identifying and rectifying pay inequity still largely rests on individual workers.

It cannot guarantee that women's gains are not compensated for elsewhere, e.g. a slowdown in men's wages.

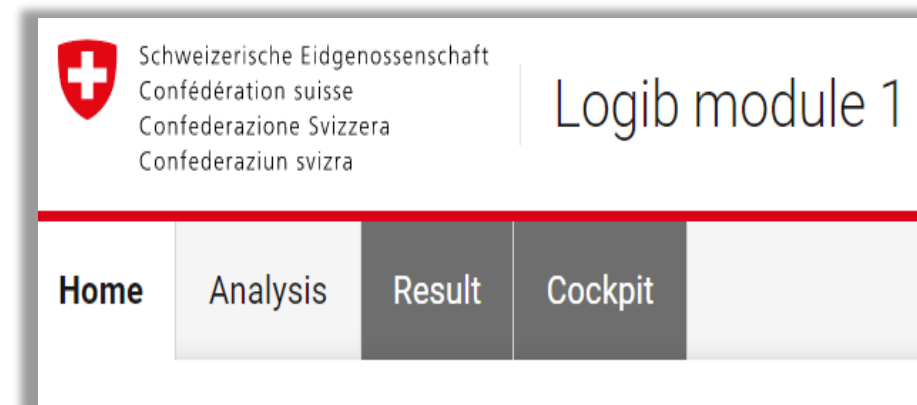
Pay transparency cannot correct choices and constraints accumulated over the life course.

Policy takeaway:

Offer free digital tools to facilitate firm reporting

Free software makes it easier for firms to report

- Software firms can use to compute gaps themselves
- Online portals for submitting data so government can calculate results for firms



Using pre-existing data to calculate gaps for firms

- **Lithuania** uses social security data to calculate women's and men's average salaries (and publishes them online)
- **Statistics Denmark** uses Structure of Earnings Survey (of all workers) to calculate firms' aggregate gaps and report them back to firms

Policy takeaway: Improve worker coverage and data collection

Governments should pay more attention to **who is covered** by pay reporting rules:

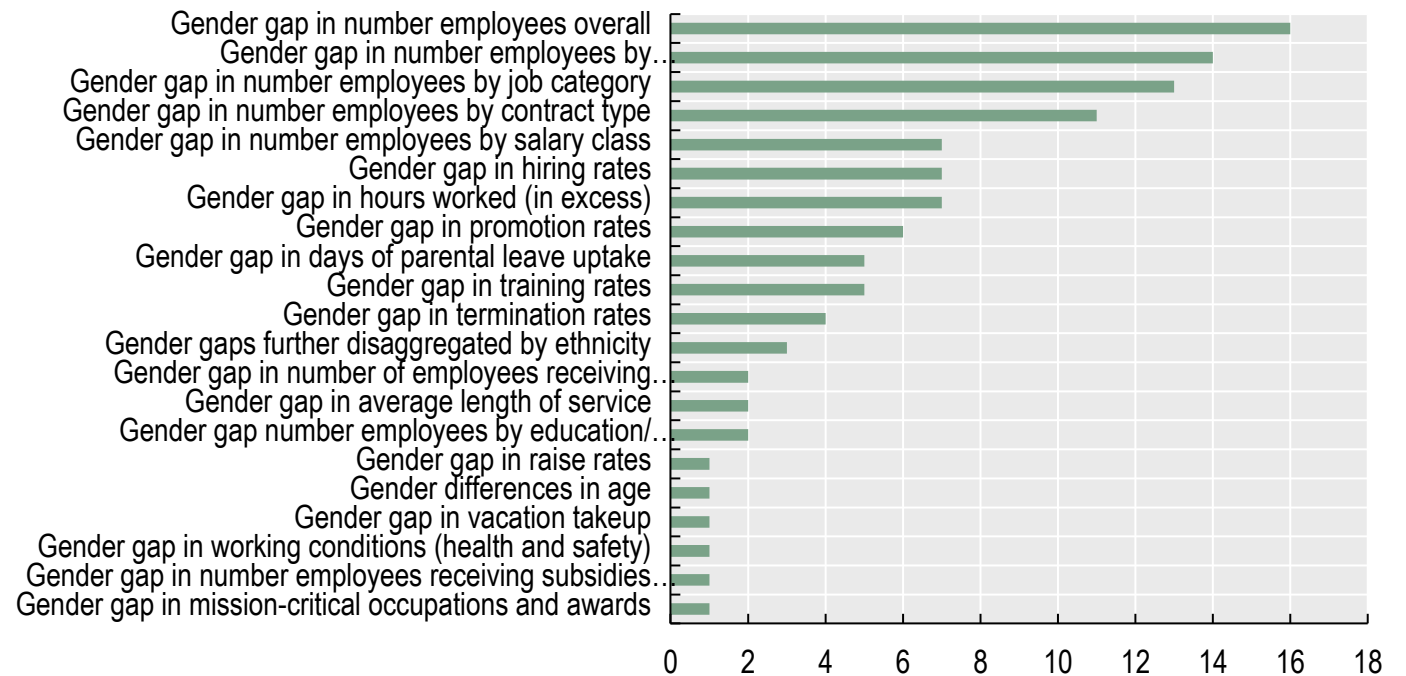
- Most countries exempt small firms from reporting
- Focus on full-time and permanent workers

The type of gender-disaggregated data matters:

- At a minimum, require analysis of aggregate GWG and GWG by job category and seniority
- Consider mandating non-pay gender-disaggregated statistics

Non-pay gender-disaggregated data reporting requirements

Number of OECD countries requiring the following forms of reporting by private sector



Policy takeaway: Strengthen monitoring and enforcement

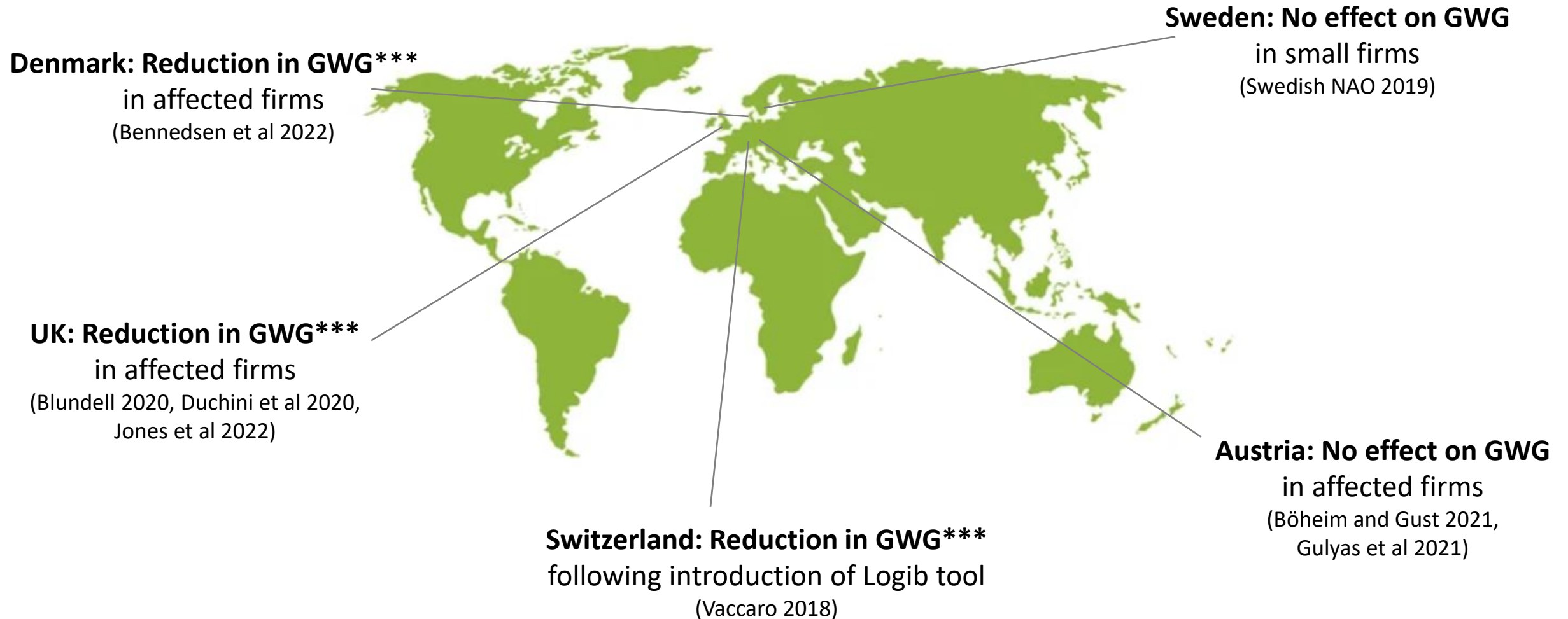
17 countries have **monitoring by a government agency**.

- Typically labour inspectorate, gender equality agency, human rights ombudsman – or a government-regulated auditor.
- Monitoring is often not systematic, and fines are usually small and are rarely issued.
- Monitoring usually better in **equal pay audit** countries, like France, where follow-up action is mandated



Name and shame? More commonly, **monitoring carried out by workers, their representatives and/or the public**.

Policy takeaway: Conduct more evaluations of reporting processes and wage gap outcomes



Thank you for your feedback

Check out the full report and policy brief at:

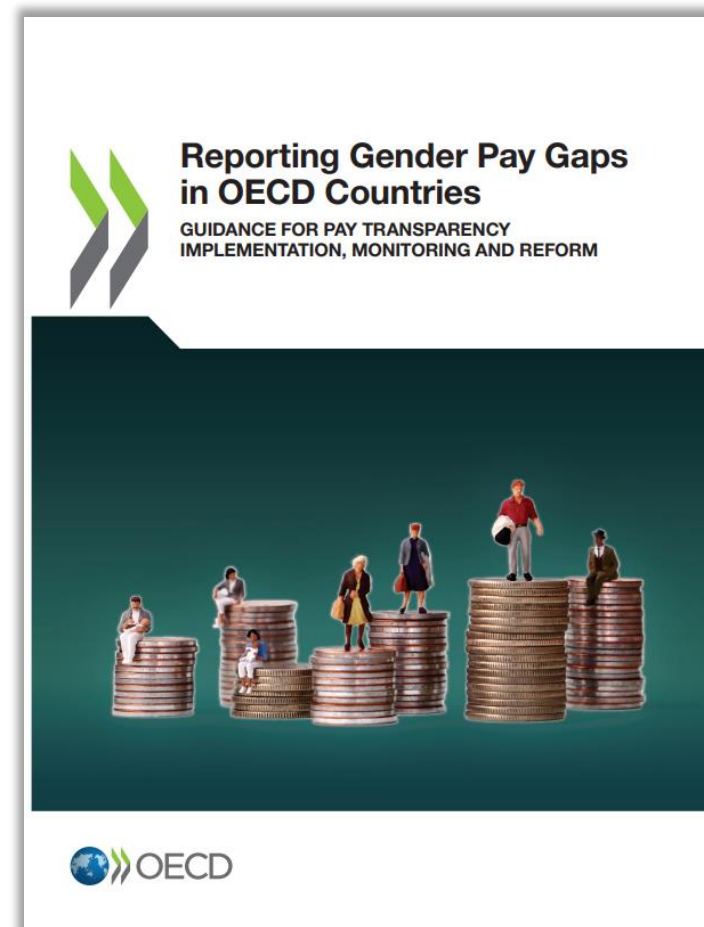
<http://oe.cd/pay-transparency-2023>

Follow us at:

- www.oecd.org/gender
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Don't hesitate to reach out with questions or interest in related work!

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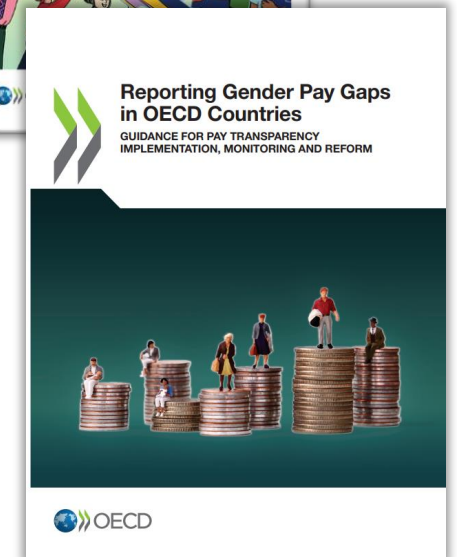
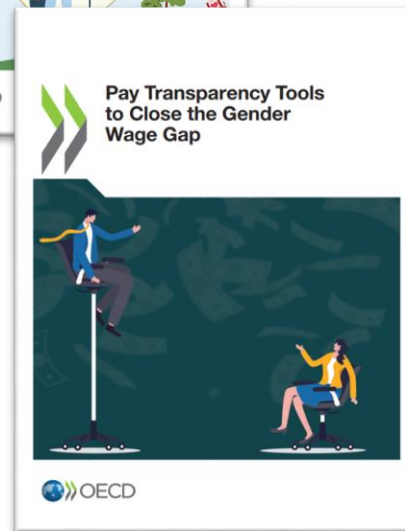
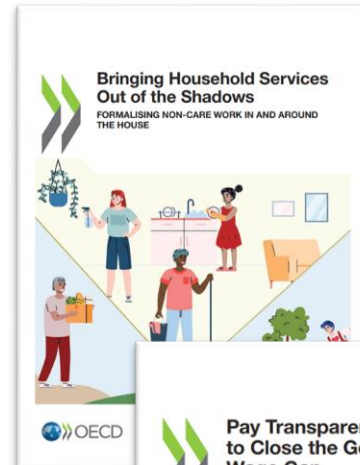
The gender wage gap has many causes and consequences

2019-20

2021

2022

2023 (forthcoming)



The OECD's Gender Equality at Work Series explores these: www.oecd.org/gender