



Meijburg & Co
Tax & Legal

Equal Pay Report Dashboard

Shine a light on pay equity with powerful data analytics

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What is EU Pay Transparency?

The EU Pay Transparency Directive, published in May 2023, aims to promote equal pay for equal work by increasing transparency and accountability among employers. EU countries must implement the directive into national law by June 2026.

Key requirements include:

Pay structures: Employers must use objective, gender-neutral systems to compare pay for similar or equal-value jobs.

Recruitment: Employers cannot ask applicants about their pay history and must provide information about the starting salary or pay range for the job.

During employment: Employees have the right to request information about their own pay and the average pay (by gender) for similar roles. Employers cannot prevent employees from sharing pay information.

Career progression: Employers must be transparent about the criteria for pay and career development (unless they have fewer than 50 employees).

Reporting: Companies with 100 or more employees must report on the gender pay gap. If there is an unexplained gap of 5% or more, employers must take action.

Enforcement: Strong enforcement measures include the right to compensation and fines. The employer must prove that no pay discrimination has occurred.

In short, the directive requires employers to be more open about pay, gives employees more rights to information, and introduces stricter rules and enforcement to tackle pay discrimination.

Why use KPMG's Equal Pay Report Dashboard?

With the new EU Pay Transparency legislation fast approaching, employers need solutions that help them:

- Conduct large-scale analyses in a relatively short timeframe.
- Process and analyze large datasets efficiently.
- Ensure compliance with the new EU requirements.
- Maintain flexibility in their approach.
- Gain clear and structured insights into their data.

KPMG's Equal Pay Report Dashboard helps you meeting these challenges by making complex analyses manageable and results easy to interpret. The dashboard is designed to:

- Calculate and display the pay gap per department and per position.
- Deliver the first tangible figures on pay differences.
- Identify possible drivers of the pay gap based on statistical data.
- Support transparency and facilitate reporting to meet the requirements of the EU Pay Transparency Directive.

With KPMG's Equal Pay Report Dashboard, your organization can take concrete steps towards equal pay, ensure compliance, and foster a culture of transparency and fairness in the workplace.



How does the Equal Pay Report Dashboard Work?



1. Client Data Request & Discovery Session

We begin with a meeting to define your objectives and assess available data. We collect essential employee information such as gender, date of birth, start date, job title, FTE, hourly wage, gross annual salary, and other compensation components. It is highly recommended to also include the education level for deeper insights.

2. Data Preparation & Standardization

Your raw data is transformed into our Equal Pay data model, featuring key elements such as gender, date of birth, and hourly wage. We calculate critical variables like age group and years of service, and organize everything into our data model. Our team ensures all relevant items are accurately captured for seamless analysis.

03. Seamless Integration into Power BI

The standardized data is imported into Power BI, unlocking powerful analytics capabilities.

4. Actionable Insights Delivered

Our advanced Equal Pay Report dashboard operates on KPMG's Digital Gateway Platform. KPMG Digital Gateway offers powerful data analytics, visualizations, and GenAI integration to help organizations adapt to regulatory changes, reimagine processes, and experiment with scenario planning. Navigate through the dashboard to access a range of insights: from basic employee information to salary distribution by education level, and detailed breakdowns of salary components and bonuses.

05. Clear Results & Recommendations

The dashboard provides a clear summary of results, highlighting key action points and areas that require your attention. Where relevant, it also identifies possible root causes of any pay gaps within your organization. These insights serve as the perfect starting point for further discussions with KPMG, enabling you to take targeted, data-driven actions towards achieving pay equity.

How do we measure the pay gap?

Average Pay Gap

The average pay gap is calculated by comparing the average gross monthly salary and compensation components of all male employees to those of all female employees within the same job group.

Median Pay Gap

The median gender pay gap compares the median gross monthly salary and compensation components of the middle-paid female and the middle-paid male. Employees are ranked from highest to lowest salary, and the median value is selected for each gender.

Quartile Analysis

Employees are divided into four equal groups based on salary, providing a clear view of gender representation and pay gaps across different job groups and salary levels. This enables a granular analysis of gender balance and pay equity within each quartile.

Actionable insights

While the pay gaps described above are required by law and show you “what” is happening, they do not explain “why” these gaps exist. Many HR information systems can report on pay gaps, but what sets our dashboard apart is the use of advanced statistical analysis to uncover underlying patterns and relationships. With features such as boxplots for salary distribution, identification of the top 10 pay gap combinations, and regression modeling, our tool enables you to determine whether specific variables actually influence pay differences.



Want to know more?

Don't hesitate to reach out to our experienced professionals for a demo. Together, we can work on further promoting pay transparency and equal pay within your organization. Our multidisciplinary team is ready to answer all your questions and support you in navigating the new EU directive and its obligations.

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