

EU Pay Transparency directive at a glance

– Are you ready?

For decades, gender pay gaps have persisted, leaving a profound mark on economic landscapes worldwide.



In response, the EU has taken a proactive stance with the **Pay Transparency Directive**, introduced in 2023 and **will be enforced for companies in 2027** depending on their size.

This directive aims to address the systemic issues contributing to unequal pay by mandating transparency measures. The purpose is to guarantee “equal pay for equal work”.

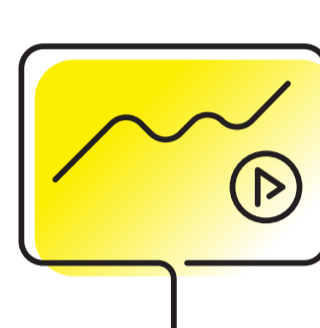
With the directive set to be enforced in 2027, it represents a significant step towards fostering fairer and more equitable workplaces within the European Union... What is the directive saying?

Equal pay for equal work means

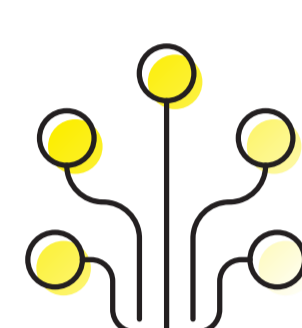
- Be Transparent
- Measure
- Publish
- Take actions



Transparency & Right to information



Public Pay Reporting



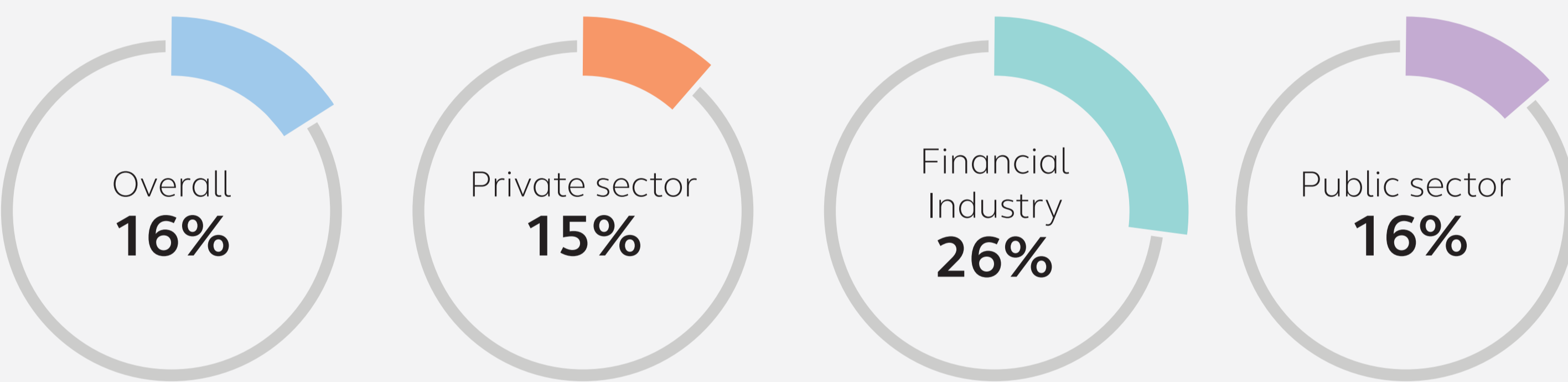
Pay and career progression transparency

Do you have a clear insight in gender differences in pay in your country and in your company?



Finland is the **No. 9** on the list of the un-adjusted gender pay gap across Europe.

Un-adjusted Gender Pay-Gap

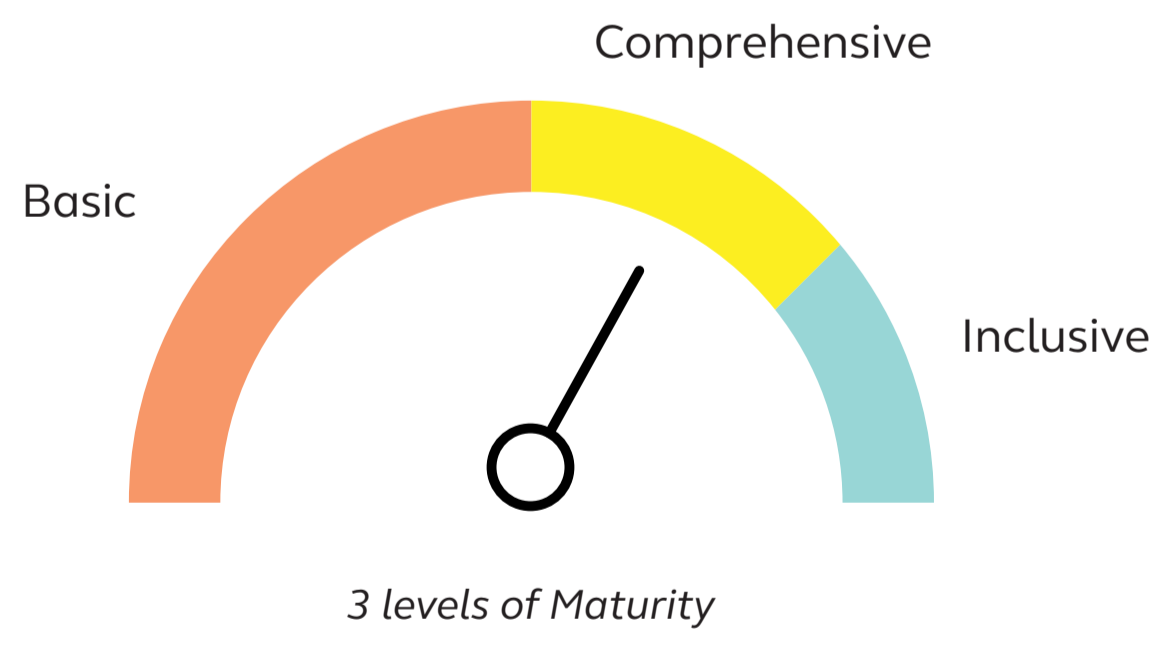


Where are you, and what can you do to get to the next level?



Gain insight in your current maturity level and identify intervention area's

1 What's your maturity level?



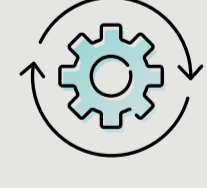
2 Which intervention areas can be identified

Pay Transparency Heatmap

	Low Risk	Modern Risk	High Risk
Job Architecture	Grade structure	Job families Compensation data	Job description
Data & Reporting	Security	Collection basis HR data Transparency	
Talent Topics		Equal access	Talent strategy

6 areas assessed: Job architecture, Data & Reporting, Talent Topics, IT System Landscape, Pay Structure, Leadership & Culture

3 How Alight can support you



Measure your Pay Transparency Maturity



Kick start with default reporting models for pay transparency reporting

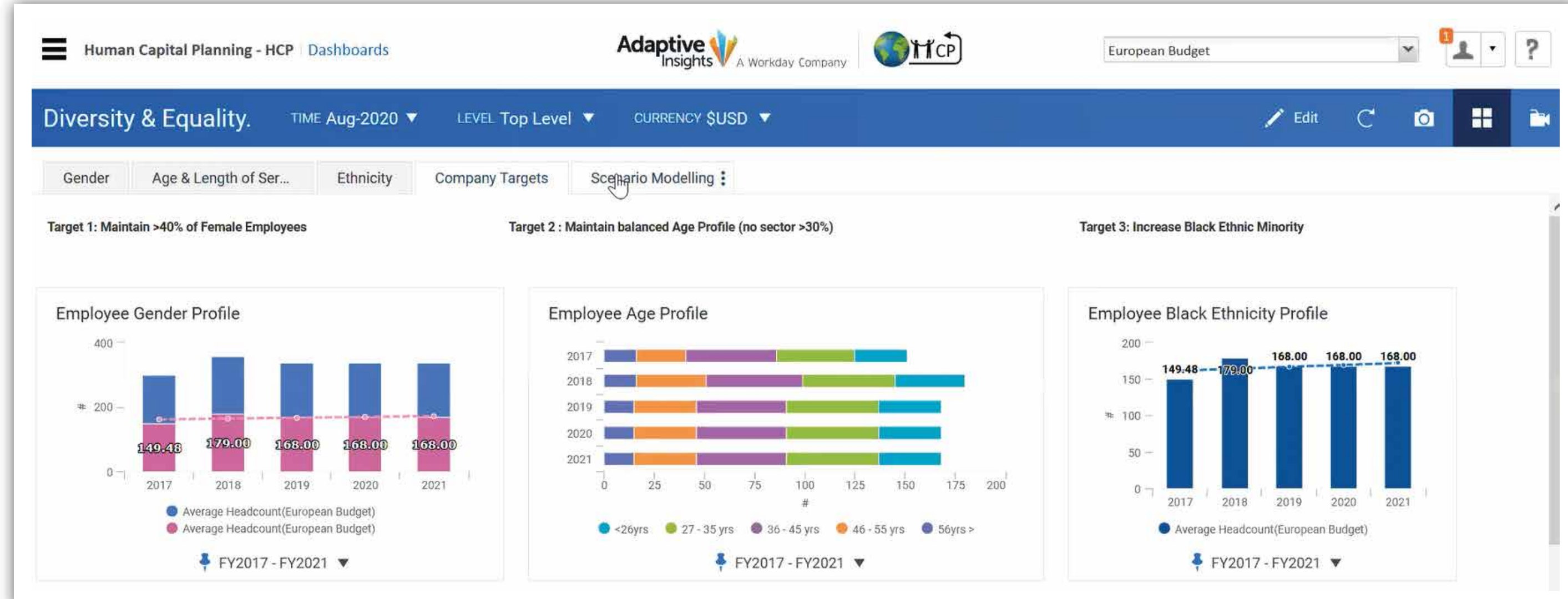


Define Intervention Area's and Roadmap



Process and Workday and Adaptive optimization

For Data Management, Assess, Project, Track & Adapt with Workday Adaptive.



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