

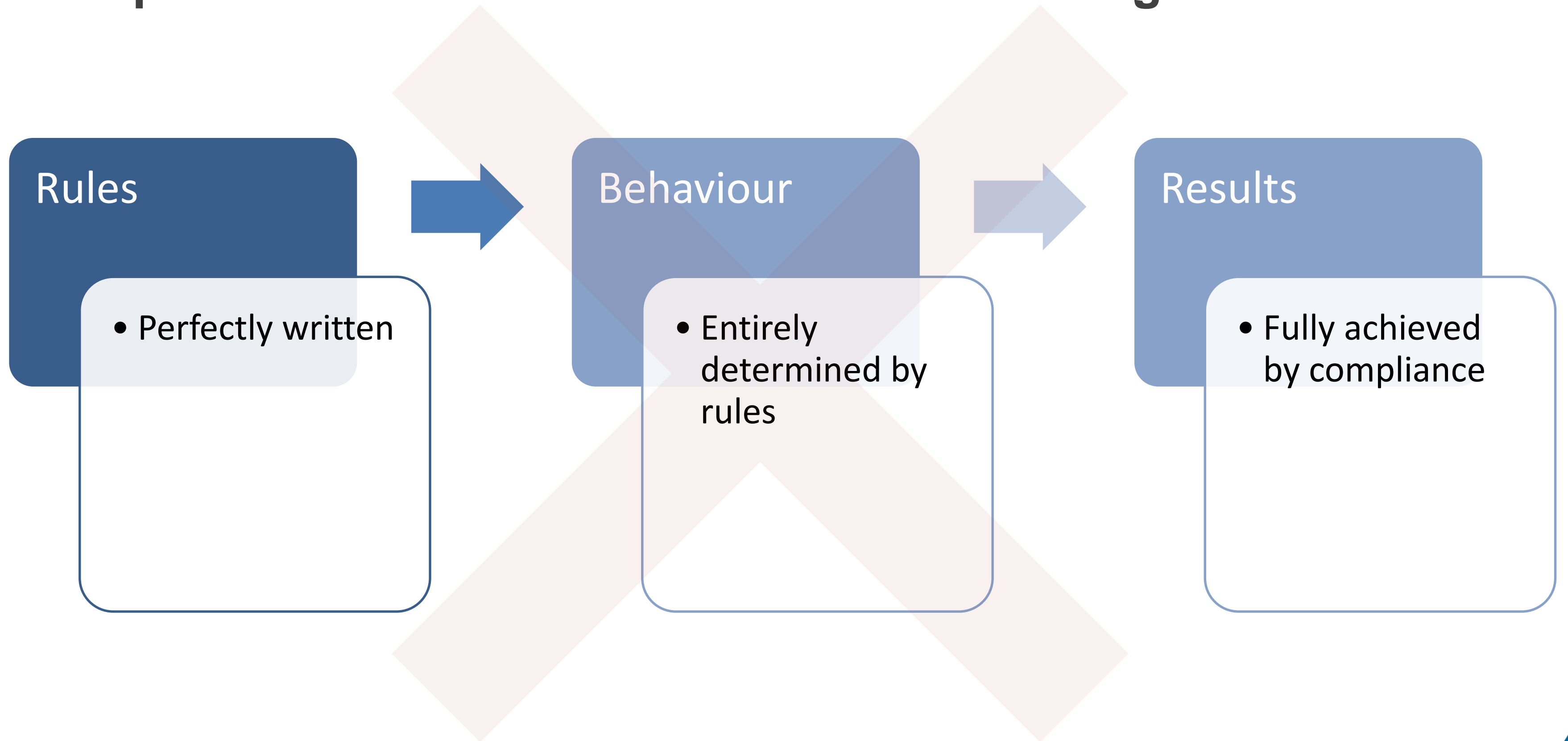


FOSTERING PAY TRANSPARENCY COMPLIANCE

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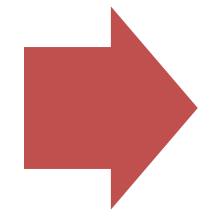
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A simplistic view of rules to results is misleading



A more realist view to pay transparency compliance

Pay transparency laws* may be mandatory, voluntary or not in place depending on the country



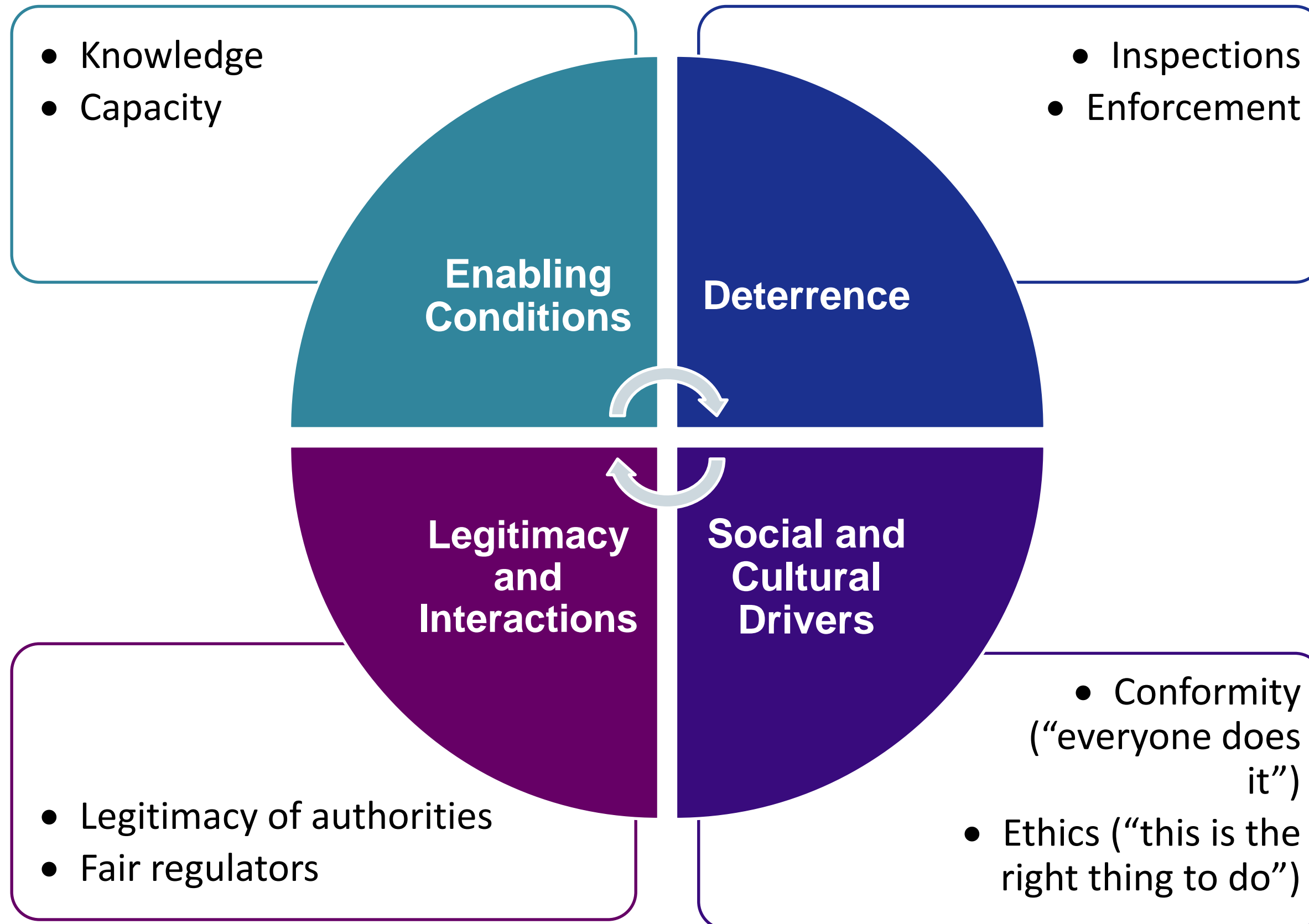
This means some employers may have limited incentives to adopt, promote and comply with transparency laws



Need to find mechanisms that encourage the application and compliance with pay transparency laws

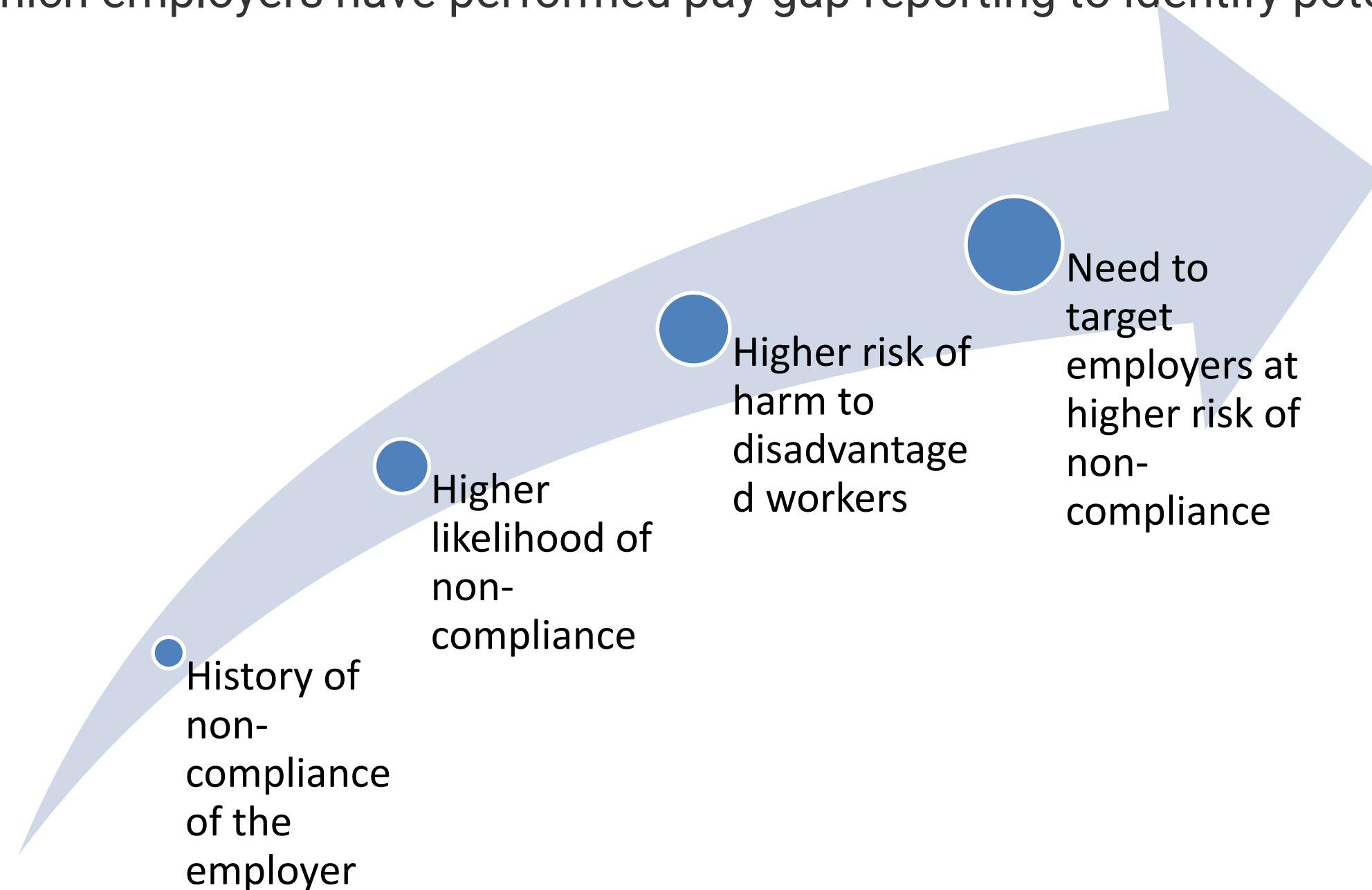


Drivers of behaviour

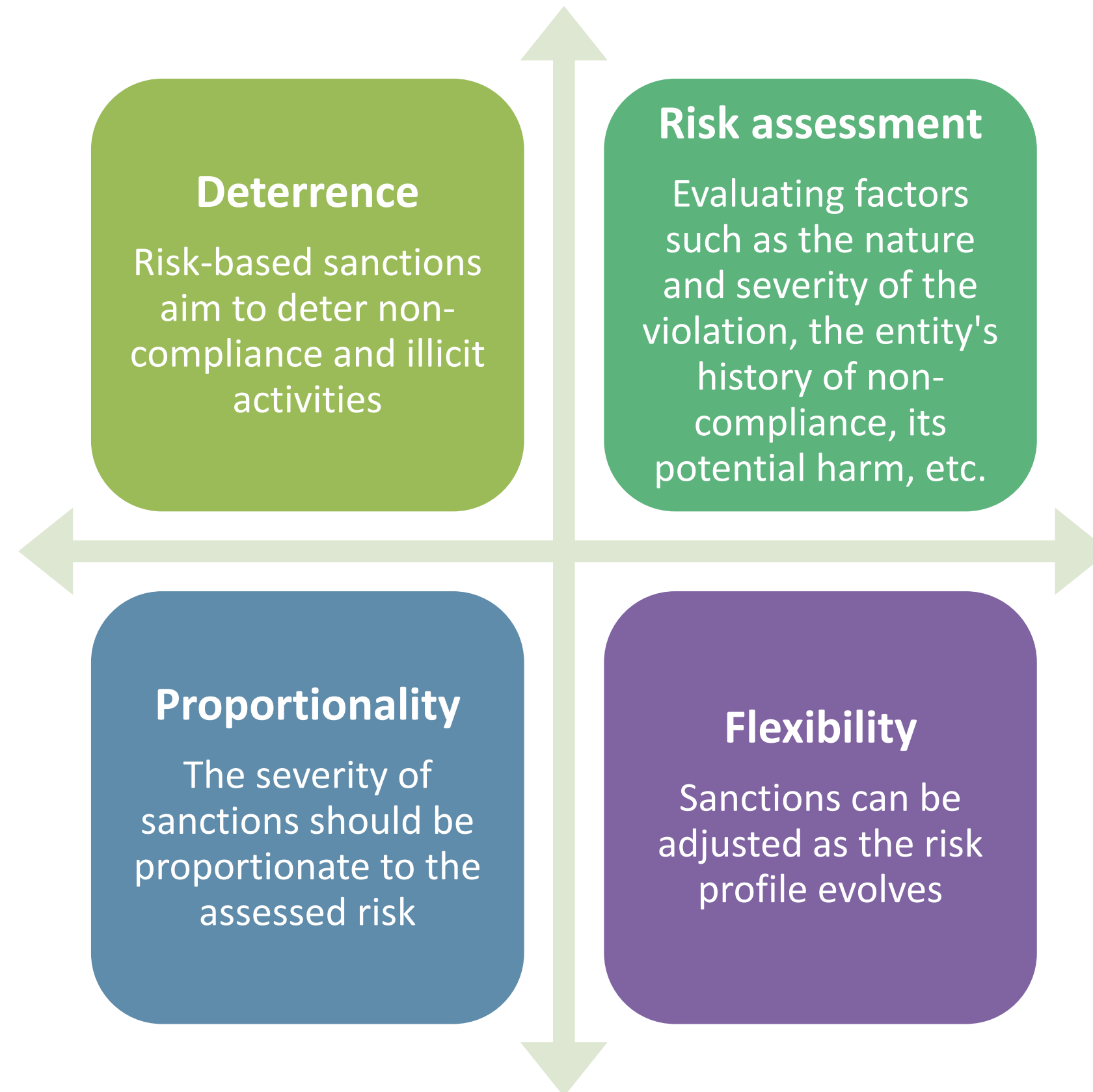


Alternative forms to deterrence: risk-based enforcement

- It is more efficient to target employers with a history of non-compliance or those in industries with a history of large gender pay gaps
 - Each employer: level of risk assessed
 - History data: which employers have performed pay gap reporting to identify potential non-compliance



Risk-based sanctions



Behaviour is complex and at most *partly* rational

Rules and sanctions *cannot* be enough

Ethical behaviour within employers

Incentives and compliance promotion



Ethical business regulation: strategies to promote compliance

Transparency

Make gender pay data transparent and accessible to employees and the public

Education and Training

Offer training programs and workshops to educate employees and management about gender pay requirements

Leadership Commitment

Ensure that senior leadership is committed to gender pay equity

Employee Feedback

Create channels for employees to report pay disparities or concerns anonymously and encourage open communication

Continuous Monitoring and Improvement

Regularly assess the effectiveness of compliance measures and adapt strategies as needed to address new challenges and changes in regulations



THANK YOU

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