



Enforcing Gender Pay Gap Reporting

Virtual workshop

2PM-3:30PM CET on Thursday 28 September 2023 on [Zoom](#)

To address the wage gap between women and men, [21 OECD countries now require firms to report their gender wage gap](#) to stakeholders like employees and the public. *But does pay reporting work if no one is checking compliance?*

This workshop for practitioners and researchers will explore the enforcement mechanisms employed by various OECD countries to ensure compliance with gender pay gap reporting rules for private sector employers. Speakers will discuss monitoring practices, equal pay auditing systems, financial penalties, "name and shame" procedures, and equal pay certificates. Through the sharing of best practices, participants will aim to enhance the effectiveness of enforcement strategies across different jurisdictions.

Agenda

Welcome remarks by Mark Pearson, Deputy Director, OECD Directorate for Employment, Labour and Social Affairs

Overview of pay gap reporting enforcement strategies across OECD countries by Valerie Frey, Senior Economist, OECD Directorate for Employment, Labour and Social Affairs

Presentations by experts:

- **Valentina Cardinali**, Head of Labour Market Structure at the National Institute for Public Policy Analysis (INAPP), **Italy**.
- **Agnès Glas**, Head of European and International Affairs for Labour Inspectorate at the Ministry of Labour, Employment and Integration, **France**.
- **Giuseppa Ottimofiore**, Policy Analyst in the Regulatory Policy Division in the OECD's Directorate for Public Governance.
- **Francesca Pelaia**, Director at the Ministry of Labour and Social Policies, **Italy**.
- **Milla Sandt**, Senior Specialist in Gender Equality at the Ministry of Social Affairs and Health, **Finland**.

Presentations will be followed by discussion questions from the audience.

For background reading, please see "[A closer look at compliance: Incentives and penalties in enforcing gender pay gap reporting](#)" in *Reporting Gender Pay Gaps in OECD Countries: Guidance for Pay Transparency Implementation, Monitoring and Reform*.

Related materials available at <http://oe.cd/pay-transparency-2023>