



Digital Tools for Gender Pay Gap Reporting

Virtual workshop

2PM-3:30PM CET on Tuesday 19 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. The success of these regulations depends, in part, on the answer a key question: *How easily can firms comply with pay gap reporting requirements?*

This workshop for practitioners and researchers will explore the digital tools used by OECD countries in their pay transparency systems, including gender pay gap calculators, online pay gap reporting portals, and governments' use of pre-existing data to calculate pay gaps for firms. Through the sharing of good practices, participants will enhance our understanding of how digital tools can help facilitate pay gap reporting and, ultimately, improve gender equality by promoting equal pay.

Agenda

Welcome remarks by Monika Queisser, Senior Counsellor, OECD Directorate for Employment, Labour and Social Affairs

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

Presentations by national experts:

- **Vita Baliukeviciene**, Head of the Labour Law Group of the Ministry of the Republic of **Lithuania**, to discuss how Lithuanian social security data are used by the government to calculate firms' wage gaps.
- **Freya Jansens**, Women's Economic Policy, Department of the Prime Minister and Cabinet of **Australia**, to discuss recent pay gap reporting changes and the new data being collected and analysed in Australia.
- **Jessica Mace** and **Tor Steenson**, Government Equalities Office of the **United Kingdom**, to discuss the online gender wage gap calculator and reporting portal in the U.K.

Presentations will be followed by discussion questions from the audience.

For background reading, please see "[Practical tools to facilitate gender pay gap reporting](#)" in *Reporting Gender Pay Gaps in OECD Countries: Guidance for Pay Transparency Implementation, Monitoring and Reform*.

Related materials available at oe.cd/pay-transparency-2023.