



equal pacE

a web tool-based equal gender pay analysis
for a competitive Europe



This project is co-funded by the PROGRESS
Programme of the European Union



Federal Ministry for
Family Affairs, Senior Citizens,
Women and Youth

The consortium is financially supported by its
associate partner the German Federal Ministry for
Family Affairs, Senior Citizens, Women and Youth



Source: Fach- und Führungskräfte pressmaster Fotolia

about equal pacE

equal pacE – “a web tool-based equal gender pay analysis for a competitive Europe” – is a project aiming to provide and promote a special software for companies (equal pacE web tool) to **voluntarily analyse** their pay structures for revealing potential gender pay inequalities and their causes. The equal pacE web tool can be accessed via the project website www.equal-pacE.eu and is **free of charge**. It was implemented in five European countries, namely in Finland, Flemish-Belgium/Netherlands, France, Poland and the United Kingdom. A workshop for social partners and multipliers took place in each country to promote the application of the equal pacE web tool.

equal pacE is based on the project Logib-D (“pay equality in companies – Germany”). It was introduced in Germany by the German Federal Ministry for Family Affairs, Senior Citizens, Women and Youth.

why applying equal pacE?



The reduction of the gender pay gap is one of the priority policy areas of the European Commission to promote gender equality in the European Union. Gender pay equality can not only be beneficial for a society as a whole but also for companies. In times of increasing international competition, it could be an outstanding value to shape corporate culture. By using equal pacE you can (potentially)

- **boost your employer attractiveness:**

Applying the equal pacE web tool can make it easier to attract and retain top talents, in particular high-qualified women. It can also give support in the development of programmes for increasing the number of women in leadership positions.

- **receive new insights into your pay structures and the composition of staff:**

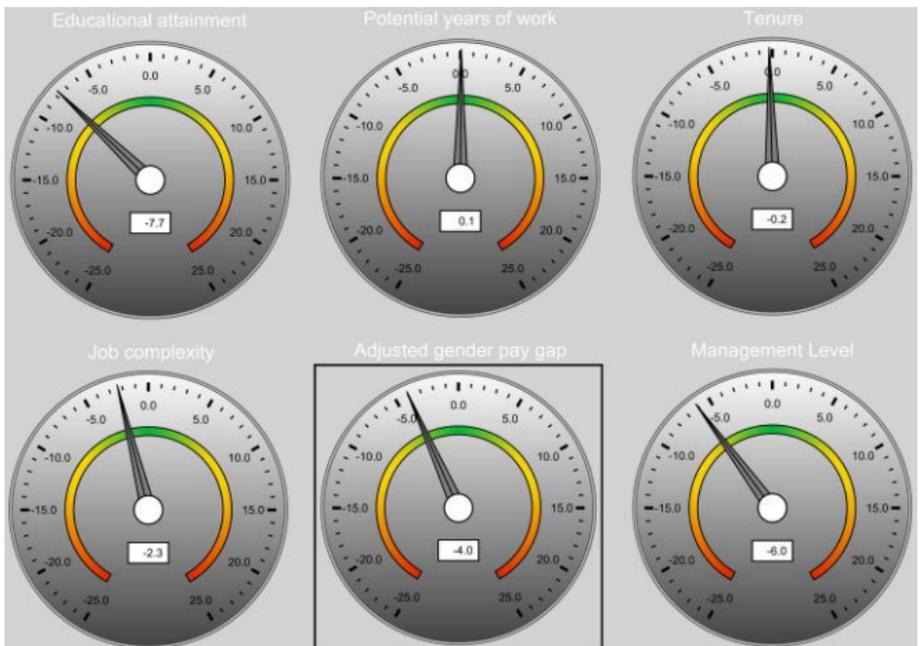
The equal pacE web tool improves the internal transparency of the composition of staff and the wage distribution with respect to gender. Analyses can be run separately for single years and different departments or units of the company.

- **support gender diversity approaches:**

For companies that already apply gender diversity programmes or are about to implement such concepts, the equal pacE web tool helps to identify starting points for HR on how to overcome an underrepresentation of female or male employees in departments, positions or jobs.

features of the equal pacE web tool

- **Outcome report (PDF file)** with numerous figures and detailed explanations
- Based on **high quality standards** of academic research
- Online use **free of charge**
- **Easy to use** (drag and drop)
- Disaggregation of the gender pay gap to estimate the **impact of each single driver (see below)**
- Outcome reports based on test data available online; test data set and worksheet available
- Optional: **career breaks** can be considered



Source: Outcome report No.1 (fictional data), www.equal-pacE.eu

Data protection is of top priority. Your data will exclusively be used for generating an outcome report.

train-the-trainer workshops for social partners and multipliers

The workshops for social partners and multipliers took place in five European countries (namely in Finland, Flemish-Belgium/Netherlands, France, Poland and the United Kingdom).

The workshops aimed at providing participants with strategies and tools to support their member institutions in attracting and retaining top talent irrespective of gender and thus contribute to a reduction of the gender pay gap. Hence, the objectives of the workshops were:

- **To introduce** how equal pay contributes to a reduction of the gender pay gap.
- **To understand** the status quo of the gender pay gap and its main drivers.
- **To learn** how companies can detect a potential gender pay gap and what they can do to reduce it.
- **To understand** how participants can systematically promote activities regarding the reduction of the gender pay gap and position themselves successfully.
- **To discuss** how other countries are tackling this issue and broaden your network by discussing innovative strategies with peers.

newsletter

If you are you interested in getting periodical news about the project equal pacE and gender pay equality then please register here:

www.equal-pacE.eu/newsletter-subscription

contact

Please don't hesitate to contact us if you have any questions, comments or messages:

Cologne Institute for Economic Research

Phone: +49 (0) 30 27877-133

Fax: +49 (0) 30 27877-150

E-Mail: info@equal-pacE.eu

more information

www.equal-pacE.eu

imprint

This Flyer is part of the project equal pacE; it is provided free of charge and is not destined for sale.

Cologne, June 2016

editor

Cologne Institute for Economic Research

PO Box 10 19 42

50459 Cologne / Germany

<http://www.iwkoeln.de/en>

This publication has been produced with the financial support of the PROGRESS Programme of the European Union. The contents of this publication are the sole responsibility of the Cologne Institute for Economic Research, PMSG PERSONALMARKT and Roland Berger Strategy Consultants and can in no way be taken to reflect the views of the European Commission.