

Gender pay gap scorecard

	Australia	France	South Africa	Spain	Sweden	United Kingdom
Accountable up?	Yes	Yes	Yes	Yes	No	Yes
Accountable down?	No	Yes	Partially Some provisions for trade union or employer input	Yes	No No in practice, due to lack of clarity around trade union role	No
Transparency level	Medium	Medium	Low	Medium But central index is being created	Low	High
Mandated action plans?	No But measures in place should be indicated	Yes If an employer's score on the Equality Index fails to meet the threshold, in addition to equality plans negotiated with trade unions	No But employer must take measures where disproportionate wage differentials or pay discrimination is found	Yes	No But any pay discrepancies must be remedied	No (except for the Welsh public sector)
Do actions plans require follow-up?	No	Yes	Yes	Yes	Yes	No
Enforcement and penalties	Medium Non-compliant employers can be excluded from government support and public procurement, but this has not always been enforced	Good Employers can be penalised up to 1% of payroll, and agreements are monitored by government inspectors	Poor Poor monitoring with few inspectors, although the Labour Court can issue fines for non-compliance	Good/yet to be seen Penalties can reach over €180,000 and non-compliant employers can be excluded from public procurement	Poor Poor monitoring, although fines are available	Medium Fines are available but rarely used, companies can be named if they do not report
Employer size	100+	50+	50+	50+ (From 2022)	All (10+ must report)	250+
Employer sector	Private	Private	Public and private	Public and private	Public and private	Public and private
Intersectional elements?	No	No	Yes	No	No	No
Ambitious?	No	No	No	Medium	Yes	No
Sufficient government guidance and support?	Yes	Yes	No	Yet to be seen	No	Partially
Overall score	4/11	8/11	5.5/11	8.5/11	5/11	4/11

The gender pay gap scorecard explained

This country scorecard provides an overview of the gender pay gap reporting system in the case study countries. While this focuses on gender pay gap reporting, we would like to emphasise again that gender pay gap reporting should work as part of a wider package of policies to help redress gender inequality at work, from parental leave to minimum wages and pay transparency, through to addressing the undervaluation of the work done in female-dominated sectors, such as nursing and childcare.

Accountable up? Are reports submitted to a government agency or body who monitors them?

Score: *No = 0, Yes = 1*

Accountable down? Are reports and assessments created in collaboration and/or submitted to employees and employee representatives?

Score: *No = 0, Yes = 1*

Transparency level: This is based on the level of access to information that the public can access. Where insufficient information is available (eg the headline result but not the contributing data, or the contributing data but not the headline result), the country is given a medium score, where no information is made public countries are given a low score.

Score: *Low = 0, Medium = 0.5, High = 1*

Mandated action plans? Are employers made to create action plans to address their gender pay gaps?

Score: *No = 0, No (with exceptions) = 0.5, Yes = 1*

Do action plans require follow up? This shows whether action plans and stipulations around addressing pay gaps have built in time restrictions and/or monitoring to ensure they are followed up on.

Score: *No = 0, Yes = 1*

Enforcement and penalties: Are there robust measures of enforcement for gender pay gap reporting, and can penalties be used when employers fail to act?

Score: *Poor = 0, Medium = 0.5, Good = 1*

Employer size: This refers to the minimum employee threshold legally requiring companies to report their gender pay gap data.

Score: *250+ = 0, 100+ = 0.5, 50+ = 1, All = 2*

Employer sector: This considers whether the legislation applies to public or private employers, or both.

Score: *Private = 0.5, Private and public = 1*

Intersectional elements: Does gender pay gap reporting focus solely on gender or are intersectional considerations, such as race, class, and education level built in?

Score: *No = 0, Yes = 1*

Ambitious? This question relates to whether the gender pay gap reporting system motivates employers to eradicate all workplace inequalities or not. Systems which do not include action plans, or which include low “pass” marks, are seen to not be ambitious as they normalise and accept gender inequality in the workplace. Systems which require action, but do not set a target are seen to be a “medium” level of ambitiousness, while those which accept no levels of workplace inequality are seen to be ambitious.

No = 0, Medium = 0.5, Yes = 1

Sufficient government guidance and support? This question relates to whether stakeholders perceived there to be a lack or sufficiency of support or clarity for employers in being able to effectively carry out the government requirements for gender pay gap reporting.

No = 0, Partially / yet to be seen = 0.5, Good = 1