

WHITEPAPER

CALL FOR TRANSPARENCY IN ORGANISATIONAL GENDER PAY GAP REPORTING

PROPOSED BY LEAD5050

APRIL 2023



Call for Transparency in Organisational Gender Pay Gap Reporting Whitepaper

From Lead5050

Background

Lead5050 is a movement-for-change technology driven organisation working towards a gender equal leadership model

The Lead5050 Equity Index is software that aggregates the publicly available Organisational Gender Pay Gap Data into an accessible online and interactive data visualisation.

It is free to use for the public.

It is provided at no cost to the government.

www.genderpaygapindex.lead5050.com

Request for Change

Our request is that you make a call for a review of the reporting process to include and revise the collection points and methods to enhance the transparency of the data collected

By supporting this call for a review you can;

- Create greater transparency in the process
- Make the data more accessible to open-source data analysis.
- Support DE&I and Pay Gap practitioners in their efforts.
- Encourage self-regulation from organisations.
- Encourage organisations to opt-in to reporting process.
- Deliver meaningful workplace change for both women and men.

Changes Requested

1. Require organisations to submit the name(s) or brand that the organisation is best known in the public domain.
2. Require organisations to list parent and subsidiary organisations so they can be linked.
3. Require organisations to submit accurate data on the number of employees.
4. Require organisations to include dividends of employees, directors and partners as pay.
5. Require organisations to select sector(s) from a pre-designated list.
6. Change the ONS pay gap calculation so that gaps in favour of women are not artificially larger than those in favour of men.
7. Require organisations to provide direct contact details so inaccuracies and information can be checked.

Create meaningful change

By calling for a review of these simple and easy to implement changes the government will be:

- ✓ Changing the narrative around gender pay gaps and inspiring conversations.
- ✓ Debunking myths about gaps.
- ✓ De-mystifying the concept of pay gaps.
- ✓ Allowing employees to access information.
- ✓ Enabling prospective employees to select employers who focus on gender pay gaps.
- ✓ Making gender pay gap data more transparent for all stakeholders to access.