



📺 Webinar | Exclusive Interview

The EU Pay Transparency Directive: Is Your Organization Ready?



Speaker

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Host

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Overview of EUPTD



Project Timeline Internal Pay Transparency – Example



Centered around 2 themes: Pay Equity & Pay Transparency

Pay Equity

Close pay gaps and keep them closed, analyse and take remediation actions to build a fair and equitable workplace

Market-leading Pay Equity processes



Pay Equity Analysis



Pay Gap Reporting



Remediation Actions



Regulatory Reporting



Compensation Assistant

Pay Transparency

Streamline emerging compliance and simplify communication of pay practices

Compliance



Right to Information



Standard Reporting



Job offers Transparency

Communication



Statement Builder

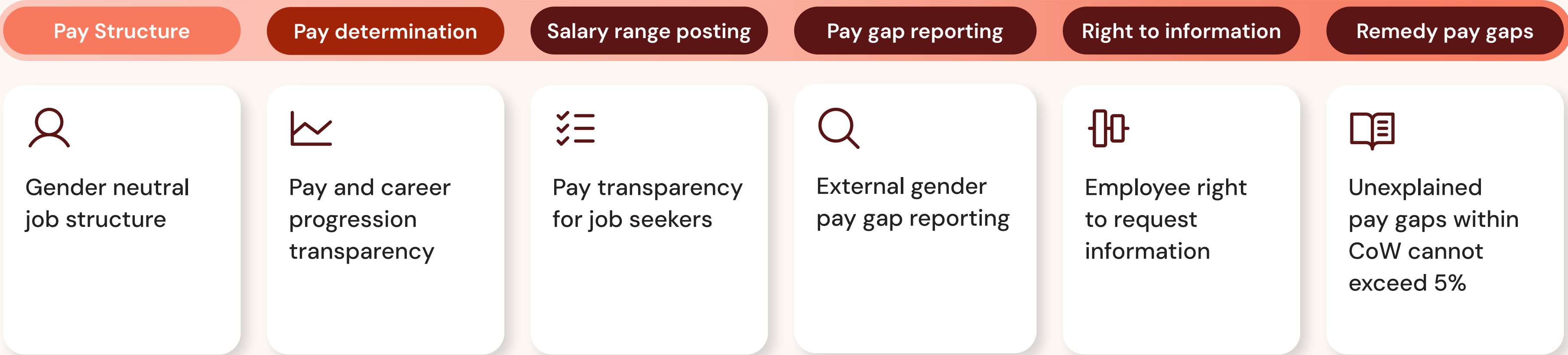


Communication Rounds



Digital Compensation Statement

Are your managers ready to explain pay (differences)?



New era that goes beyond compliance

Leadership

Tone from the top

Set pay equity goals

Lead by example with transparent communication

Invest in pay equity tools and training

Comp and Pay Equity Teams

Analysts

Data driven insights

Pay gap reporting

Framework for e.g. pay bands and progression

Support transparency with actionable insights

HRBP's

Coaches

Prepare managers with scripts and tools

Training on pay communication

Stress-test comp rationales ahead of the review cycle

Managers

Conversations

Answer employee questions about salary ranges, pay progression, and equity

Handle sensitive conversations constructively

Clearly explain pay decisions

Employees

Informed Questions

Expect greater visibility


Empowered to ask the tough questions

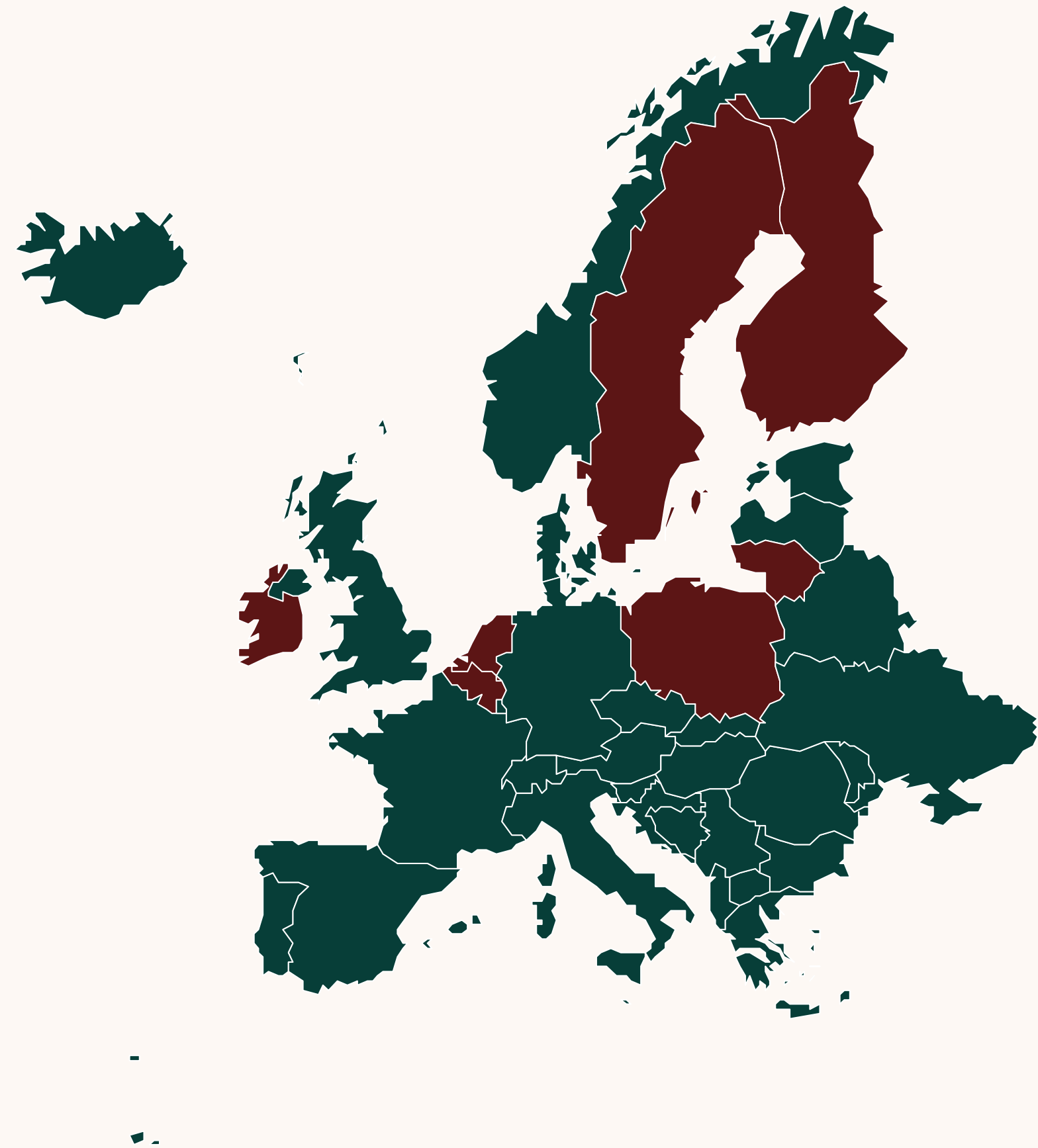
Know where they stand, the pay gap within their CoW and see pay ranges published for their position

Key Challenges



Transposing the Directive into National Law

-  Front Runner including parental leave
-  * Emphasizing Intersectionality
-  Accelerated Timelines – Implementation in 2025
-  Focus on Recruitment Transparency
-  Minimalist Compliance
-  Requests through Worker Delegates
-  Lower Reporting thresholds



Scan the QR Code to download your copy!

A Guide to the EU
Pay Transparency
Directive 2025



EU Pay Transparency
Directive Transposition
Activity by Nation



“How should we define the category of workers, particularly with small headcounts?”

Defining Categories of Workers (CoW)

- Fine balance between precision and headcount
- Too few: not statistically useful; too many: may lose value alignment
- How to group Non-Binary employees?

Small Group Challenge – Example: 1 GM in Poland

- Directive: Right to pay info is **independent of group size**
- Differs from e.g. German law (min. 6 comparators)
- **Even a single employee has the right to information**

Solutions & Tips

- Use **hypothetical comparators** if no real ones exist
- Comparators can be **outside the legal entity** (Article 19)

“How can we ensure complete and reliable data collection from our HR and local payroll systems?”

💬 *“The communication part is not my problem. The real challenge is aggregating the data — in Germany alone, we have 100 different wage type categories.”*

Key Considerations:

📊 **Understand the Data Landscape – Data Surveys**

💻 **Tech Investment – Data Lake/Middle Ware**

⚠️ **Integration Gaps – in small local payroll systems**

Good News – No full harmonization needed!

Different pay factors and philosophies are allowed across entities.

“How can we tailor communication for diverse teams and varying manager needs?”



Example 1: Global Parcel Distributor

Large population of blue-collar workers (couriers)



Example 2: Swiss Utility Company

Power plant workers vs. office staff

Key Recommendations:



Different groups need **different processes**



Create **tailored communication templates** – especially pay attention to employees **far from average pay** in their CoW



Pay gap reporting & employee transparency need **separate workflows & stakeholders** involved

A collection of systems & tools

Pay Structure

Pay Transparency

Pay Equity Analysis



Employers not focused on Pay Transparency are being left behind

Don't stop at compliance

- When these actions are in place we have pay transparency
- The rules are set, communicated and followed
- Makes it easy to stand behind your pay decisions





Thank you.



**We appreciate your
time and participation.**

If you have any questions, feel free to reach out
to us at demandgen@beqom.com