

assessing  
**equality**

Using Mercer's Gender  
Equal Pay Analysis



**Mercer's Gender Equal Pay Analysis provides an overview of your organization's gender equal pay and gender representation. This will help you assess the difference in pay levels of individuals doing equal work or work of equal value in your business.**

The tool is designed to address the recently introduced EU equal pay legislation, providing companies with valuable insights if they opt for this feature. Additionally, it offers a standard option suitable for clients operating in countries outside the EU, irrespective of specific legislative requirements.

## **Who could benefit from our Gender Equal Pay Analysis?**

- Companies looking for support with European Union Specific legal requirements related to gender equal pay
- Small-to-midsize companies (up to 5,000 employees) seeking external support to perform a high-level gender equal pay analysis

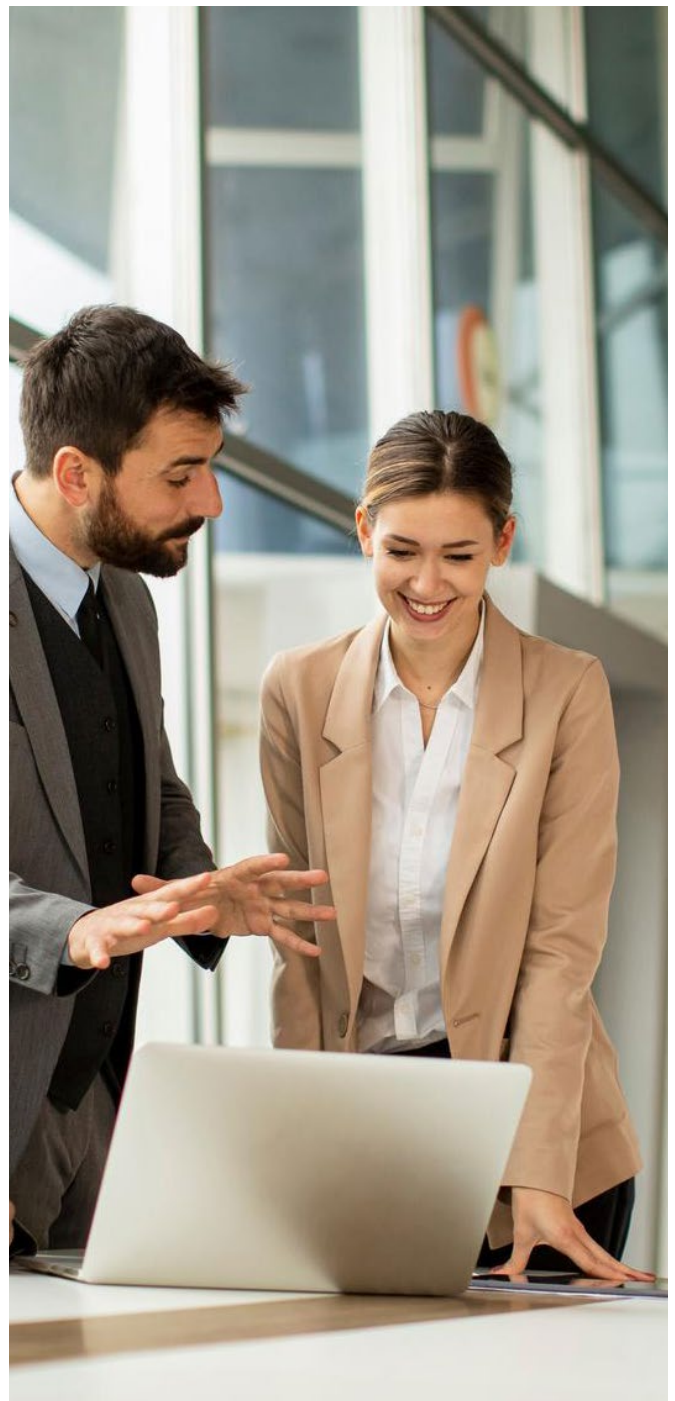
## **Using Mercer's Gender Equal Pay Analysis you'll be able to answer these key questions:**

- What is the overall gender pay and equal pay gap in my company?
- What are the differences in pay between men and women at similar positions in my company?
- What is the impact of variable pay?
- In which roles can we find potentially unexplainable pay differences?
- What is the current gender distribution by grade in my company?

## **What does the analysis offer?**

A **dashboard** provides you with a summary by grade and entity, covering:

- Gender and salary distribution
- A list of equal jobs where corrective measures are advised
- Predefined or client's customs data slicing



**Pay gap**

**Weighted average equal pay gap for all positions**

	Male	Female	Gap
Headcount	309	195	
Mean	181,517	181,619	-0.1%
Median	163,224	164,264	-0.6%

**0.07%**

No. of categories of workers	22
Corrective Measures Advised	1

**Distribution by Grade/IPE**

	Grade							
	A		B		C		D	
Male	12	71%	16	50%	65	64%	146	62%
Female	5	29%	16	50%	37	36%	88	38%
Employees	17	3%	32	6%	102	20%	234	46%
No. of categories of workers	3		2		2		5	
Corrective Measures Advised	0	--	0	--	0	--	0	--

Categories of Workers	Grade				
	A	B	C	D	E
Specialist - Junior	7.1%	--	--	--	--
Shift Leader	--	-4.1%	--	--	--
Specialist	--	4.7%	0.3%	4.7%	--
Specialist - Senior	--	--	-2.3%	3.4%	--
Manager - A	--	--	--	-3.9%	-6.2%
Manager - B	--	--	--	--	9.0%
Team Leader	--	--	--	-1.8%	--
Director	--	--	--	--	9.0%
Executive	--	--	--	--	-4.2%

**Audit tables** provide detailed insights of gender equal pay at any job level in your organization.

Looking into any of the 5 compensation levels (base salary, allowances, variable pay, LTIs and benefits) you will:

- See pay gaps in the equal jobs/category of workers explained and unexplained by the objective factors of your choice (up to three options are covered; for example, education, tenure and employee performance)
- Simulate how pay gaps adjust if you make changes to the remuneration for specific employees.



**The tool is available in English, Portuguese and Spanish languages.**

This table shows the salary discrepancy between men and women with equal jobs. The table displays differences in minimum, average and maximum pay as well as the proportion of women compared to men.

**Annual base salary (EUR)**

Grade	Position Title	Total	% proportion of Women	Gender	Number of employees	Minimum	Average	Maximum	% difference in pay between men and women	Comments	Tenure in role	Performance	Analysis
D	Specialist	27	30%	Women	8	144,112	160,703	189,639	4.70%	Women have lower average and maximum salary than men. If the salary discrepancy cannot be objectively explained corrective measures should be taken.	4.8	3.5	Women earn 4.7% less than men when considering the average salary. Men have on average been in the position for a shorter period of time than women. The men's average performance is lower compared to women. The difference in salary between men and women cannot be explained by any objective factors investigated in this report. However, the gap is within the standards accepted by the guidelines.
				Men	19	132,350	168,621	223,264			4.8	3.0	
D	Specialist - Senior	88	43%	Women	38	140,990	165,840	240,156	3.37%	Women have lower average and maximum salary than men. If the salary discrepancy cannot be objectively explained corrective measures should be taken.	3.8	3.3	Women earn 3.37% less than men when considering the average salary. There is no difference between men's and women's tenure in the role. The men's average performance is lower compared to women. The difference in salary between men and women cannot be explained by any objective factors investigated in this report. However, the gap is within the standards accepted by the guidelines.
				Men	50	140,928	171,631	263,997			3.8	3.2	
E	Manager - B	48	42%	Women	20	195,245	253,090	371,348	9.01%	Women have lower average and maximum salary than men. If the salary discrepancy cannot be objectively explained corrective measures should be taken.	3.7	--	Women earn 9.01% less than men when considering the average salary. Men have on average been in the position for a shorter period of time than women. The difference in salary between men and women cannot be explained by any objective factors investigated in this report. If no other objective cause can be found, corrective measures should be taken.
				Men	28	192,572	278,161	644,014			3.6	--	

## Contact us

For further information on pricing, content or timing, or to request a demo, please contact your local consultant or write to us at [client.support.international@mercer.com](mailto:client.support.international@mercer.com)