

# Lurse Pay Equity Analysis

## Calculation of Pay Disparities, such as Gender & Nationality Pay Gaps

### EU directive for Europe-wide pay transparency

The new EU directive with the overarching goal of “**equal pay for equal work or work of equal value**” came into force in June 2023 and must be transposed into national law within three years. It includes binding measures on pay transparency and improved access to justice for those affected by pay discrimination. In addition, it consolidates the right to back pay, reverses the burden of proof onto employers and introduces possible **sanctions in the event of discrimination**. The first data reports under the **reporting obligation** will be **due in 2027** for the 2026 reporting year (for companies with >250 employees).



### What is needed for the calculation?

**Personal data** collected in your company can add value to the calculation of the adjusted pay gap. This data may include, for example, job grading/job level, target achievement, FTE, tenure, age, nationality, or job family. The more objective and gender-neutral factors that can be included, the more meaningful the result will be. We will check the relevance of the data as part of the analysis.



### Challenges faced by companies

Companies that aim to be perceived as **fair and attractive employers** - an absolute must in the "War for Talents" for all businesses - should not wait for new laws before taking action. Proactively **checking whether pay equity exists within one's own company, and establishing it if necessary**, is a matter of corporate policy hygiene. Few factors influence employees' willingness to change jobs more than the perception of discrimination.



### Outcome report

The **standard report presents on approximately 50 pages valuable insights into pay disparities, such as the Gender and Nationality Pay Gap** within the company. The analysis eliminates that portion of the pay difference that is attributable to structural differences between the comparison groups. As part of the standard report, up to 15 variables can be included in the variable pool. All available variables are initially checked for their relevance and consequently considered in the analysis.



### Our offer

Lurse **systematically uncovers pay disparities** within companies, **develops** corresponding topic-specific **recommendations for action to eliminate the Pay Gap**, and can also assist with internal company communication. The analyses and reports are tailored to the needs of the company and address the associated individual issues.



### Certification

With **Lurse's own pay-equity certification**, you can have analysis results certified that fall below the **EU tolerance threshold of 5%**. The certificate is valid for two years from the date of issue. The associated seal can be utilized for **employer branding** purposes in both internal and external communications.

