



Pay transparency

Get prepared with our customized journey!



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Employers in EU member states must prepare for the **EU’s Pay Transparency Directive** entered into force on the 6th of June 2023, which mandates **new pay transparency obligations and requires detailed gender pay gap reporting.**

Our **flexible modular service** has been designed for **on-demand use**, allowing you to **tailor it your specific needs**. Whether you need a comprehensive package or just a few selected modules, **our adaptable approach ensures you get exactly what you need. Choose what fits your needs!**



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| Pay Transparency Masterclass | Detailed readiness analysis | Gender pay gap reporting tool | Implementation |
|---|--|--|--|
| Learn everything about the directive, receive ready-to-use kick-off communication material package and get a high-level readiness analysis. | Find out if your processes, your job architecture, the way of working and the available information for the employees comply with the directive and get a list of action points. | Get a gender pay gap reporting tool built according to the directive and for future use and see the result of the gender pay gap analysis. | Have comprehensive expert help to implement the necessary action points to ensure the organization readiness to meet the requirements. |



| | Modules | What is included? | How long does it take? | | | | | | | | |
|--|--|--|---|------------------|--|-----------|--|-----------|----------|-----------|----------|
| Phase I | Pay Transparency Masterclass | <ul style="list-style-type: none"> • Training about the directive’s obligations • Kick-off communication material package • High-level readiness feedback | 2-3 hours workshop | | | | | | | | |
| Phase II | Readiness Analysis | <ul style="list-style-type: none"> • Detailed Readiness Report • List of identified intervention Points • Current State Diversity & Awareness assessment | ~ 2-3 weeks | | | | | | | | |
| Phase III | Gender pay gap analysis | <ul style="list-style-type: none"> • Compact dashboard built in accordance with the reporting requirements of the directive | ~ 4-6 weeks | | | | | | | | |
| Phase IV | Organisational development | <ul style="list-style-type: none"> • Redesigning existing processes or creating them from scratch if needed • Redesigning existing job architecture or creating the position hierarchy from scratch if needed • Taking the needed corrective actions • Change management communication materials • Trainings and training materials | The required time depends on your needs and the complexity of the organization. It could take from weeks to months. | | | | | | | | |
| | <table border="1"> <tr> <th colspan="2">Job architecture</th> <th colspan="2">Processes</th> </tr> <tr> <td>Re-design</td> <td>Creation</td> <td>Re-design</td> <td>Creation</td> </tr> </table> | | | Job architecture | | Processes | | Re-design | Creation | Re-design | Creation |
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| Education | | Communication | | | | | | | | | |
| Phase V | Diversity & Awareness check | <ul style="list-style-type: none"> • Follow up survey of Current State Awareness assessment | ~ 1-2 weeks | | | | | | | | |
| | Follow up gender pay gap analysis | <ul style="list-style-type: none"> • Follow up gender pay gap analysis results | ~ 2 weeks | | | | | | | | |