

Webinar: Likelønnsdirektivet i praksis

Sysarb og 4human



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LIKELØNNSDIREKTIVET I PRAKSIS



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Pioneering Pay Transparency since 2005

Danske Bank



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voi.



GREENPEACE

Agenda

01 What is pay transparency?

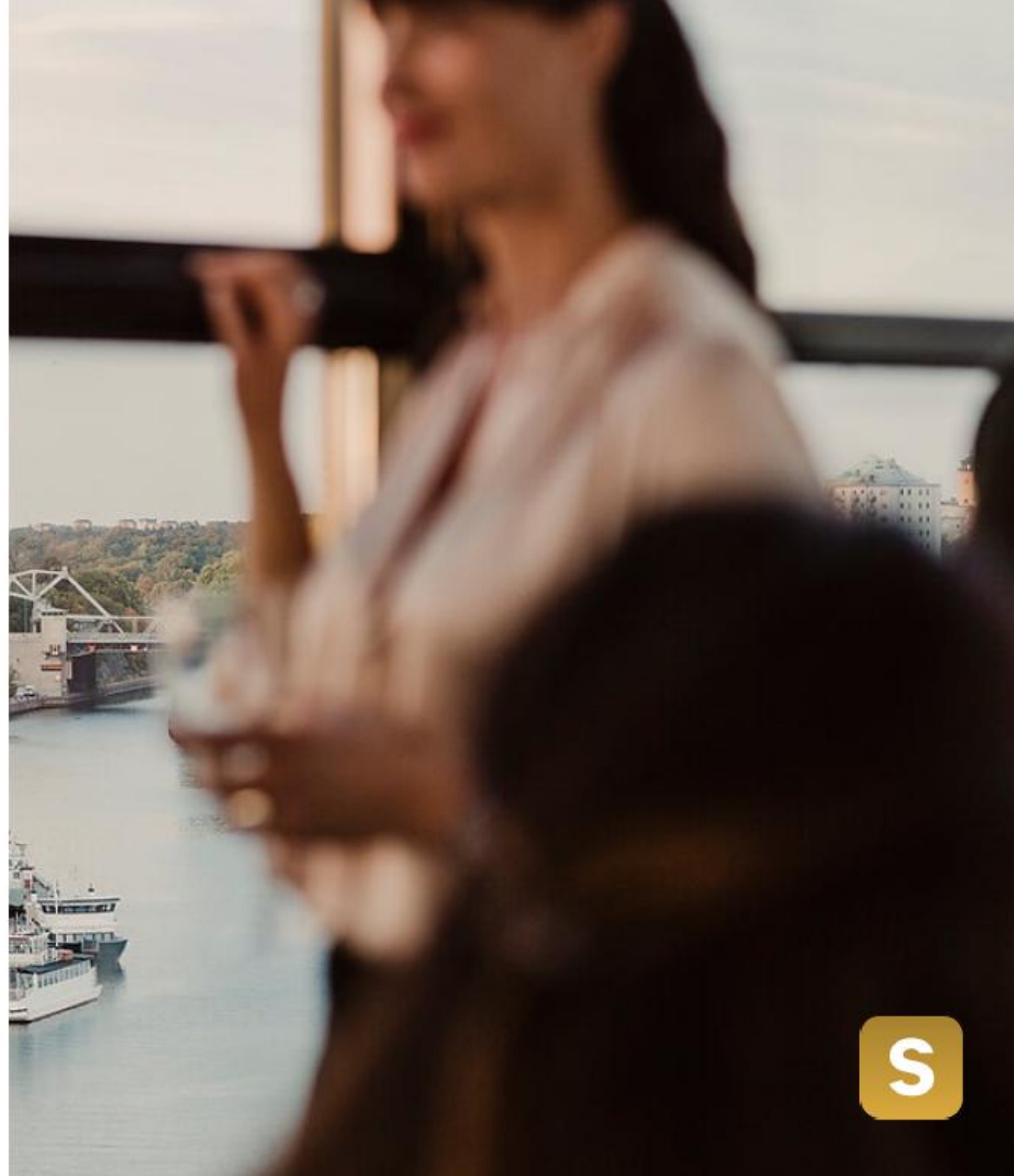
02 What does the EU directive say?

03 What is the timeline of the directive?

04 Roadmap for Employers

05 Our Solution

06 Q&A



What is pay transparency?

It's usually easier to say what it's **NOT**



Pay transparency is NOT
Knowing what everyone else earns



Pay transparency is about

PAY CLARITY




“Pay clarity refers to the degree to which information about compensation—such as salary ranges, bonus structures, and how pay decisions are made is transparent and accessible within an organization.”

– ChatGPT 2025

Pay transparency is about knowing

- What is your full reward statement?
- What is your current position & grade?
 - How is pay decisions made?
- How are you paid compared to your peers?

Pay transparency, pay clarity, is about knowledge

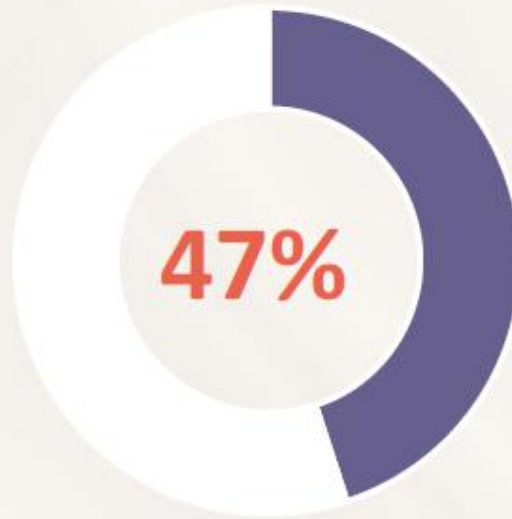
	People & Culture Community	EXPERTISE & BROAD JOB KNOWLEDGE	Ability to conceptualise and further develop the Total Rewards Framework and being able to explain it to others.
	People Leaders	BASIC JOB KNOWLEDGE	Ability to understand the mechanics of the Total Rewards Framework to the level of being able to operate within it.
	Employees	AWARENESS	Ability to be aware of what is in for them in the Total Rewards Framework and how it relates to their work.

Pay transparency is **more** than just pay

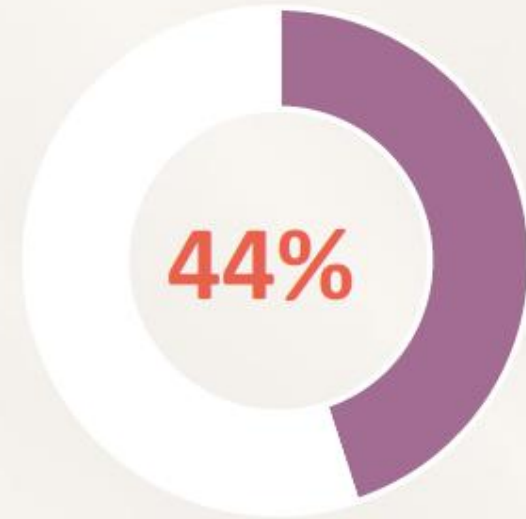
Less than half of the employees understand...



the **priorities** and **principles** by which their organisation allocates pay



the **processes** by which their pay is determined



how their **performance** is linked to their pay

What is the EU pay transparency Directive?



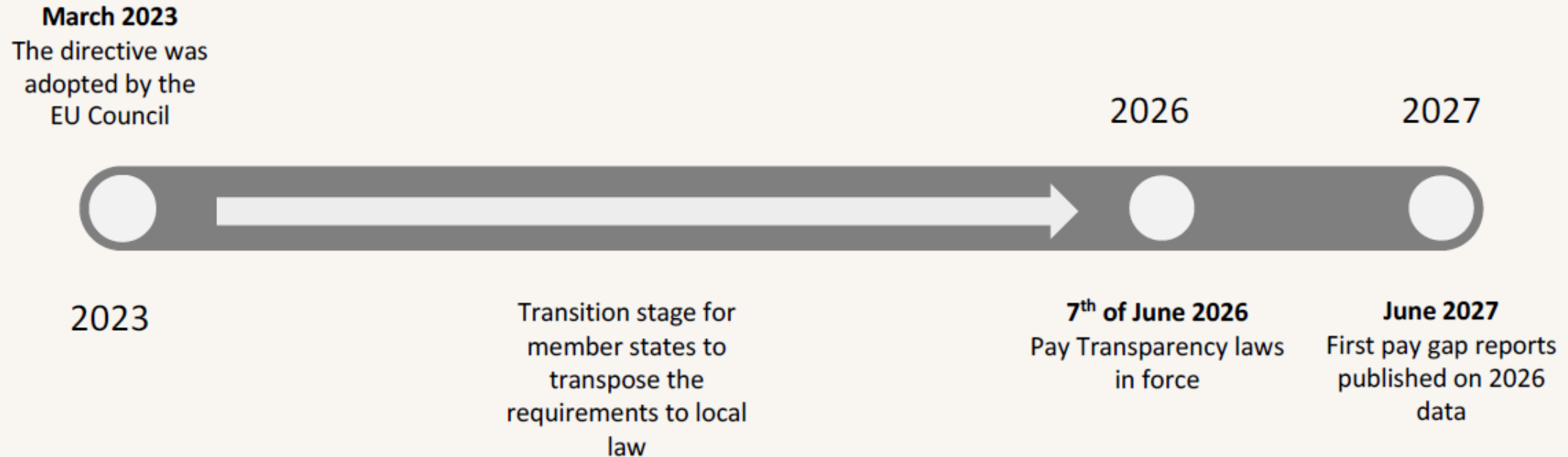
“Equal work deserves equal pay. And for equal pay, you need **Pay Transparency**”



250 000 companies

Affected by the gender pay gap reporting requirements.

Pay Transparency Timeline



Overview of the Directive

Pre-employment: Pay Transparency for applicants

Applicants are entitled to receive information on pay level or pay range before the interview

For Employees: The Right to Information

- Access to data on Average pay levels of same work & work of equal value (divided by gender)
- Access to how employers decide pay levels and career progression

Reporting requirements for Employers

- Employers are required to report the gender pay gap*
- Pay gap >5 % that cannot be justified by objective, gender-neutral criteria
- → Pay assessment with workers representatives

Employers of all size

*By 2026, employers with 250+ employees must report their gender pay gaps annually, and employers with 150-249 workers every three years. By 2031, employers with 100+ employees must report every three years. The first pay gaps need to be reported by June 2027, based on 2026 data.

Roadmap for most companies



Data availability

- Where is the C&B data stored?
- Salaries, bonus, pension, etc

Pay practices

- Pay philosophy
- Pay processes and policies

Job architecture

- Job Families
- Job grades
- Job descriptions

Pay Ranges

- Internal Pay ranges

Analyze pay gaps and create reports

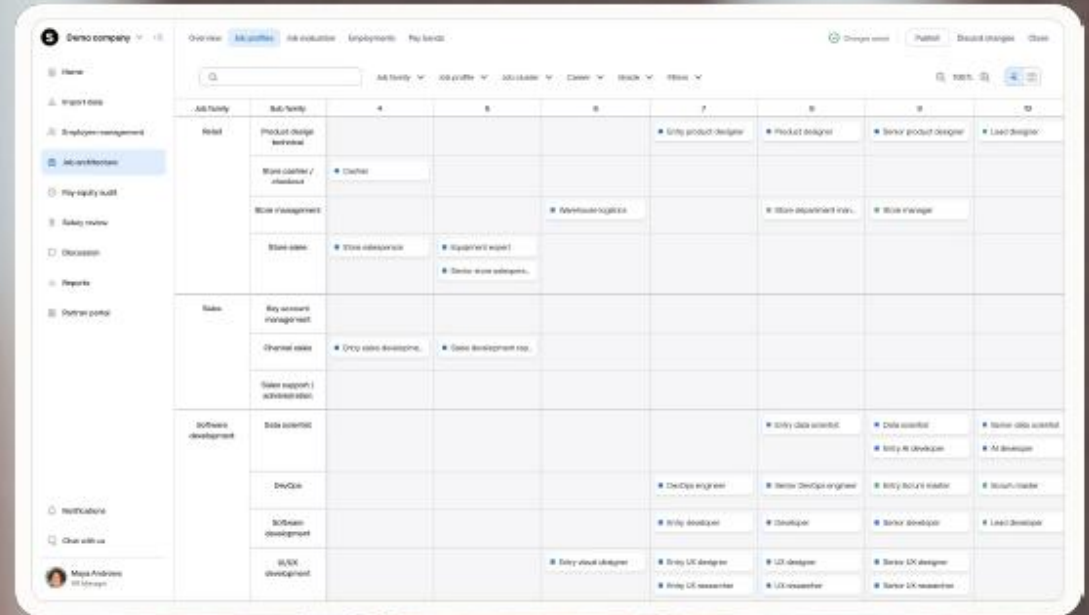
- Analyze pay data
- Publish reports
- Plan for actions

Plan communication

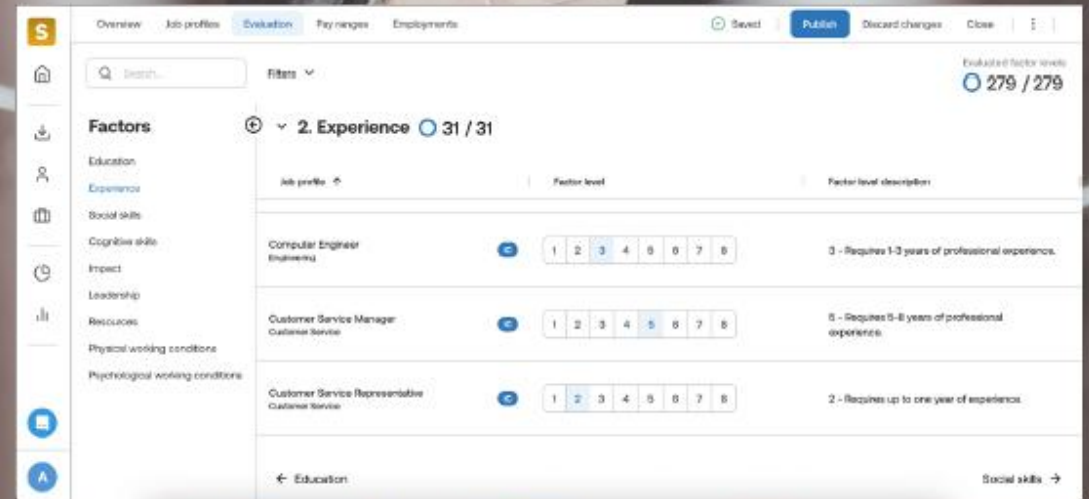
- Communicate the result
- Enable pay data to the employees

■ Build the structure

- What roles do we have?
- What job families do we have?
- Evaluate the complexity of all roles
- Visualize career paths
- Create pay ranges
- Create job descriptions
- Clarify your pay philosophy



The screenshot shows a hierarchical job structure for 'Demo company'. The left sidebar lists navigation options: Home, Talent data, Employee management, Job architecture (selected), Pay equity audit, Salary review, Discussion, Reports, and Custom panel. The main area displays a grid with columns for job families (4, 5, 6, 7, 8, 9, 10) and rows for job families (Retail, Sales, Software development). Roles are listed in the cells, such as 'Entry product designer', 'Product designer', 'Senior product designer', 'Lead Designer', 'Entry sales development', 'Sales development rep', 'Senior sales development', 'Sales development rep', 'Entry data scientist', 'Data scientist', 'Senior data scientist', 'AI developer', 'AI developer', 'DevOps engineer', 'Senior DevOps engineer', 'Entry DevOps engineer', 'Senior DevOps engineer', 'Entry developer', 'Developer', 'Senior developer', 'Lead Developer', 'Entry UX designer', 'Entry UX designer', 'Senior UX designer', 'Senior UX designer', 'Entry UX researcher', 'UX researcher', 'Senior UX researcher', and 'Senior UX researcher'.

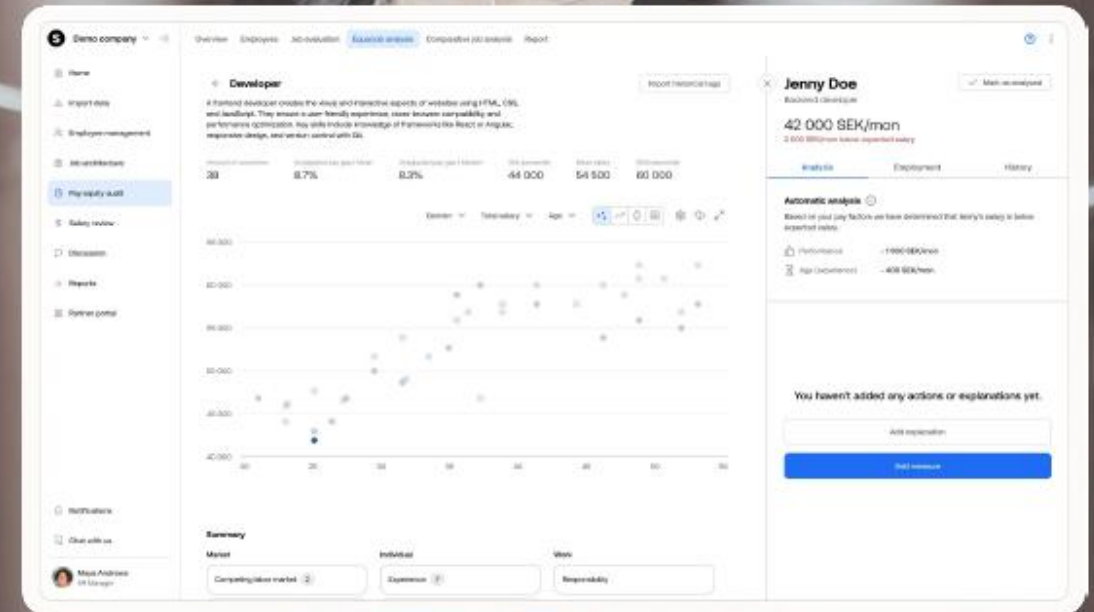
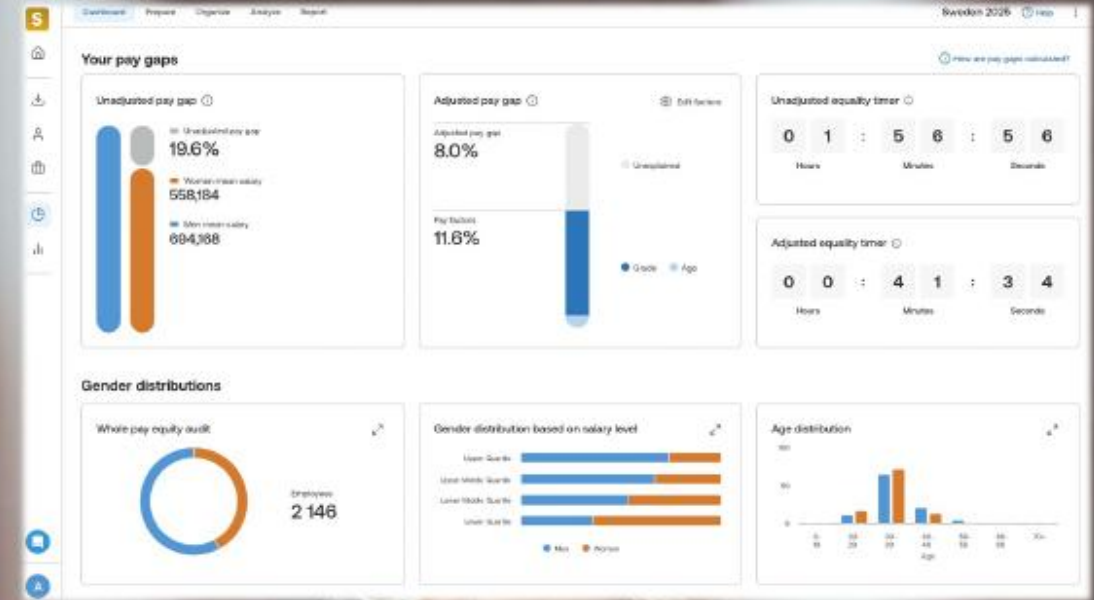


The screenshot shows a job evaluation tool interface. The top navigation bar includes Overview, Job profiles, Evaluation (selected), Pay ranges, and Employment. The left sidebar lists factors: Education, Experience (selected), Social skills, Cognitive skills, Impact, Leadership, Resources, Physical working conditions, and Psychological working conditions. The main area displays the '2. Experience' factor with 31/31 evaluated levels. The table shows job profiles and their corresponding experience levels and descriptions.

Job profile	Factor level	Factor level description
Computer Engineer Engineering	3	3 - Requires 1-3 years of professional experience.
Customer Service Manager Customer Service	5	5 - Requires 5-8 years of professional experience.
Customer Service Representative Customer Service	2	2 - Requires up to one year of experience.

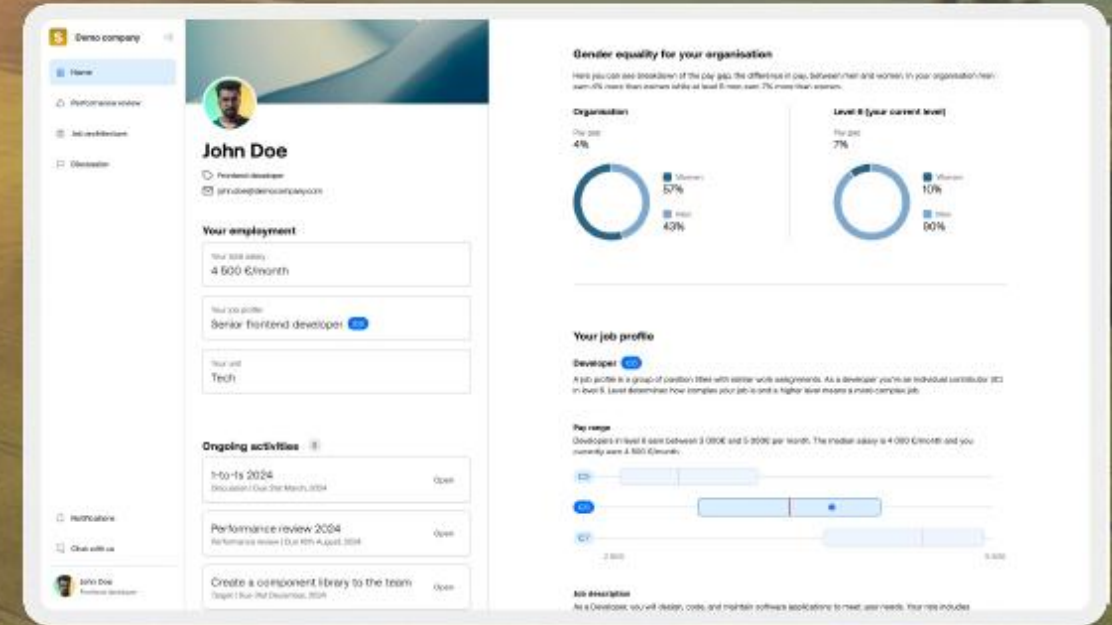
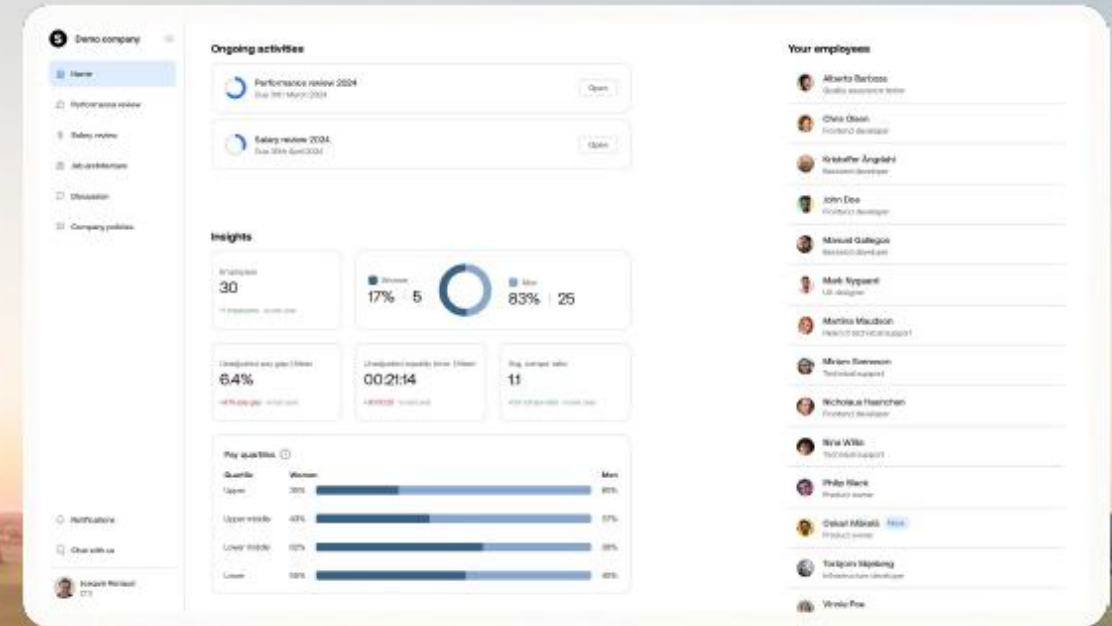
■ Analyze the Data

- Make a statistic analysis of you pay gap with regression analysis
- Identify your unexplained pay gap
- Explain your outliers
- Change all unexplained salaries
- Report on pay gaps to government



Communicate

- Job descriptions
- Career paths
- Job grading
- Pay gaps in your teams & the company
- Pay ranges
- Employees total compensation compared to peers



The Sysarb Way to Pay Transparency

At Sysarb, we make our customers champions of Pay Transparency. Our platform is filled with customers love, packaged in a way that will make you succeed, following your journey.

■ Start with your Structure

Start by setting the right foundation for your pay transparency framework.

- ✓ Import data with integration
- ✓ Build or view a job architecture
- ✓ Explore your unadjusted pay gap

■ Analyze and report


Analyze and improve your pay gaps and automate compliance reporting.

- ✓ Import data with integration
- ✓ Simplify pay gap mitigation
- ✓ Automate compliance reporting

■ Involve other stakeholders

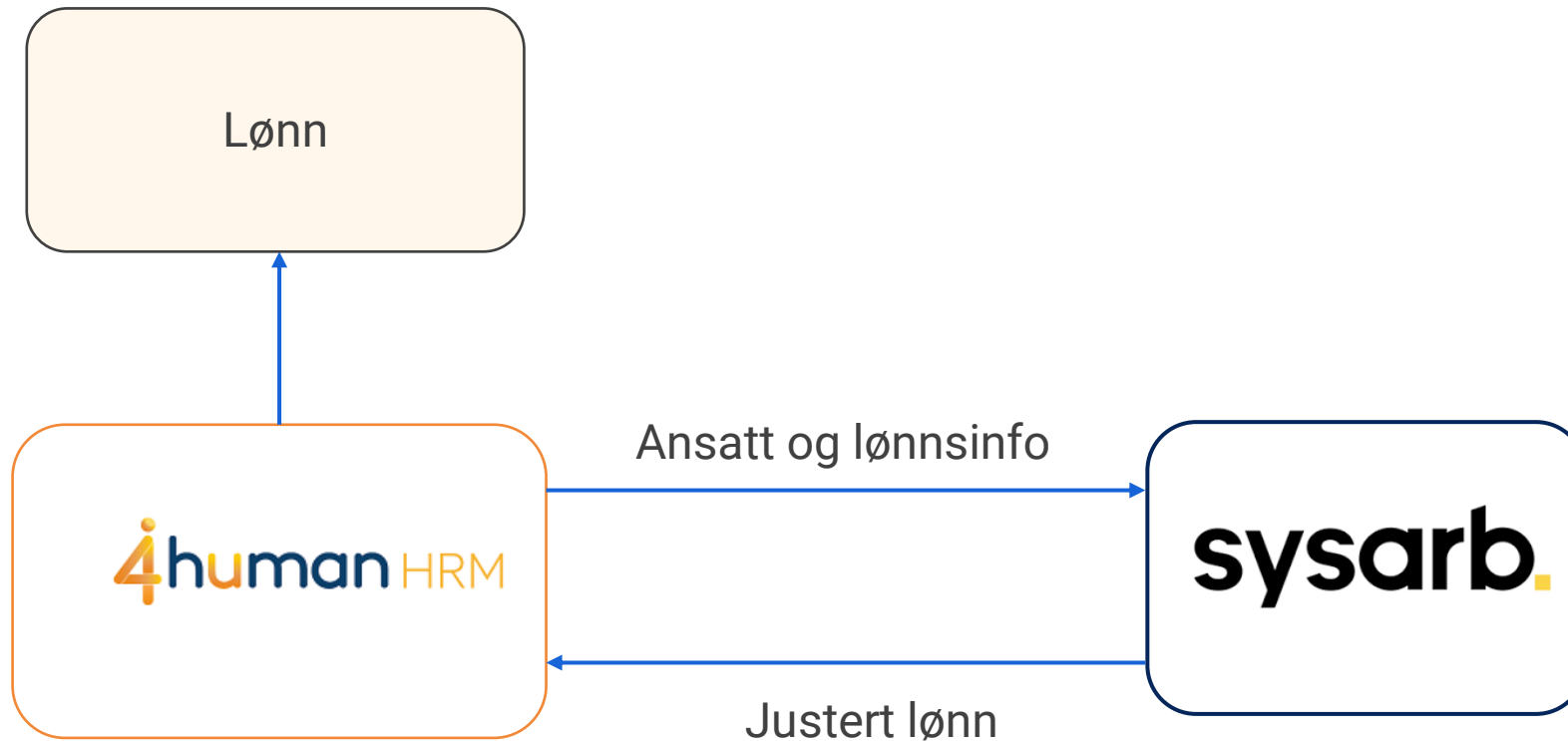
Involve the organization and share pay data with managers, employees and recruiters.

- ✓ Activate easy SSO-login
- ✓ Invite managers and employees
- ✓ Share relevant pay data



The Sysarb Way to Pay Transparency

Tett integrasjon mellom 4human og Sysarb



Mer informasjon?

Ta kontakt med 4human

salg@4humanhrm.no

Les mer [her](#)



Takk for deltakelsen!