

LACK OF TRANSPARENCY IS THE MAIN OBSTACLE TO GENDER PAY PARITY

86% of companies do not communicate on pay inequalities
Only 4.5% of companies report having no pay gap

London & Amsterdam, 22nd of May 2018/ Equileap, the leading data provider on gender equality in the corporate sector, is delighted to publish key findings from its new Research Paper: *Bridging the Gap*.

For the first time, nearly 750 large companies from 22 developed economies have been researched on gender pay inequalities. These are amongst the 2017 top scoring companies in the [Equileap Global Ranking](#) for gender equality and should represent best current practice.

- 86% of companies do not publish any gender segregated pay information; *
- 4.5% of companies report a pay gender pay gap of 3% or less;
- Some companies advertise pay parity with little or no evidence to back their claims.

Equileap's Research Paper provides a detailed analysis of what can be done to advance gender pay parity at legal, corporate and investment levels. It offers definitions of both the gender pay gap and equal pay for equal work. The Paper summarises the reasons behind today's inequalities and what kind of legislation and corporate practices have been implemented in different countries so far. It considers which of them is effective and make recommendations for action.

Diana van Maasdijk, CEO Equileap, commented: "What gets measured gets managed. We need action from companies and governments to achieve transparency on gender pay if they are serious about tackling inequality, rather than just window dressing. Investors have a critical role to play too in applying pressure on companies. We all have a great deal to gain from gender pay parity, at every level, for families, communities, countries and the global economy. It's a prize worth fighting for."

For additional information, please read: [Bridging the gap. What governments, companies and investors can do for gender pay parity](#), by Dr Elli Siapkidou, Paola Marko & Sally Keogh, Equileap.

Equileap has created a unique, comprehensive Database by investigating manually and in-depth over 3,000 companies in 23 countries based on 19 criteria. This data is used by variety of actors, including companies willing to improve, governments looking for detailed information or investment professionals designing gender-lens financial products.

* Data for the Research Paper was compiled until February 28th 2018.

CONTACT DETAILS

For Journalists

Phone: 0041 78 683 89 38

Email: barbara.mahe@consultancy32.com

For Investors & Donors

Email: info@equileap.org

Website: www.equileap.org



[google.com/+Equileap](https://plus.google.com/+Equileap)



www.linkedin.com/company/equileap



[@equileap](https://twitter.com/equileap)

NOTE TO EDITORS

About Equileap

Equileap is an organisation aiming to accelerate progress towards gender equality in the workplace, using the power of investments, grants and knowledge. It is based in Amsterdam and London, and led by Diana van Maasdijk, Co-Founder & Executive Director, and Jo Andrews, Co-Founder & Director of Social Impact. To date, more than USD 500 million is invested in financial products powered by Equileap data. For more information, please visit www.equileap.org.

Disclaimer

The information included in this document is issued by Equileap and is intended for information and discussion purposes only and is not intended, and should not be interpreted, as investment advice or an offer to acquire units in any investment vehicle or company. Equileap does not provide any investment advice and is not registered as an undertaking for collective investment in transferable securities nor as an alternative investment fund. People who wish to make a contribution to the Equileap Foundation (which is an ANBI for Dutch tax purposes) or who would like to support Equileap and its objects in another manner, are advised to consult their own legal or tax advisor. | © Equileap, 2017. All rights reserved. Stichting Equileap Foundation is a tax exempt ANBI (RSIN/Fiscaal Identificatie Nummer 8560 58 88)