

# **Analytics & Transparency Driving Change**

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## Analytics

- What type of data are you collecting?
- Why are you collecting this data?

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## GPGR Changes Everything

- Mandatory reporting
- Other pay gaps
- Other types of reporting
- Intersectionality

## Global challenge

- Legislation
- Reliability issue



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## Driving change

- Expectation of transparency for employers
- Attract the best talents
- Look in the mirror
- Meet legal requirements
- Improve



**enei**  
employers  
network  
for equality  
& inclusion



**Is transparency the best way ?**

# Thank you !

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