

# Newsletter 005:

## The Impact of Salary Transparency in Key Sectors

### AN ANALYSIS OF THE PAY GAP IN TECHNOLOGY, HEALTH, AND EDUCATION

The gender pay gap does not affect all sectors equally. Some, such as technology, healthcare, and education, present specific challenges in implementing the Pay Transparency Directive. In this newsletter, we analyze how the regulation can impact these areas and what measures can be taken to close the pay gap.



#### TECHNOLOGY SECTOR: BREAKING HISTORICAL BARRIERS

The tech sector has traditionally been dominated by men, leading to marked pay inequality.

- Challenges: Lower representation of women in technical and leadership positions, lack of transparency in salary criteria.
- Solutions: Implement mandatory salary audits, promote mentoring programs for women, and reinforce STEM education from an early age.

#### Health Sector: Equity in a Predominantly Female Environment

Although women represent the majority of healthcare workers, the pay gap persists, especially in management positions and highly paid medical specialties.

- Challenges: Lack of access to leadership positions, inequality in economic incentives and bonuses.
- Solutions: Transparency in salary scales, active promotion of women to management positions, and review of bonus allocation criteria.

## EDUCATION SECTOR: VALUING TEACHING WORK

The education sector, with a large presence of women, faces challenges related to the economic valuation of teaching work and the lack of transparency in promotions and salary supplements.

- Challenges: Wage gaps between educational levels, inequality in access to management positions.
- Solutions: Periodic evaluation of salary equity, ensuring clear and transparent promotion processes.

### The Role of Mind the GAP in Salary Transformation

The Mind Project The GAP supports the most affected sectors through:

- Sectoral monitoring to identify specific inequalities.
- Advising unions and companies on good practices.
- Promotion of transparency and equity policies tailored to each sector.

Effective implementation of the Pay Transparency Directive can make a significant difference in these key sectors. In the next newsletter, we will explore the impact of the pay gap on the economy and business growth.

**Let's continue working together for fair and equitable compensation!**



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