

Entity level reporting

Summary

- WGEA's dataset is young and each year we actively identify improvements to ensure comparable and meaningful comparisons can be made.
- While most employers are reporting their data as it relates to the entity in which individual employees actually work (entity level reporting), a number of organisations have been reporting in relation to their group hierarchy.
- To improve the comparability of workforce composition data, WGEA is requesting that employers report at the entity level.
- Entity level reporting mainly affects the categorisation of managers. This is because the WGEA-defined manager category assigned to an employee is more comparable and meaningful when based on their role and responsibilities in the entity where they work, rather than at the group level.
- For employers who have reported at group level previously, their compositional data and pay gaps, particularly within manager categories, will be different.
- The scale of this difference will be known once all 2017-18 reports have been submitted and analysis of the data has been completed.