

# The Real Effects of Transparency on Within Firm Gender Pay Disparities

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## Abstract

We exploit a 2006 legislation change in Denmark that requires firms to provide gender dis-aggregated wage statistics to study the effect of transparency on gender pay disparities on employee and firm outcomes. Using detailed employee-employer administrative data we find that the policy has an effect in changing compensation within firms, through slowing the growth of compensation for male employees. Furthermore, we find that such changes in firm wage policies following the passage of the law are associated with negative outcomes on overall firm productivity.

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