



# Gender Equal Pay Analysis Tool

Assess equality using the Gender Equal Pay Analysis Tool.



## Overview:

- Overview of organization's gender equal pay and gender representation. This will help you assess the difference in pay levels of individuals doing equal work or work of equal value in your business.
- Designed to address the EU equal pay legislation. Offers a standard option suitable for clients in countries outside the EU.
- The tool answers key questions such as:
  - What is the overall gender pay gap and equal pay gap in my company?
  - What is the impact of variable pay?
  - In which roles could we potentially find unexplainable pay differences?
  - What is the gender distribution by grade ?

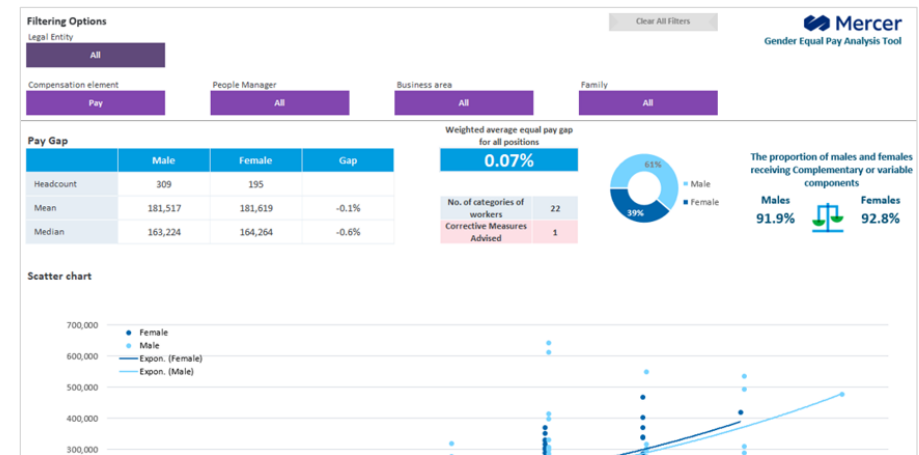
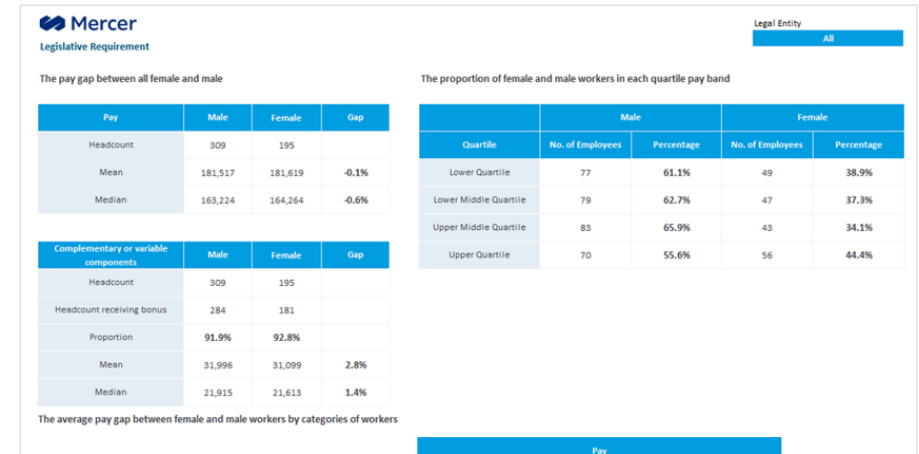
## Key benefits:

- Compliant with the EU equal pay legislation.
- Provides a summary by grade and entity, covering:
  - Gender and salary distribution
  - A list of equal jobs where corrective measures are advised.
  - Predefined or client's customs data slicing
- See Pay gaps in the equal jobs/category of workers explained and unexplained by the objective factors of your choice (up to three options are covered).
- Simulate and Examine the impact of adjusting remuneration for individual employees on the adjustment of pay gaps

[Sample](#)

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