

# Pay Equity by Payscale



Prove your commitment to fair pay with a self-service pay equity solution.

## Is your organization looking to understand pay gaps and work towards closing them?

Pay equity is a complex issue. Many businesses are unaware if they have a pay equity challenge or not, and those who have some sense of the issue rarely understand the extent of it. For many organizations, prioritizing pay equity with analysis is a clear starting point to acknowledge their employees' work and value to the team.

Our Pay Equity solution uncovers pay equity insights in minutes, helps you understand the actions and costs for remediation, and provides you with the tools to build a sustainable approach to pay equity.

### Uncover pay gaps in minutes

Identify where pay gaps exist and the drivers behind pay variance, and update data anytime to access fresh insights.

### Understand costs and actions for remediation

Develop remediation recommendations and model scenarios based on your own strategy and budget.

### Create a sustainable approach to pay equity

Bring the expertise in-house with a self-service solution and complete a variety of analysis to get a complete view of pay equity opportunities.



**Understand potential systemic, structural, and representational challenges** at all levels of your organization with uncontrolled analysis.



**Determine how new hires and promotions will directly impact** the pay equity landscape of your organization.



**Identify controlled pay gaps** after legitimate factors are accounted for using built-in statistical regression analysis.



**Track employee specific outcomes** on pay equity status for ongoing reporting and monitoring purposes.



**Explore statistical model outcomes and employee data** for each Pay Analysis Group in the context of cohort groups.



**Update data** in alignment with your business calendar to access fresh insights based on current landscape.



**Review and develop remediation recommendations** at the individual employee level for granular planning.



**Bring the expertise in-house** with a self-service solution for complex analysis that has traditionally been outsourced to expensive third parties.



**Model remediation scenarios** based on your specific pay equity strategy and compensation budget.

Request a demo



## Why Pay Equity Analysis Matters

It is almost impossible to ignore the fact that pay equity has emerged as a key issue in our workplaces and societies. Key drivers such as new and evolving legislation and social justice movements heightening stakeholder expectations are all contributing to a shift in the pay equity landscape. According to [Payscale's 2021 Compensation Best Practices Report](#), 46% of organizations intend to make pay equity a priority on their business agenda this year by doing analysis – that's a jump of 8% from 2020. Learn how you can join the growing number of organizations prioritizing pay equity to [#getpayright](#)

## Key features

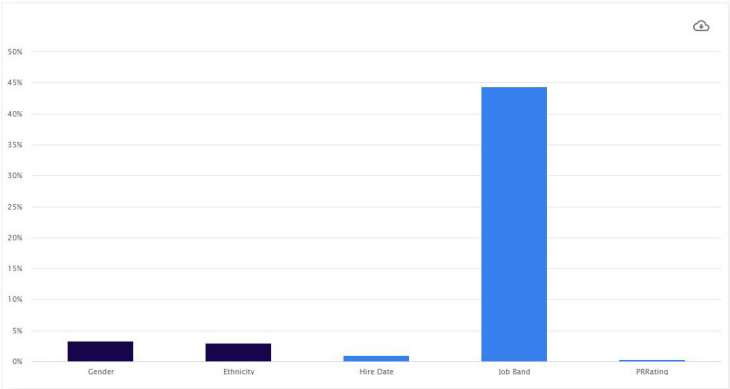
### Uncontrolled Analysis

Analyze your data to understand how pay equality plays out, including representation and pay trends across varying levels, business units, locations and more to help uncover systemic issues that may exist.

Pay Gaps By Factor														
Calculated against the Median Basic Pay FTE, when considering an employees Division														
Group	Number of Employees	Pay Difference	Median Basic Pay FTE	Median Bonus	Median Other	Median Total Compensation	Gender Pay Difference	Gender Pay Gap	Number of Non Male Employees	Male Basic Pay FTE	Non Male Basic Pay FTE	Ethnicity Pay Difference	Ethnicity Pay Gap	Number of Non White Employees
SALES	175	\$0.82 (81)	\$85,146.59	\$19,794.76	\$0.00	\$104,250.00	\$0.97 (91)	2.88%	43	\$85,874.34	\$83,400.00	\$1.01 (91)	-0.85%	28
BUSINESS SUPPORT	158	\$1.42 (81)	\$147,323.83	\$64,790.22	\$0.00	\$236,995.00	\$0.49 (91)	51.24%	53	\$188,134.89	\$91,740.00	\$0.42 (81)	57.90%	29
OPERATIONS	599	\$0.99 (81)	\$102,543.93	\$16,162.79	\$0.00	\$118,150.00	\$0.81 (91)	19.22%	262	\$111,846.52	\$90,350.00	\$0.59 (91)	40.51%	58

### Controlled Analysis

Explore which factors drive pay variance and whether they are legally defensible and have the expected impact throughout the organization.



ID ↓	Employee	Basic Pay FTE	Group Mean Basic Pay FTE	Modelled Pay	Standard Deviation	Characteristic Gap	Modelled Remediation	Proposed Remediation
SN-52188	Elfie Mockler	\$84,699.02	\$112,608.74	\$101,510.32	-0.56	-\$2,592.49	\$16,654.84	\$9,660.50
SN-52187	Ronald Semyard	\$109,152.71	\$112,608.74	\$101,510.32	0.22	\$15,341.14	\$0.00	\$0.00
SN-52186	Gisele Sansom	\$103,872.87	\$112,608.74	\$101,510.32	0.07	-\$2,592.49	\$0.00	\$0.00
SN-52178	Vivienne Jorgan	\$103,872.87	\$112,608.74	\$101,510.32	0.07	-\$2,592.49	\$0.00	\$0.00
SN-								

### Remediation and Budget Modeling

Group employees who perform equal or substantially similar work into pay analysis groups to contextualise statistical outcomes or explore other factors that may drive pay differences.

Key Details for 2021 Global Data <sup>1</sup> 100% FTE \$59,300.00 Basic Pay FTE

Comparator Group	Identifies As	Comparator Baseline	Baseline's Mean Basic Pay FTE	Pay Difference To Baseline
Gender	Female	Male	\$109,000.00 <sup>1</sup>	\$0.54 / \$1 <sup>1</sup>
Ethnicity	White	White	\$103,800.00 <sup>1</sup>	\$0.57 / \$1 <sup>1</sup>

Review Status:

Justification:

<sup>1</sup> CALCULATIONS ARE RELATIVE TO ONLY 12.54% OF EMPLOYEES WHO MATCH THE FOLLOWING CRITERIA: USING BASIC PAY FTE

## Track Employee Specific Outcomes

Develop remediation scenarios down to the employee specific level to give you a customized and flexible plan that works best for you.

## Fair Pay Check

Set the right pay at the time of hire, promotion, or role transfer by generating a custom query to identify the fair pay range for a position.

Comparator Group Details	
Number of Employees	31
MEAN Basic Pay FTE	\$57,195.47
Acceptable Basic Pay FTE	Min: \$51,475.92 Max: \$62,915.02
Needing Attention Basic Pay FTE	Min: \$37,177.06 Max: \$77,213.88
Actual Pay Range	Min: \$29,640.00 Max: \$90,408.33
Individual Details	
Proposed Basic Pay FTE	\$60,000.00
Ethnicity	Non-white
Gender	Female
Pay Difference to MEAN Basic Pay FTE	104.9%
RAO Status	✓ Acceptable

“ Pay Equity has helped to build trust and credibility with our staff and board by sharing results from our analysis and it helps make our annual pay audits a lot easier.

**Tamara Lewis**  
Talent & Culture, Vice President  
Conrad N. Hilton Foundation

## Start your journey towards pay equity today

See how our software and services can help you conduct analysis and manage pay equity over time to get pay right.

Learn more



## About Payscale

As the industry leader in compensation data and technology, Payscale helps organizations **#getpayright**. Payscale is the only technology solution for managing compensation that provides multiple streams of fresh, transparently curated and validated salary data. To learn how companies like The Washington Post, Perry Ellis International, United Healthcare and The New York Times rely on Payscale to attract and retain top talent, motivate and engage employees and plan their future workforce, visit [payscale.com](https://payscale.com).