

Korn Ferry Pay Equity

Fact Sheet

Pay equity and pay transparency are hot topics for organizations all over the world. While both pay transparency and pay equity are equally important tenants of fair pay, pay transparency has more to do with raising the visibility of pay information, while pay equity considers whether people are paid equally for equal work, regardless of their background.

In 2023, the EU released its directive, requiring each member state to pass into its local laws the requirements of the EU wide directive. The aims of the directive are broad and fall into four categories:

- Empower workers to enforce their right to equal pay through a set of binding measures on pay transparency (including before and after employment)
- Strengthen the transparency of pay systems
- Improve public understanding of the relevant legal concepts
- Enhance the enforcement of the rights and obligations relating to equal pay between men and women

HOW WE CAN HELP:

Korn Ferry Pay Equity is a solution that provides total rewards and HR professionals with the necessary insights to build equitable, transparent and data-driven pay structures. It's a practical and user-friendly solution that empowers organizations to identify, address and monitor pay equity gaps.

SCALABLE, CUSTOMIZABLE AND EASY-TO-USE

Submit Organizational Data

- Upload organizational data, select what to include and customize the analysis with built-in or custom pay influence factors.

Identify Gaps

- Quickly identify organizational disparities, such as pay gaps or role distributions, along with detailed employee-level insights.

Analyze Discrepancies

- View detailed breakdowns by gender and customize pay equity analysis by selecting factors like job level, tenure, performance, or location.

Plan & Model Adjustments

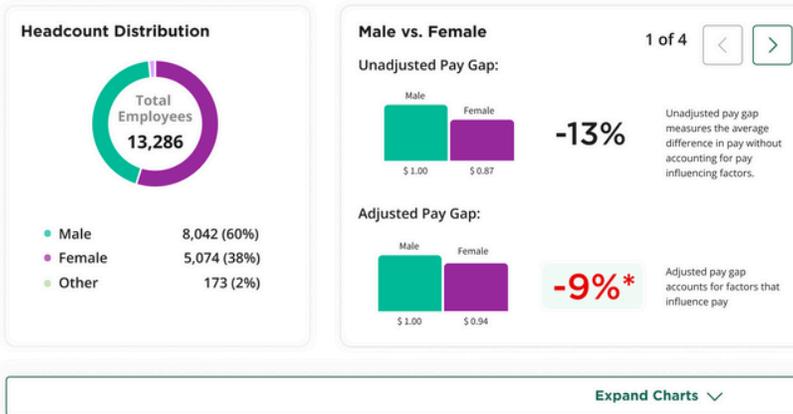
- Make data-backed decisions with intuitive modeling to calculate & plan efficient adjustments and have clear explanations for decision-making.



Org Overview All Gaps Cost Planning

This is a high-level look at the pay gaps within your organization based on the selections you made during s

Gender Gap Analysis



The directive requires all companies who operate in member states to report on their current pay gaps as per the following schedule:

SIZE OF THE ORGANIZATION	FIRST REPORT REQUIRED	FREQUENCY OF REPORTING
>250 employees	6 June 2027, based on 2026 calendar data	Annually
150-249 employee	6 June 2027, based on 2026 calendar data	Every 3 years
100-149 employees	6 June 2031, based on 2030 calendar data	Every 3 years
<100 employees	No reporting obligations, but employees still will have the right to request information	N/A

HOW DOES IT WORK?

Getting Started & Submitting Data

- Upload your data, select key factors, and customize your analysis.
- Apply built-in or custom pay influence factors.
- Generate insights in minutes—not weeks.

Organization Overview & Employee Level Analysis

- View gender pay gaps at a glance.
- Drill down by department, level, or quartile.
- Compare adjusted vs. unadjusted pay gaps.
- Get key insights instantly.

Cost Planning & Modelling

- Choose pay gaps and groups to adjust.
- Apply pre-calculated or custom adjustments.
- View projected costs and employee-level details.
- Download reports in PPT, Excel, or PDF formats.

CERTIFIED BY:



ABOUT KORN FERRY

Korn Ferry is a global organizational consulting firm, bringing together strategy and talent to drive superior performance for our clients. We work with clients to design their organizational structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward, develop and motivate their workforce. And we help professionals navigate and advance their careers.