Empower Your Pay Transparency Journey.

As global pay transparency legislations move to eradicate gender pay gaps, Workday and Kainos have forged a strategic alliance delivering a trusted, AI-powered, and highly integrated pay transparency solution that transforms complex pay data into a clear, competitive edge, and empowers leaders to make informed and proactive pay equity decisions.

Pay Transparency Analyzer powered by Kainos.

Pay Transparency Analyzer powered by Kainos, helps organizations meet complex pay transparency requirements and global pay equity challenges, while driving a more equitable, engaged, and productive workforce.

Our comprehensive AI-powered pay equity solution provides you with the control and clarity you need to help your organization meet its compliance needs. Built deeply and securely into the Workday HCM Suite, Pay Transparency Analyzer powered by Kainos consolidates your Workday and external reward and benefit data, providing a single and secure trusted source for all pay equity analysis.

- **Navigate the Regulatory Landscape With Greater Confidence:** Leverage pre-built reports and guided processes designed to help you seamlessly address country-specific pay gap reporting and right-to-information requests.

- **Turn Data Into Decisive Action:** Move from identifying pay gaps to understanding and explaining them, supported by rich, AI-powered analysis of trends and outliers.

- **Build a Reputation For Fairness:** Provide employees and candidates with transparent, secure access to their own compensation data, fostering trust and strengthening your employer brand.

Having all pay data consolidated in Workday, your secure system of record, you eliminate silos and reduce risk. You gain the confidence to lead with transparency, backed by a robust security and audit framework, ensuring every pay decision is informed, strategic, and fair. Employees can access information, analyze, and drill down into their pay and reward data. Reward partners receive comprehensive reporting and analysis of pay equity status and receive guided suggestions on how to implement potential changes.

Key Benefits

- Automated preparation, consolidation and storage of Workday and external pay and benefits data to create a secure, robust and audited set of total pay and reward data.

- Country specific configurability for reward elements and worker categorisation.

- Dedicated employee Right to Information business process with manager approvals.

- Pre-built reports and dashboards for unadjusted pay gap analysis.

- An AI powered pay equity engine that offers pay gap explanations, with budgeted recommendations to explore for closing them.

- A centralised Pay Equity Hub.

- Secure request and distribution framework for Right To Information request responses.

- Distributable Total Rewards Statement (Securely Accessible on Workday Worker Profile).

- Action Plans to deal with Pay Disputes and Assessments.

Adapt with agility through unified data governance and enterprise-wide visibility of pay equity.

Our complete, connected suite provides a single, secure source of truth for all compensation data—from salary and bonuses to contingent labor costs. This unparalleled visibility enables you to make pay equity decisions with greater confidence and proactively deliver compensation insights across all forms of reward, ensuring fairness for all while driving strategic alignment. Using right- time, secure pay data, you can support transparency initiatives for hiring, promotions, and career development, effectively future-proofing your organization against market shifts and helping anticipate regulatory changes. Stay ahead of the curve by gaining actionable insights that drive strategic planning and future-ready transparency initiatives so you can proactively prepare for evolving regulations, and respond to employee expectations and business goals.

Power real-time pay equity actions with analytics and reporting.

Move from reactive reporting to proactive leadership. Pay Transparency Analyzer powered by Kainos leverages AI-powered insights to instantly detect disparities, model outcomes, and confidently monitor possible pay gap thresholds. This enables you to drive cross-functional alignment and standardize pay practices with explainable, gender-neutral job architecture and multidimensional modeling of pay equity outcomes, built for transparency and action, giving you a powerful edge in the war for talent.

## Support your compliance efforts with an extensible, audit-ready framework.

Workday is designed to help you meet upcoming compliance challenges in the area of pay transparency. Our solution provides a self-service foundation with systematic reporting workflows and a consistent user experience, enabling your organization to streamline pay transparency reporting and helping it stay ahead of enforcement deadlines.

With a consistent audit and security model from input to action, your organization will benefit from data protection and audit readiness at every step. Our scalable reporting infrastructure enables the use of pre-configured templates to help address pay equity reporting and distribution and our business process framework will help you manage and monitor any pay transparency driven compliance requirements.

This empowers your organization to stay agile and focus on what matters most, maximizing your readiness in response to fast-changing regulations and building a culture of trust and transparency.

Preparing for Pay Transparency

- **Get Your Data Ready to Support Your Compliance Efforts:** consolidate organisational reward data using robust and automated data preparation tools.

- **Configure Your Worker Categorisations:** use the built in configuration tools to group your employees to ensure you are comparing workers doing the same work or work of equal value.
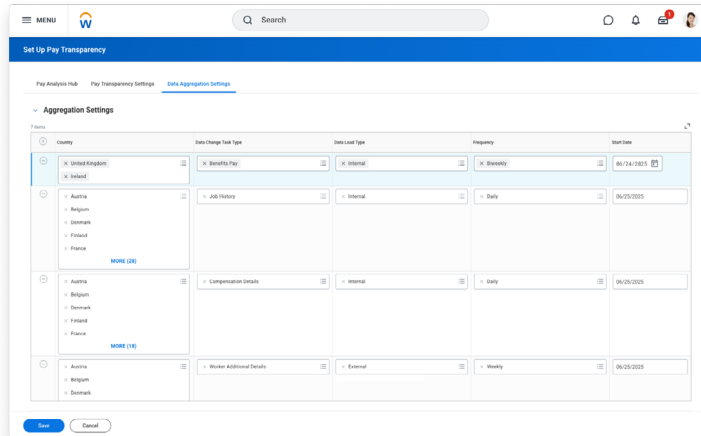
- **Tackle the Right to Information Challenge:** use delivered business processes to help you manage the right to information with dedicated manager approvals and secure distribution of sensitive employee data, direct in the Workday worker profile.
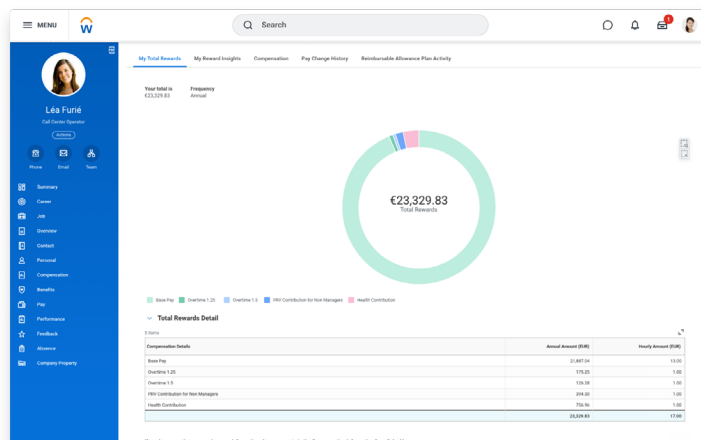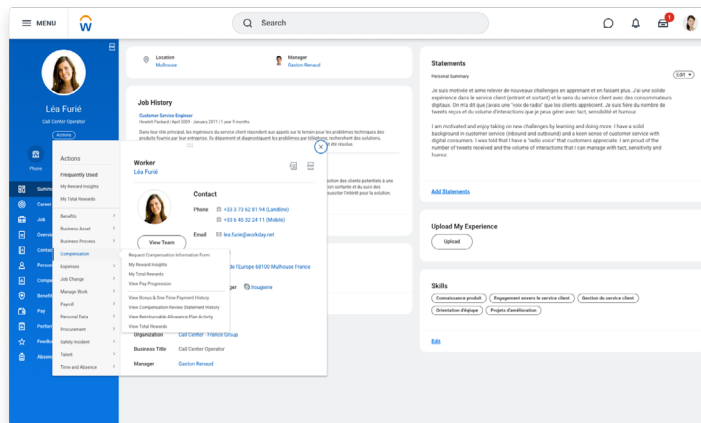
- **Review and Close Your Pay Gaps:** The app provides both gender pay gaps data and an AI powered equity engine that helps adjust those gaps, based on various criteria, with explanations, budgetary recommendations and proposed action plans.
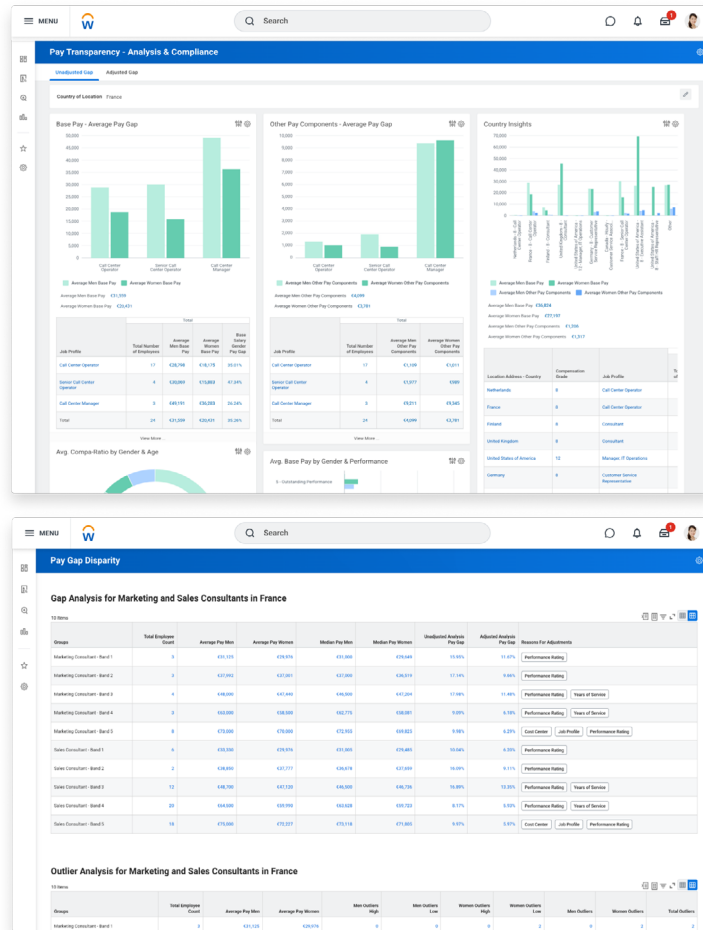
To learn more about how Pay Transparency Analyzer powered by Kainos can help your organization foster a culture of pay equity, **visit our website.**