Get Ahead in the War for Talent

Organizations have always placed substantial value on talent acquisition, but expectations for transparency around equal pay have increased. Given today’s war for talent, a commitment to pay equity is one of the easiest ways to differentiate yourself from your competition.

But it’s about more than talent – it’s about identifying possible inequitable pay practices you didn’t even know you had. The Equal Employment Opportunity Commission (EEOC) uses the EEO-1 report to collect workforce data about the number of employees by job category, sex, and race/ethnicity. The question is, how can you harness your data to identify and begin building a plan to identify potential pay equity issues within your organization?

We’ll help you figure it out

ADP’s Pay Equity Explorer is a new solution that combines Analytics and Benchmarking from our award-winning ADP DataCloud portfolio. It provides a new approach to help uncover insights that will help both differentiate yourself in the market for talent and help identify potential areas of risk.

ADP’s cloud-based Human Capital Management solutions can help identify areas of possible inequitable pay practices to further investigate within your organization:

Retain and attract talent as an “employer of choice” that demonstrates a commitment to equal pay for equal work.

Get ahead of existing and emerging state legislation and identify and analyze potential pay equity gaps.

Build brand equity through a proactive stance on pay equity that improves employee engagement and shareholder value.
You have a business to run. Managing massive amounts of workforce data can eat up your time and create stress. The Pay Equity Explorer will help to:

- **Identify potential pay gaps** for groups of employees in specific EEOC Protected Classes (Gender, Race/Ethnicity, etc.).
- **Understand pay gaps** for specific employees to determine if additional analysis is required and start to identify the possible impact of other factors (for example, performance, tenure, education, etc.).
- **Save potential pay gaps** to a customized list.

On average, **men make 28% more than women across all industries.**

Expressed another way, for every dollar women earn, **men earn $1.28.**

Source: Gender Pay Equity, ADP Research Institute, 2016.

To learn more about the ADP’s Pay Equity Explorer, or to schedule a live demo, visit: [adp.com/equalpay](http://adp.com/equalpay)