

## Equal Pay

### Current Situation

- There is increasing pressure from politicians, investors and employee representatives on employers to ensure equal pay and provide transparency on existing differences
- By ensuring equal pay in their organizations, an increasing number of employers differentiate themselves from laggards and thus secure a market advantage
- Difficulties in implementing equal pay are often not related to the employers' lack of effort or good will. The lack of diligent root cause analysis and consequent implementation of meaningful measures are often the underlying reasons

### Results

- Pay differences (or their absence) are transparent to you and you know the root causes for them
- Effective measures have been agreed and owners responsible for implementing them have been appointed
- A monitoring process has been defined
- On the basis of scientific analysis, you can prove to the market (clients, investors, employees) that your company is serious about equal pay

### Approach

- Multilevel consulting approach
  - Define data handling and privacy process
  - Define areas for improvement based on existing pay analyses
  - Conduct a root cause analysis and verify existing hypotheses (e.g. pay inequality has been „imported“ by new hires)
  - Define measures (e.g. requirements for recruiters, transparency and cross comparisons of compensation increases) and agree owners responsible for their implementation. Agree on a monitoring process of equal pay. Develop internal / external communication content
- Addressees: C-level executives, line managers, compensation experts
- Languages: English and German

### Your benefit of collaborating with me

- You benefit from my experience in successfully implementing an equal pay initiative including root cause analysis and definition of measures, processes and responsibilities in a large group
- My scientific approach and analytical skills as well as my ability to put topics into context and develop pragmatic solutions will make your project a success