

CURO Pay Equity

Prove your commitment to fair pay



Software that analyzes pay equity gaps so you can create an equal and inclusive workplace. CURO Pay Equity is a self-service solution designed for HR and Reward professionals. The solution analyzes pay gaps and provides insights on pay equity trends within your organization.

Supporting analysis at a country, market level or job level, you can identify key areas of risk, understand where pay gaps can be explained by non-monetary factors and track remedial actions. Tackling pay equity not only reaps business benefits, it demonstrates a commitment to a diverse and inclusive workforce that is a differentiator in the war for talent.

Key benefits

Gain actionable insight

Detailed pay equity analytics highlighting areas of risk at a country, business group or job level.

Customize for success

A self-service, fully configurable platform to manage any level of complexity around pay equity analytics.

Ensure fair treatment

Get the analysis needed to think globally while acting locally, and ensure fair treatment of employees.

Take control of your data

Upload and update data as often as you choose and immediately access fresh insights.

Support pay equity audits

Drill down to individual employee data to track the pay equity status, actions or justifications.

Make pay equity adjustments

Calculate and model pay equity adjustments to reduce pay gaps.

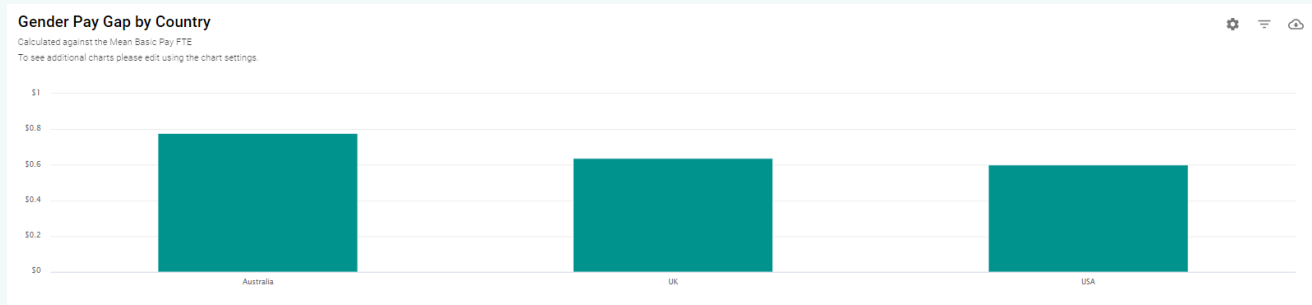
Reduce the risk of litigation

Get ahead of or comply with pay equity legislation, and ultimately prevent litigation risks and associated costs.

Protect your brand's reputation

Demonstrate as an employer that you value a diverse and inclusive workforce, impacting your ability to attract and retain talent.

Key features



Dynamic Analytics

Easily interrogate data to understand pay equity issues at a country, business group or job level on both an unadjusted and adjusted basis.

Employee Pay Equity Status

A summary of the pay equity status of employees against the specific dimensions chosen to calculate a static RAG status. These are Country, Job Title

933	Total Employees	928	Awaiting Manual Review	5	with Action Items
280	with Acceptable Pay Equity	405	with Unacceptable Pay Equity	248	Employees Needing Attention

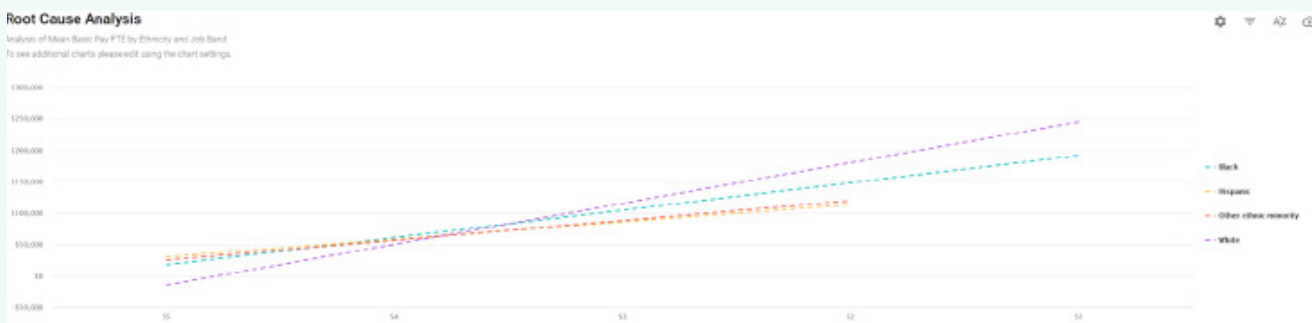
Track Employee Outcomes

Monitor progress on pay equity status at an employee level to streamline pay equity audits.

Variable	Estimate	Standard Error	P-Value	Significance
Gender - female	-0.28	0.02	0.0000	***
Ethnicity - non-white	-0.28	0.04	0.0000	***
Country - uk	0.97	0.04	0.0000	***
Country - usa	0.79	0.05	0.0000	***
Tenure - between 10-14	0.89	0.04	0.2723	

Multivariate Regression Analysis

Identify the significant factors that drive pay variance and isolate the 'illegal' pay gaps.



Root Cause Analysis

Understand the underlying reasons for pay inequity to address systemic and structural issues, rather than just the symptoms.

Key features

Summary Data : 47 Employees

Comparator Group	Comparator Baseline	Mean Baseline Basic Pay FTE	Mean Non-Baseline Basic Pay FTE	Representation Of Bas Baseline Group	Pay Gap	Pay Gap After Proposed Remediation	Deviation Rate
Ethnicity	White	\$62,966.91	\$34,086.91	86.96%	30.79%	31.82%	97.87%
Gender	Male	\$38,701.04	\$37,706.83	46.67%	15.49%	11.81%	95.74%

Cohort Analysis

Group employees who perform equal or substantially similar work into pay analysis groups (PAG) or cohorts to review potential pay equity disparities.

Comparator Group Details

Number of Employees

47

MEAN Basic Pay FTE

\$36,911.87

Within range
Basic Pay FTE

Min: \$33,220.68

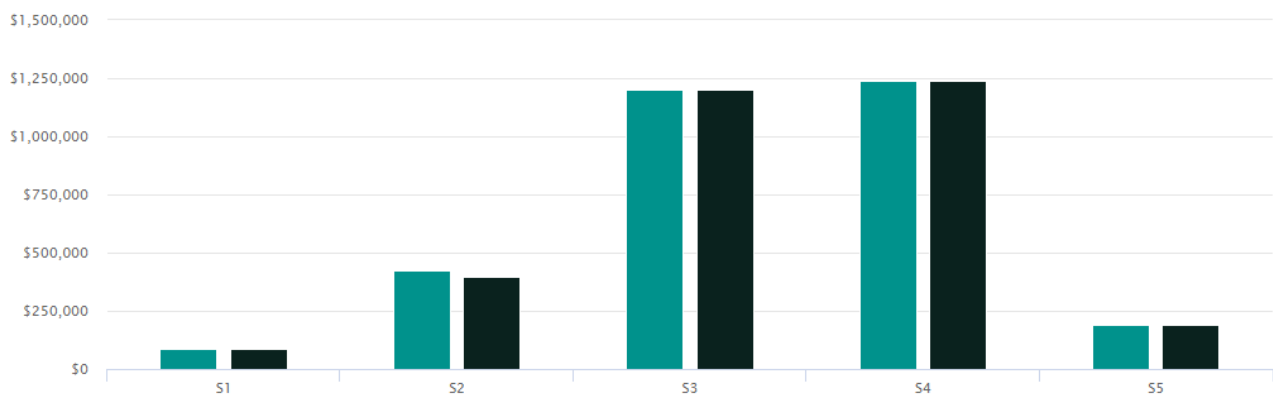
Max: \$40,603.06

Complete Fair Pay Checks

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.

Cost of remediation by Job Band

To see additional charts please edit using the chart settings.



Budget Optimization

Understand the cost implications to close pay gaps, and for user-defined budgets, where this spend should be targeted to have maximum impact.

About CURO

Designed and developed by compensation experts, CURO's pay equity software enables organizations to drive business performance and employee engagement while ensuring pay transparency, equity and compliance.

Want to learn more about using software for your analysis?

Get in touch to get your questions answered by our pay equity specialists and set up a 1:1 demo.

Contact us

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