



**GAPSQUARE**

Bringing the power of data science  
to pay transparency

Dr. Zara Nanu

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# The Problem

Combination of  
changing workforce  
and changes to  
employment  
landscape and  
requirements

Realities and  
perceptions about  
pay impact trust and  
talent retention

Complex  
legislation around  
the world putting  
pressure on using  
data (eg. gender  
pay gap)

Analysis ad hoc in  
Excel and siloed  
software with no  
insights





## The Solution

Using data for  
planning and  
optimisation of  
complex reward &  
compensation

Cloud based  
SaaS that  
brings data to  
the forefront of  
decision making  
in HR

Automated  
reporting on pay  
and reward  
transparency  
regulations  
worldwide

Integrated  
analysis with  
embedded  
decision making  
support

# Flagship product: Gapsquare FairPay



## Upload data

Upload payroll  
and/or HR data



## Process data

Let the system calculate the  
data, produce insights and  
reports



## Drive change

Visualise data driven  
recommendations and  
make change in the org

## Case studies

“Working with Gapsquare has enabled many of our clients to see at a glance where any gender pay gaps exist and to analyse the factors behind the statistics. With the insights gathered from these analytics, they can now take positive steps to address any issues ahead of the gender pay snap-shot date, and well before the deadline for publishing their data.”



**Osborne  
Clarke**

“Gapsquare has greatly reduced the time we needed to spend doing detailed data analysis in Excel. Their comparative analysis tool looking at the relationship between gender and other variables allowed us to fully understand our gender pay gap. This means we can focus our time, attention and resources on developing action plans designed to actually narrow the gender pay gap.”

**GREATER  
LONDON  
AUTHORITY**



# Awards and features

MIT: Solve  
2017 Women and  
Technology  
Finalist

Sparkies 2018 Tech-  
for Good Award,  
Business Insider  
Social Impact Award

F-Lane  
Accelerator 2017,  
Vodafone Institute  
of Society and  
Comms

Oracle Startup  
Cloud Accelerator  
2018

Financial Times  
September 2017

SOLVE

BUSINESS  
INSIDER

F → LANE

ORACLE

FT FINANCIAL  
TIMES

Now is the time to be ahead of the game on pay transparency  
and build trust with clients and employees

Zara Nanu  
CEO  
[zara.nanu@gapsquare.com](mailto:zara.nanu@gapsquare.com)  
[www.gapsquare.com](http://www.gapsquare.com)

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