

2026 EUROPEAN UNION DIRECTIVE

Compliance Without the Overhaul

A Workday Roadmap for the EU Pay Directive

Turn the complexity of the 2026 Directive into clear, actionable Workday configurations with the experts at Kognitiv.

What is EU Pay Transparency?

The EU Pay Transparency requires employers to prove fair, equal pay using objective, gender-neutral criteria.

Start with Your Current Workday State

Before implementing new features, Kognitiv assesses your current Workday setup to identify gaps, risks and opportunities, looking at:

- ✓ FTE Logic & Worker Data
- ✓ Compensation Elements
- ✓ Management Levels
- ✓ Compensation Grades
- ✓ Job Profiles

Incorporate the Right to Information (RTI) Framework

Every employee has the right to request their pay level compared to their peers. We provide three paths to automate this framework based on your data complexity and budget:

BASICS

Native to Workday

Use Workday Core HCM to build a Job Architecture, configuring Custom Requests, Business Processes, and secure reporting for RTI fulfillment.

ADVANCED

Leverage Prism

Re-engineer job applications to hide salary history, display grade ranges, and calculate Total Remuneration by blending external payroll into Prism.

PREMIUM

Build an Extend App

Deploy the 4% Early-Warning Dashboard to flag pay gaps pre-audit, alongside a Fair Pay Portal for automated workflows and watermarked PDFs.

Value-add options available:

1. Career Progression Transparency
2. Pre-Merit Equity Simulations
3. Manager Help Text
4. Boards for Works Councils and Labor Unions

Proven Benefits

Experience a full suite of benefits including collaboration with Syndio for AI pay intelligence and Kainos for pay transparency analytics to extend global reach.

The Kognitiv Advantage

Power by the Hour

On-demand expertise with no bloated project fees or minimums.

Strategic Advising

We architect solutions that are future-ready and adaptable as local EU laws evolve.

Competency Amplification

We work with your team, building their skills so they can confidently manage transparency long-term.

Ready to Make Workday Your **Strongest Compliance Asset?**

Contact Kognitiv Today to Get Started

Kognitiv helps you move from planning to audit-ready with practical, scalable Workday solutions tailored to your business.

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