EQUAL PAY DAY 2024: WHAT HAPPENS IN THE WORKPLACE







Organizations are committed to fair pay: 75% regularly audit for pay equity.



Characteristics most commonly assessed in pay equity audits:

80% Gender 68% Race/Ethnicity **62%** Age

"I trust that my organization pays people equally for equal work, regardless of their gender, race, ethnicity, disability status, age or sexual orientation."

81% of HR professionals agree.



Pay equity training may not reach people managers.

Employees' direct managers are vital advocates for fair pay for their team members. But they are the least likely to receive formal training





Who receives formal training on these topics at your organization?

How to make business-related pay decisions	How to properly document pay decisions	The importance of pay equity
HR 90%	HR 48 %	HR 48 %
Senior Leaders 76%	Senior Leaders 41%	Senior Leaders 40%
People Managers 68%	People Managers 36%	People Managers 36%

Making Business-Related Pay Decisions: You Decide How likely would you be to take action in each comparison of four senior

managers below? What would you tend to do?

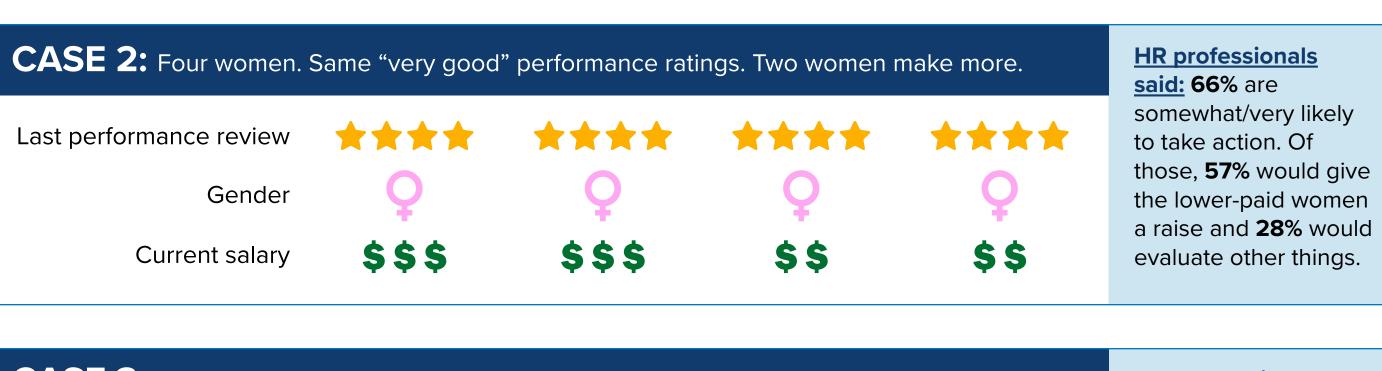
> Evaluate other things (experience, tenure, etc.).

Give lower-paid employees a raise.

- Take no action.



CASE 1: Two men, two women. Same "very good" performance ratings. The men make more. **HR** professionals **said: 91%** are somewhat/very likely Last performance review to take action. Of those, 76% would Gender give the women a raise and 23% would \$\$\$ **Current salary** evaluate other things.



CASE 3: Four women. Two women have "very good" performance ratings and two have **HR** professionals **said: 32%** are "good" ratings. The higher-performing women make more. somewhat/very likely to take action. Of Last performance review those, 43% would give the lower-paid Gender women a raise and 24% would evaluate Current salary

other things.

HR professionals' decisions show they understand pay equity. They are much more likely to address a pay discrepancy when it is not explained by a job-related factor (performance rating).

Pay inequities lead to retention issues, and only by implementing consistent processes and evaluation of the inequities can companies enact change.

Learn more about solutions offered from SHRM Enterprise Solutions to support Leadership Development Programs/Trainings and Programs geared toward advancing Women Leaders.

of all sizes, with 52% working for organizations having 250 or more employees.

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