



# The Current State of Pay Equity:

## US Data Summary



3 in 5  
**59%**

US employers will share their goals for closing pay gaps.

Finance & Insurance	66%
Healthcare	57%
Automotive	55%
Retail	51%
Hospitality & Food & Beverage	68%
Technology	59%

Communicating and sharing pay equity goals

**58%**

remains one of the lowest organizational communication priorities for US companies in 2024

Sharing ESG goals (56%)

Finance & Insurance	70%	Retail	48%
Healthcare	70%	Hospitality & Food & Beverage	36%
Automotive	47%	Technology	64%

DEI efforts with employees (61%)

Finance & Insurance	57%	Retail	66%
Healthcare	64%	Hospitality & Food & Beverage	56%
Automotive	60%	Technology	66%

4 in 5 (79%)

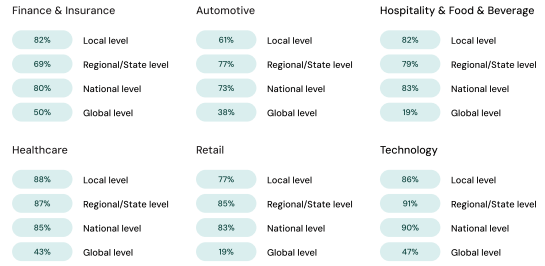
US employers are aware of pay equity standards at the local level, state/regional level (81%), and national level (82%)

1 in 3 (36%)

are aware of global pay equity standards

25%

doubt their organization complies with global standards



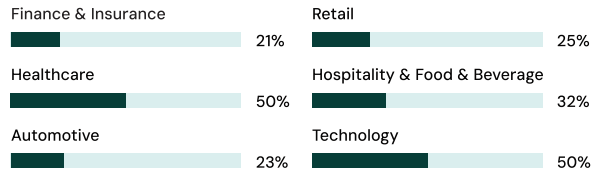
One third  
**34%**

of US companies don't have a pay equity strategy in place

Of those who do have a strategy in place (64%)

it should be re-evaluated as nearly half **49%** say their approach to pay equity is hurting their ability to attract talent

Companies without a pay equity strategy in place



Companies with a pay equity strategy in place and the impact of attracting talent

Finance & Insurance

79% has a pay equity strategy in place  
66% strategy hurts their ability to attract talent

Automotive

73% has a pay equity strategy in place  
57% strategy hurts their ability to attract talent

Hospitality & Food & Beverage

67% has a pay equity strategy in place  
45% strategy hurts their ability to attract talent

Healthcare

47% has a pay equity strategy in place  
36% strategy hurts their ability to attract talent

Retail

70% has a pay equity strategy in place  
40% strategy hurts their ability to attract talent

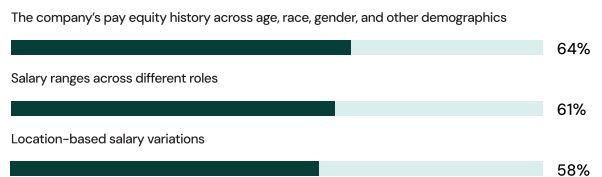
Technology

50% has a pay equity strategy in place  
47% strategy hurts their ability to attract talent



**93%**  
of US employers expressed confidence that employees understand their total compensation

They express lower confidence about employees' understanding:



Finance & Insurance

94% Employees know total comp  
70% Understand pay equity across demographics  
69% Understand salary ranges of different roles  
63% Understand location-based salary

Healthcare

96% Employees know total comp  
58% Understand pay equity across demographics  
57% Understand salary ranges of different roles  
47% Understand location-based salary

Automotive

94% Employees know total comp  
67% Understand pay equity across demographics  
69% Understand salary ranges of different roles  
57% Understand location-based salary

Retail

92% Employees know total comp  
58% Understand pay equity across demographics  
59% Understand salary ranges of different roles  
51% Understand location-based salary

Hospitality & Food & Beverage

87% Employees know total comp  
69% Understand pay equity across demographics  
66% Understand salary ranges of different roles  
59% Understand location-based salary

Technology

99% Employees know total comp  
63% Understand pay equity across demographics  
50% Understand salary ranges of different roles  
71% Understand location-based salary

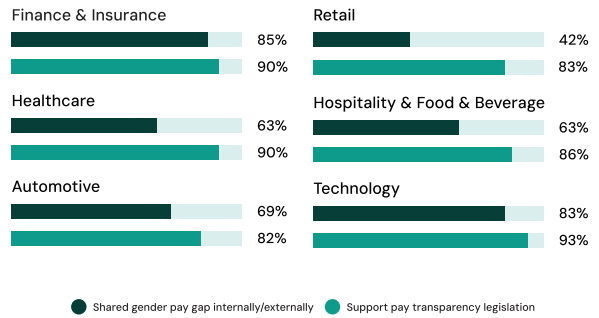
# How US Employers Are Taking Action

67%

of US employers have shared their existing gender pay gap internally with employees or with external audiences

87%

most US employers would support legislation mandating pay transparency practices

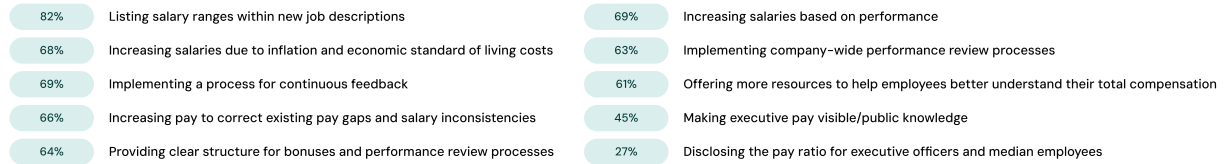


2 in 3 (68%)

US companies have conducted a pay equity analysis and uncovered:



Many employers took additional steps to proactively improve transparency and correct pay gaps, including:



## Using Technology to Enable Pay Equity

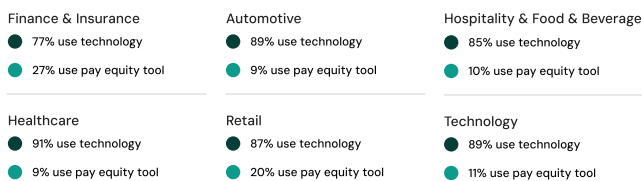
The increased adoption of HR technology and data analytics has become a key enabler for organizations looking to redress pay equity challenges.

87%

Nearly 9 in 10 of US employers use technology to manage compensation strategies

13%

only about 1 in 7 use a pay equity tool to manage compensation.



US employers use technology to:



# Putting Artificial Intelligence to Work

Three in four US employers agree that AI-informed pay strategies could increase compliance with pay equity laws



**73%**  
3 in 4

- 86% Financial & Insurance
- 80% Healthcare
- 70% Automotive
- 56% Retail
- 57% Hospitality & Food & Beverage
- 86% Technology

**41%**

2 in 5 US employers already use AI to inform compensation strategies

**48%**

conduct root cause analysis of pay gaps

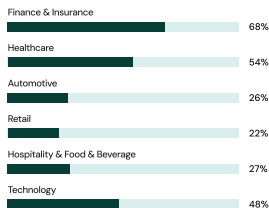
**62%**

create predictive compensation models

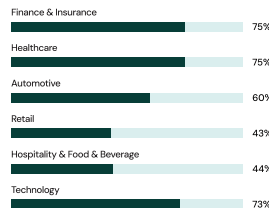
**52%**

design competitive compensation packages to attract top talent

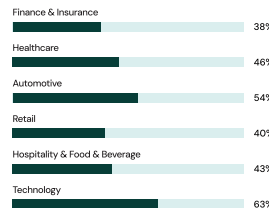
Used AI to inform compensation strategies



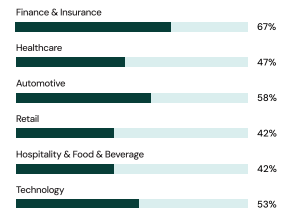
Create predictive compensation models



Conduct root cause analysis of pay gaps



Design competitive compensation packages to attract top talent



US employers who don't currently use AI to inform compensation strategies are planning to use it in the near future

**30%**

- 18% Financial & Insurance
- 24% Healthcare
- 40% Automotive
- 25% Retail
- 29% Hospitality & Food & Beverage
- 43% Technology