



Pay Equity Statistics

Men	#6 Pay Equity reason left job	74% annoyed by unequal pay
Women	#5 Pay Equity reason left job	83% annoyed by unequal pay

42 States enacted equal pay laws, acts, or statutes
37 US cities and states have passed a salary history ban (19 are state-wide)

Women's Pay	1960 – 60 cents/dollar	2000 – 70 cents/dollar	Current IN – 79 cents/dollar
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Women's Pay US	82 cents/dollar
Black Men	87 cents/dollar
Black Women	63 cents/dollar
Hispanic Men	57 cents/dollar
Hispanic Women	54 cents/dollar

US #43 Pay Gender Equality – out of 146 countries

78%	Employees want workplace where people treated equally
80%	Women would switch employers if felt another company had greater gender equality
53%	Employees believe unequal pay is the top factor impacting gender equality

48%	Workers believe overall compensation is fair and satisfactory for work they perform
30%	Satisfied with compensation but still plant to look for a new job
56%	Of those not satisfied with pay intend to search for a new job in the next year

88%	Yet to take action on pay equity
66%	Took action last year
31%	Have pay equity on radar but have not taken action yet
4%	Do not have any pay equity on radar
53%	Extremely influenced to take action because it is the right thing to do
52%	Conduct analysis one time a year – 19% more frequently

13%	Organizations with a formal process to address pay equity have 13% higher employee engagement
19%	More likely to exceed industry average levels of productivity