



PERCEPTIONS ON PAY EQUITY



According to a new Harvard Business Review Analytic Services Report sponsored by UKG, employers and employees have different perceptions on how **MAKING PAY EQUITY WORK FOR ALL** and implementing long-lasting change should be achieved.



of executives consider **PAY EQUITY A MODERATE OR HIGH STRATEGIC PRIORITY**



report they **DON'T HAVE A WELL-ESTABLISHED PAY EQUITY PLAN IN PLACE**



of employees report their organization **DOESN'T HAVE A PAY EQUITY PLAN** in place, or even worse, they **DON'T EVEN KNOW IF A PLAN EXISTS.**



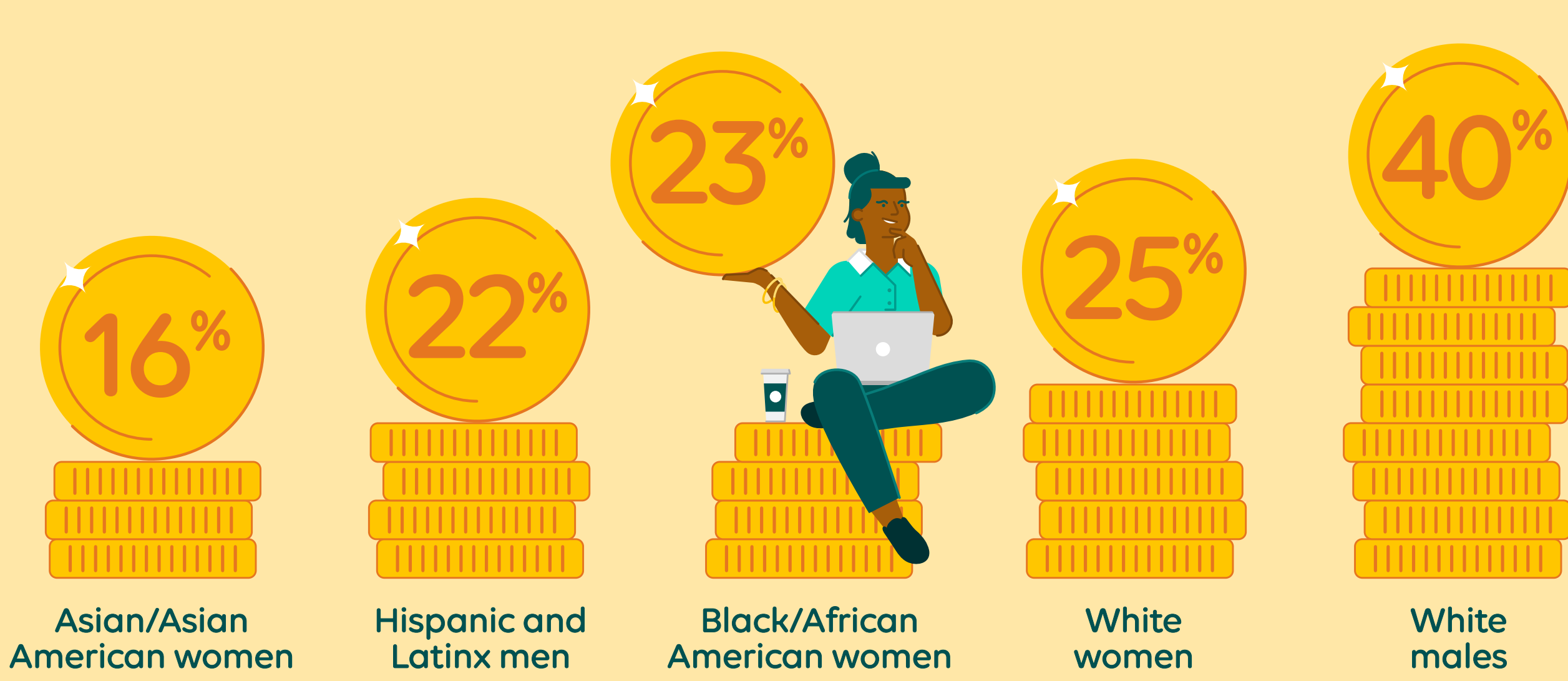
believe their employers **HAVE SUCCESSFULLY ACHIEVED PAY EQUITY**



say their organizations **HAVE BEEN COMPLETELY UNSUCCESSFUL**

PAY EQUITY EFFORTS ARE NOT EVENLY DISTRIBUTED ACROSS KEY EMPLOYEE GROUPS

Employees who believe their organizations have succeeded in pay equity for all employee groups:



WHAT CAN WE DO?

Employees and executives both agree that conducting a pay equity audit would be beneficial in achieving pay equity; after that, the focus shifts.

IS TRANSPARENCY BENEFICIAL?



of **EMPLOYEES** cite transparency as one of the most impactful ways to eliminate disparities



of **EXECUTIVES** expect to increase transparency as part of an overall plan to promote pay equity in the next year



IS BENCHMARKING BENEFICIAL?



of **EXECUTIVES** say using external benchmarks to align pay and experience would be beneficial



of **EMPLOYEES** surveyed agreed

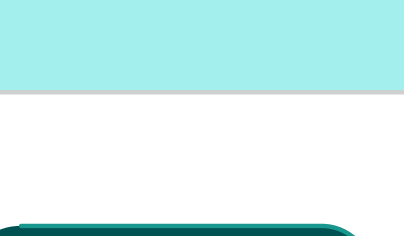
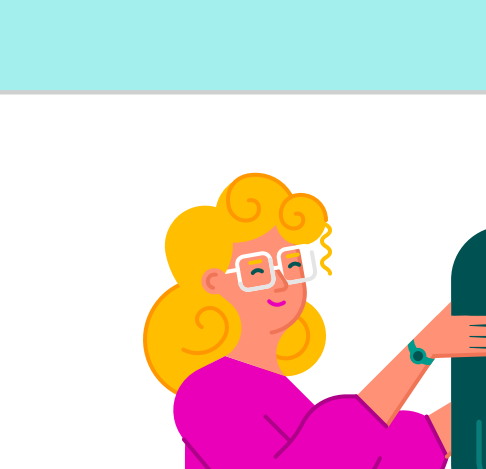
WHO SHOULD BE RESPONSIBLE



of **EXECUTIVES** said that the Chief Human Resource Officer (CHRO) or equivalent should lead pay equity efforts



of **EMPLOYEES** believe so



of employees are looking to **THE CEO** or equivalent to **LEAD THE CHARGE.**



WHAT CAN WE GAIN?

While employers and employees agree on what key benefits are most likely to be realized by achieving pay equity, employees rate them to a much lesser extent.

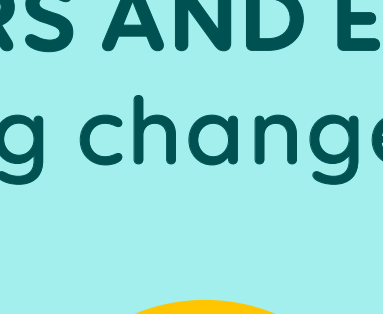


HOW DO WE GET THERE?

By focusing on strategies that **ALIGN BOTH SIDES** and implementing an effective pay equity plan, together, **EMPLOYERS AND EMPLOYEES** can make lasting change.



of executives say that their investment in pay equity initiatives will stay the same or increase



are conducting pay equity audits at least yearly

Learn what UKG is doing to close the wage gap. Visit ukg.com/CloseTheGap.