



# Obstacles to Achieving Pay Equity

Nearly **two-thirds** of organizations cite the **potential cost of addressing inequities** as the **most significant obstacle** when aiming to establish pay equity.

However, in our experience, **the cost of addressing pay inequities** often **requires a relatively modest investment**.



Potential cost of addressing pay inequities

## Other Obstacles to Achieving Pay Equity



**51%**

Ensuring proper job grouping and leveling for equity analysis



**38%**

Dealing with the root causes of pay equity



**35%**

Dependence on the discretion of line management



**26%**

The possibility of employees reacting negatively to the pay equity management process



**25%**

Gaining leadership support to drive action



**20%**

Cost involved in performing a pay equity analysis



**20%**

Concerns about potential legal action



**18%**

Absence of a fair pay management strategy, structure, and process



**12%**

Inadequate skills and experience for conducting pay equity analysis

Source: 2024 State of Pay Equity Policies and Practices survey.