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2025 Pay Equity Policies and Practices Report EU Pay Transparency Directive Lens

Research finds most companies aren't prepared for the EU Pay Transparency Directive

Executive Summary

This study analyzed data from compensation professionals in 429 large organizations — 76% of which have operations in Europe – about their pay equity practices.

The data was collected through surveys from 267 organizations in Q1 2025 and 162 organizations in Q1 2024. The findings from this study suggest that many organizations are not ready to comply with the EU Pay Transparency Directive (EUPTD) on gender pay gaps and still have significant work to do to address pay equity more comprehensively and broadly.

The key takeaway is that just **16% of organizations are ready to meet the requirements of the EUPTD using base pay.** This drops to **3%** when using total cash compensation and **2%** with total direct compensation.

Other key takeaways from this research include:

- While most organizations assess base pay in gender pay equity analyses, few consider total compensation. Excluding components like bonuses, stock options, and performance shares can obscure actual gender pay disparities, undermining the intent of the EUPTD.
- Many organizations rely on basic statistics to analyze pay equity, which fails to account for factors like education, experience, or job responsibilities. Fewer organizations use multiple regression analysis, the method best aligned with the EUPTD's requirements for justifying pay differences using objective, gender-neutral criteria.
- Few organizations use specialized pay equity software, despite its importance for rigorous, reliable analysis. In addition, reliance on external consultants varies by revenue level and industry, but is heavily skewed toward higher-revenue organizations.
- Although the EUPTD emphasizes pay transparency, most organizations only share findings with internal leadership, HR, or legal teams. Few organizations make pay equity results public or disclose full salary ranges to employees, limiting accountability and trust.
- While regular analyses are key to promptly identifying and correcting pay inequities, many organizations do not conduct annual pay equity assessments. In addition, while most organizations remediate base pay gaps within a year, few correct inequities in short-term and long-term incentives within that timeframe, risking non-compliance with the EUPTD's mandate.
- While gender is the primary focus, some organizations are expanding pay equity analyses to include race, ethnicity, and age. Still this trend is uneven across industries and lacks consistency, limiting broader diversity and inclusion efforts.

In addition, this study explored pay equity practices by both revenue and industry. While many notable patterns emerged, particularly by industry, we highlight a few key findings below:

- Compared to lower-revenue organizations, higher-revenue organizations are more likely to include total direct compensation in their pay equity analyses, use multiple regression, correct pay inequities within a single fiscal year, and conduct pay equity analyses annually; they also place greater emphasis on mitigating legal risk, more often citing addressing root causes of pay inequities as a key obstacle to implementing pay equity programs.

- Financial services organizations are more advanced in their pay equity practices, they are more likely to analyze total compensation that includes short-term and long-term incentives, use regression and external consultants to conduct pay equity analyses, remediate pay gaps within a year, and conduct annual pay equity analyses rather than on an ad hoc basis; they also report greater transparency with employees, are highly motivated by risk mitigation and talent attraction, and view job leveling — rather than cost —as an obstacle to implementing pay equity programs.
- Healthcare organizations tend to lag in pay equity practices—they are least likely to include total direct compensation in the pay equity analyses, use pay equity software, or analyze pay equity annually; they rely heavily on basic statistics for pay equity analyses, often conducting them on an ad hoc basis, report low transparency with employees, are less motivated by legal risk, emphasize the cost of pay corrections as a key obstacle to implementing pay equity programs, and are least likely to consider proposed base pay in their analyses.

Introduction

This study examines how organizations address pay equity, building on the 2024 State of Pay Equity Policies and Practices. It specifically focuses on organizations' preparedness to comply with the EU Pay Transparency Directive, along with variations in policies and practices across revenue levels and industry sectors among the six largest industries represented in the survey.

The study is a joint project of Trusaic, a leading workplace equity technology company, and Empsight, a leading provider of specialized compensation data for Fortune 1000 & large multinational companies.

Empsight gathered data from compensation professionals in 429 large organizations — 267 organizations responded to a survey fielded between January and March 2025 and 162 organizations responded to a survey fielded between February and April 2024. The study provides comprehensive insights into their pay practices and how they approach pay equity analysis.

The EU Pay Transparency Directive

The EU Pay Transparency Directive (EUPTD), enacted in June 2023, aims to close the gender pay gap across the European Union by applying the principle of equal pay for equal work or work of equal value.

- Submit gender pay gap reports demonstrating less than a 5% difference in average pay, base and total compensation, between female and male workers in any category of workers, and

- Justify any pay gaps of at least 5%, or
- Remedy pay gaps within 6 months.

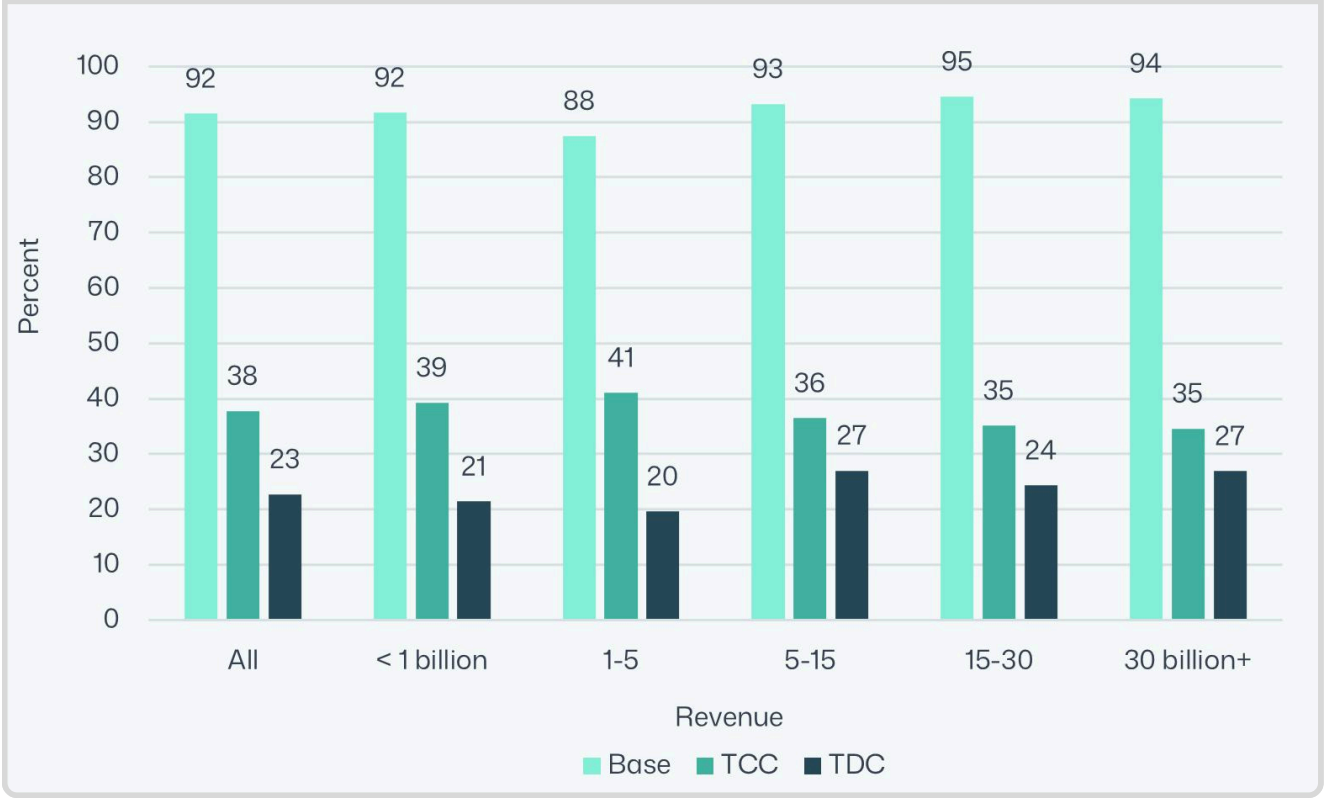
The directive requires pay gap reports annually for companies with more than 250 employees and every three years for smaller companies. These reports must be made available before and during employment to employees and workers' representatives. Companies that don't or can't comply, must participate in a joint pay assessment with workers' representatives.

Pay equity analyses often fail to consider all components of compensation

The EUPTD requires employers to report on the gender pay gap for basic wage or salary, as well as complementary or variable components that employees receive directly or indirectly, whether cash or in kind.

We asked survey respondents what forms of compensation they analyze as part of their pay equity analysis. Overall, 92% of respondents analyze base pay, though no clear pattern emerged by revenue **(Figure 1)**. Responses ranged from 88% among $1 to under $5 billion organizations to 95% among those with $15 to under $30 billion.

Figure 1: Components of Compensation Organizations Analyze as Part of Their Pay Equity Analysis, by Revenue



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"Base pay is the most frequently analyzed component of compensation, at 92% of organizations."

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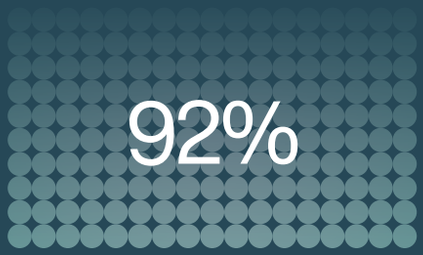
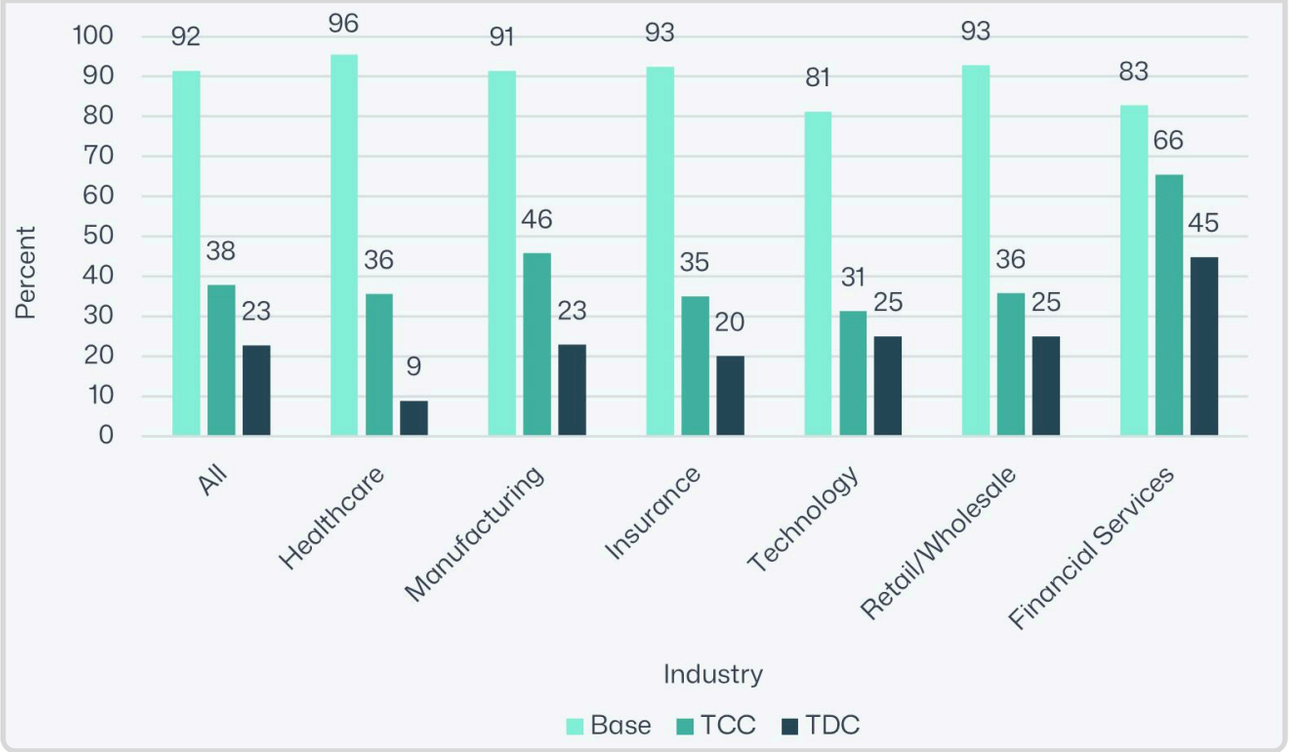


Figure 2: Components of Compensation Organizations Analyze as Part of Their Pay Equity Analysis, by Industry



Responses by industry ranged from 81% among organizations in technology to 96% among those in healthcare **(Figure 2)**. Although survey responses indicate that further improvements are needed to comply with the EUPTD, most organizations already include base pay in their pay equity analyses.

This is not the case with total cash compensation (TCC), which includes base salary and **short-term incentives (STI)** such as bonuses, commissions, and incentive pay, nor with total direct compensation (TDC), which includes base salary, short-term incentives, and **long-term incentives (LTI)** such as restricted stock, stock options, and performance shares.

Overall, only 38% of respondents reported analyzing TCC and only 23% reported analyzing TDC. While a smaller proportion of financial services organizations reported including base pay (83%) compared to other sectors, a significantly larger share reported including TCC (66%) and TDC (45%). Technology organizations were least likely to include TCC (31%) and healthcare organizations were least likely to include TDC (9%).

While pay equity analyses based on TCC and TDC align with the EUPTD objectives, effective remediation of gender pay gaps requires examining and addressing their components, STI and LTI, individually. Focusing solely on total compensation can obscure gender pay disparities within these individual components.

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"Only 23% of organizations analyze total direct compensation (TDC), showing most focus narrowly on base pay instead."

23%

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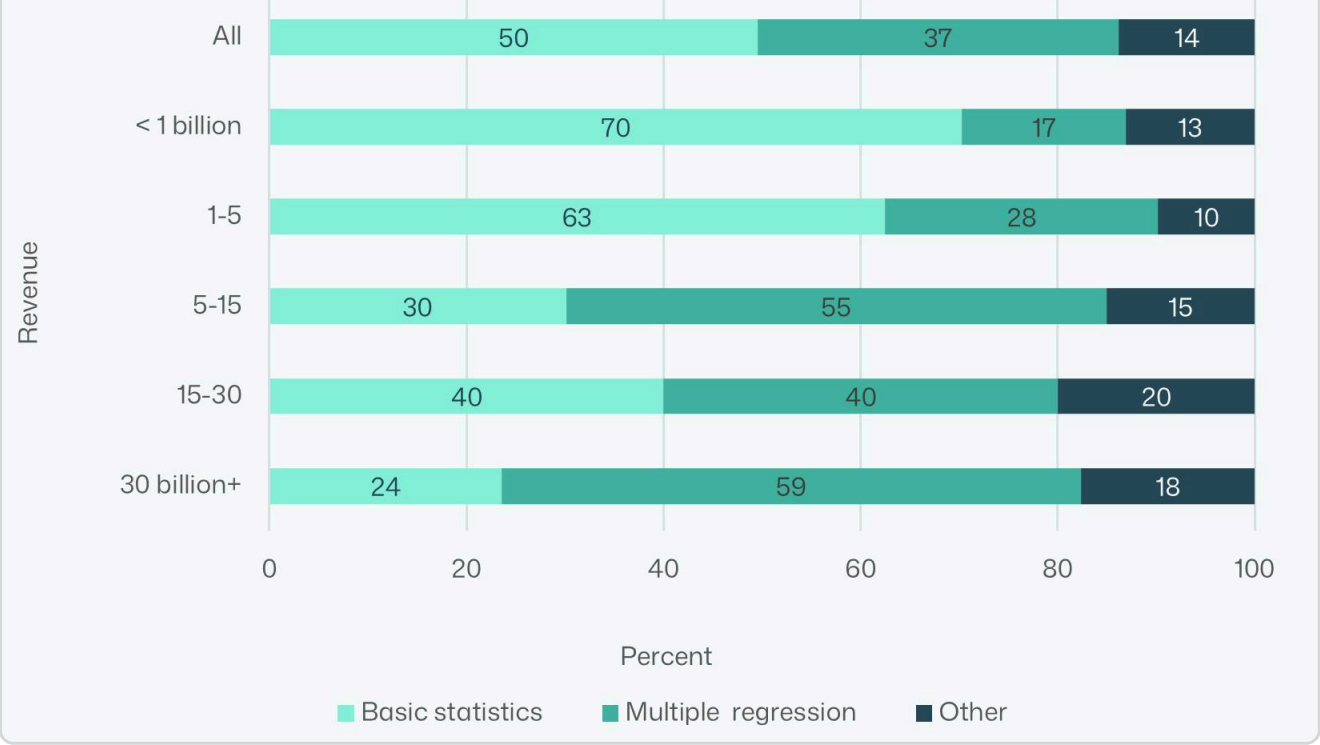
Justifying pay gaps with objective criteria requires more than basic statistics

The directive accepts gender pay gaps of at least 5% when they can be justified on the basis of objective, gender-neutral criteria across four factors: skills (e.g., education and experience), effort, responsibility, and working conditions. If appropriate, other relevant factors specific to the job or position may also be considered. This means that, for example, organizations will need to compare the pay of a female manager with a college degree and 15 years of industry experience to that of a male manager with identical qualifications. For many reasons, this is difficult to achieve using basic statistics alone and typically requires multiple regression analysis, which can account for numerous drivers of pay differences simultaneously.

We asked organizations to report their primary way of conducting pay equity analysis. Overall, 50% of respondents rely on basic statistics. However, this varies by revenue level, ranging from just 24% among organizations with the highest revenue to 70% among those with the lowest revenue to **(Figure 3)**. It also varies by industry, ranging from just 28% among financial organizations to 64% among healthcare organizations **(Figure 4)**.

Figure 3. Primary Way That Organizations Conduct Pay Analysis, by Revenue



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"50% of organizations still rely mainly on basic statistics for pay equity analysis."

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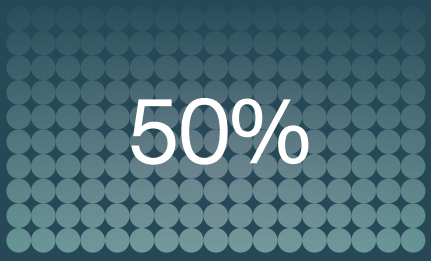
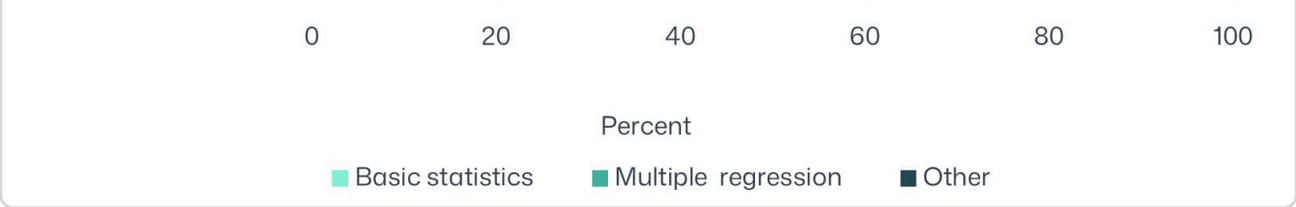


Figure 4: Primary Way That Organizations Conduct Pay Analysis, by Industry

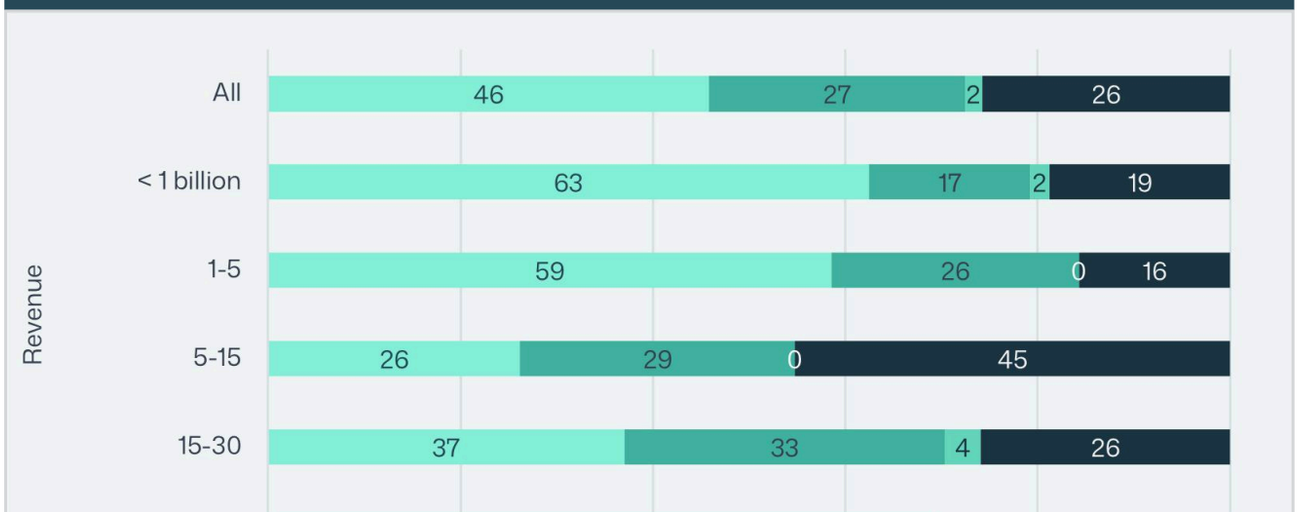


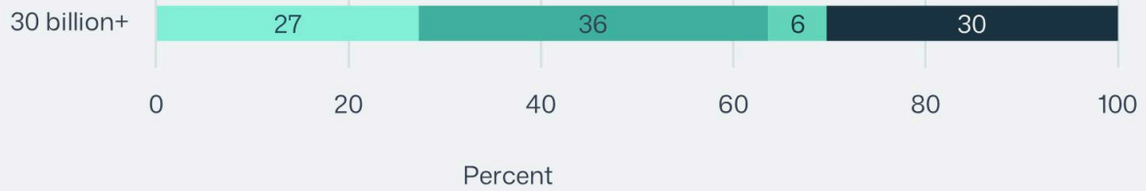
Overall, just 37% of respondents use multiple regression to conduct their pay equity analyses (the remaining respondents reported something other than these). Multiple regression is used least often by organizations with the lowest revenue (17%) and most frequently by those with the highest revenue (59%). It is also used least often by retail/wholesale organizations (21%) and most frequently by financial services organizations (52%).

A need for a more advanced approach to pay equity

Gender pay gap analysis using basic statistics can be conducted using spreadsheets; however, using multiple regression to account for various factors influencing pay typically requires specialized software. Yet only 28% of respondents use pay equity software — developed internally or by an external vendor — with usage varying by revenue level **(Figure 5)** and industry **(Figure 6).**

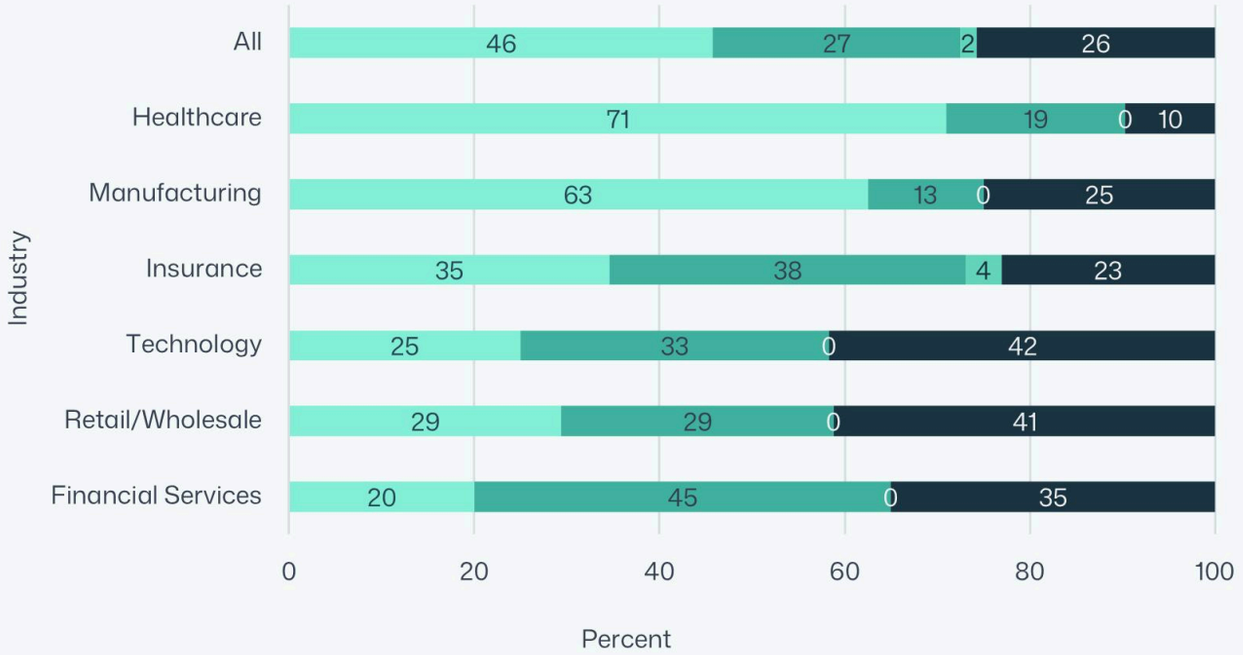
Figure 5: Primary Method/Technology That Organizations Use to Conduct Pay Analysis, by Revenue





Spreadsheets ■ External Consultant ■ Pay equity software (internally) ■ Pay equity software (external)

Figure 6: Primary Method/Technology That Organizations Use to Conduct Pay Analysis, by Industry



Spreadsheets ■ External Consultant ■ Pay equity software (internally) ■ Pay equity software (external)

No clear pattern emerged by revenue: usage ranged from 16% among $1 to under $5 billion organizations to 45% among those with $5 to under $15 billion. Healthcare organizations are least likely to use pay equity software (10%) and retail/wholesale and technology organizations are most likely (41% and 42%, respectively).

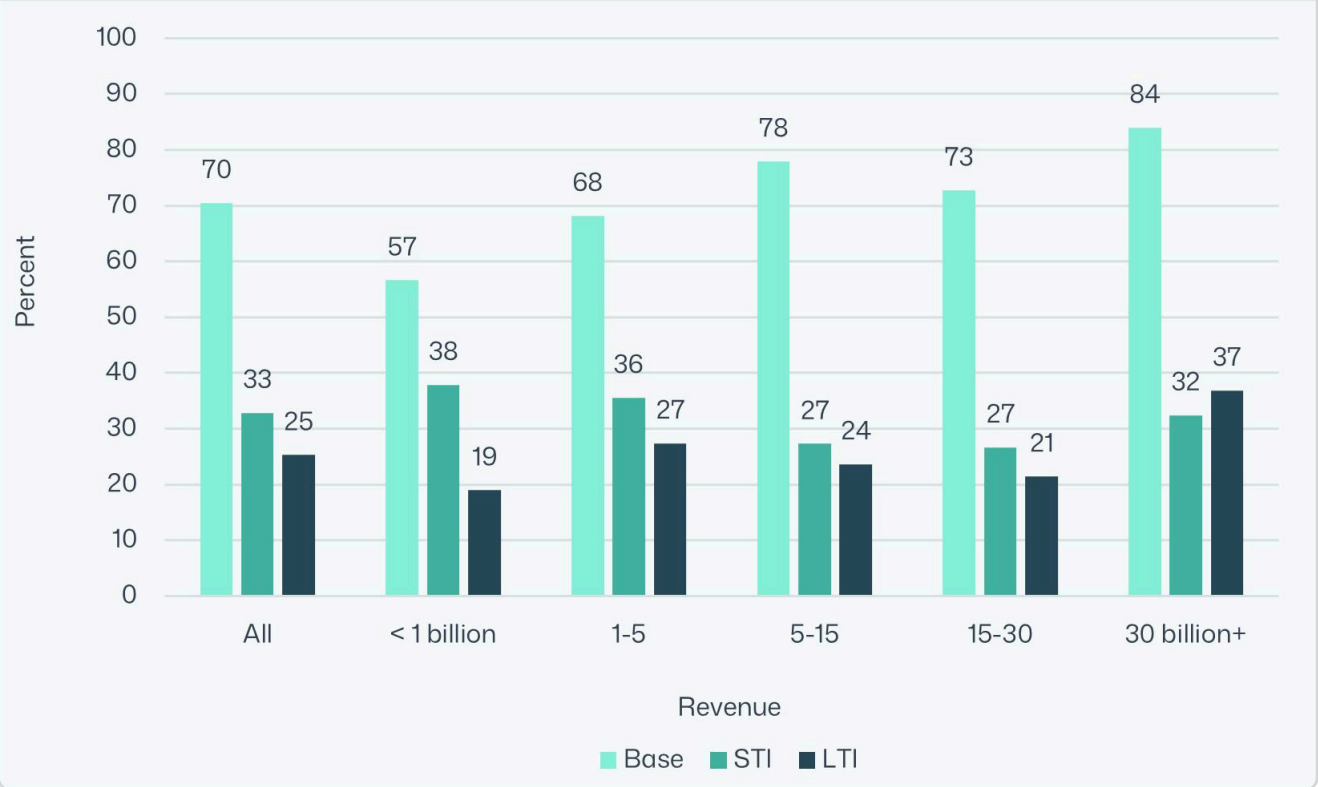
Organizations also reported using external consultants to conduct their pay equity analyses — most commonly among the highest-revenue organizations (36%) and financial services organizations (45%). It is worth noting that these consultants may be using pay equity software to conduct pay equity analyses on behalf of their clients.

Prompt remediation of pay gaps is essential

The EUPTD requires organizations to remedy gender pay gaps of 5% or more within 6 months. However, when asked how quickly they typically make pay equity corrections, only 70% of survey respondents said they adjust base pay within a single fiscal year. The rest either make corrections over multiple years or make no adjustments at all.

These responses vary by revenue level — ranging from 57% among organizations with less than $1 billion in revenue to 84% among those with $30 billion or more **(Figure 7)**. These responses also vary by industry — ranging from 61% among technology organizations to 83% among financial services organizations **(Figure 8).**

Figure 7: Percentage of Organizations That Conduct Pay Equity Corrections in a Single Year, by Revenue



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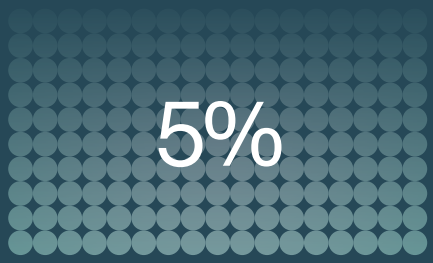
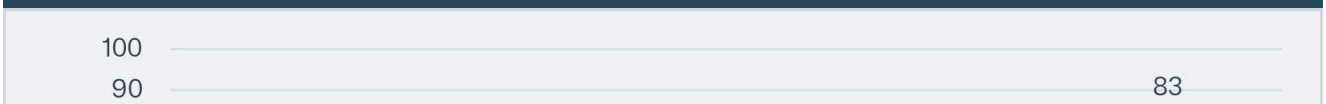
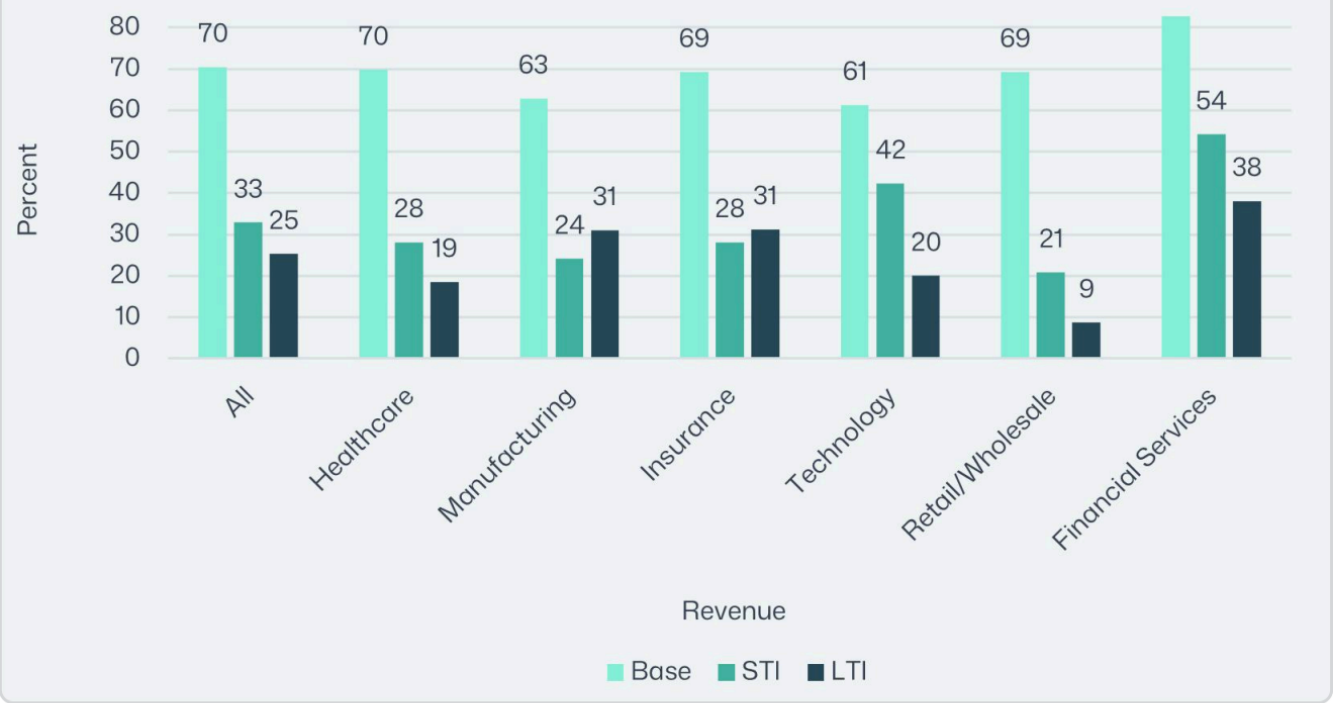


Figure 8: Percentage of Organizations That Conduct Pay Equity Corrections in a Single Year, by Industry

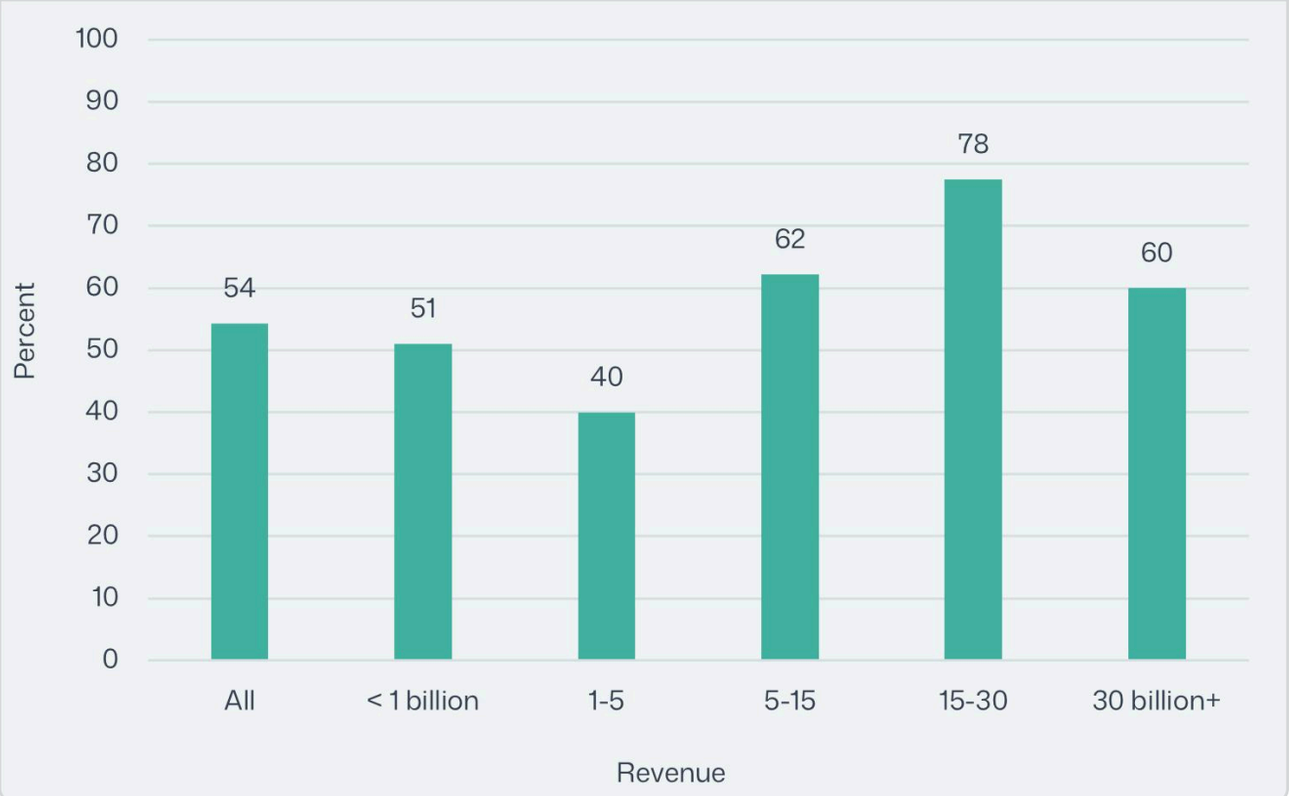




The EUPTD mandates regular gender pay gap analysis and transparency

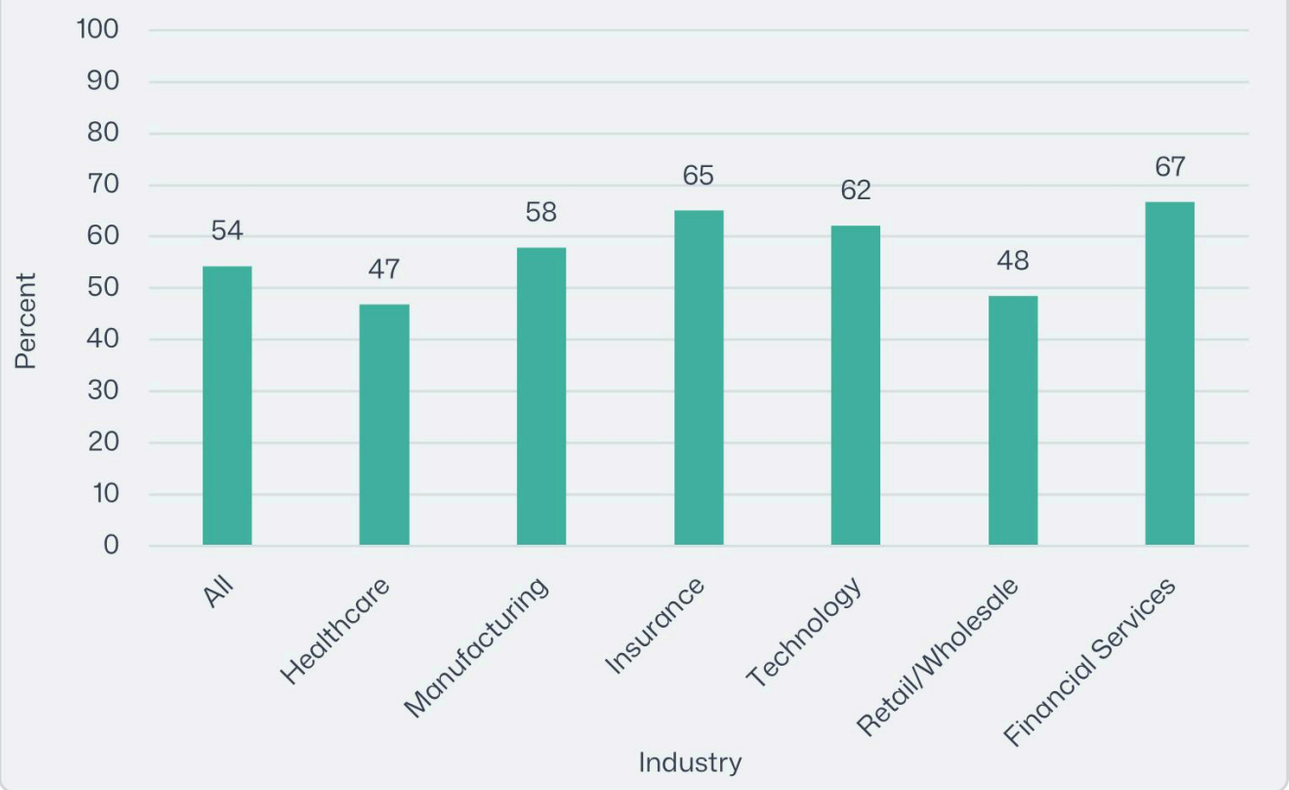
The EUPTD also requires organizations with at least 250 employees to produce gender pay gap reports annually. Currently, however, only 54% of survey respondents analyze pay equity at least once a year for some segment of their workforce. **Figure 9** shows results by revenue level, which ranges from 40% among $1 to under $5 billion organizations to 78% among those with $15 to under $30 billion.

Figure 9: Percentage of Organizations That Analyze Pay Equity at Least Once a Year, by Revenue



Only 60% of the highest-revenue organizations, $30 billion or more, analyze pay equity annually. Figure 10 shows results by industry. Healthcare organizations (47%) and retail/wholesale organizations (48%) report the lowest rates of conducting pay equity analyses yearly, while insurance organizations (65%) and financial services organizations (67%) report the highest.

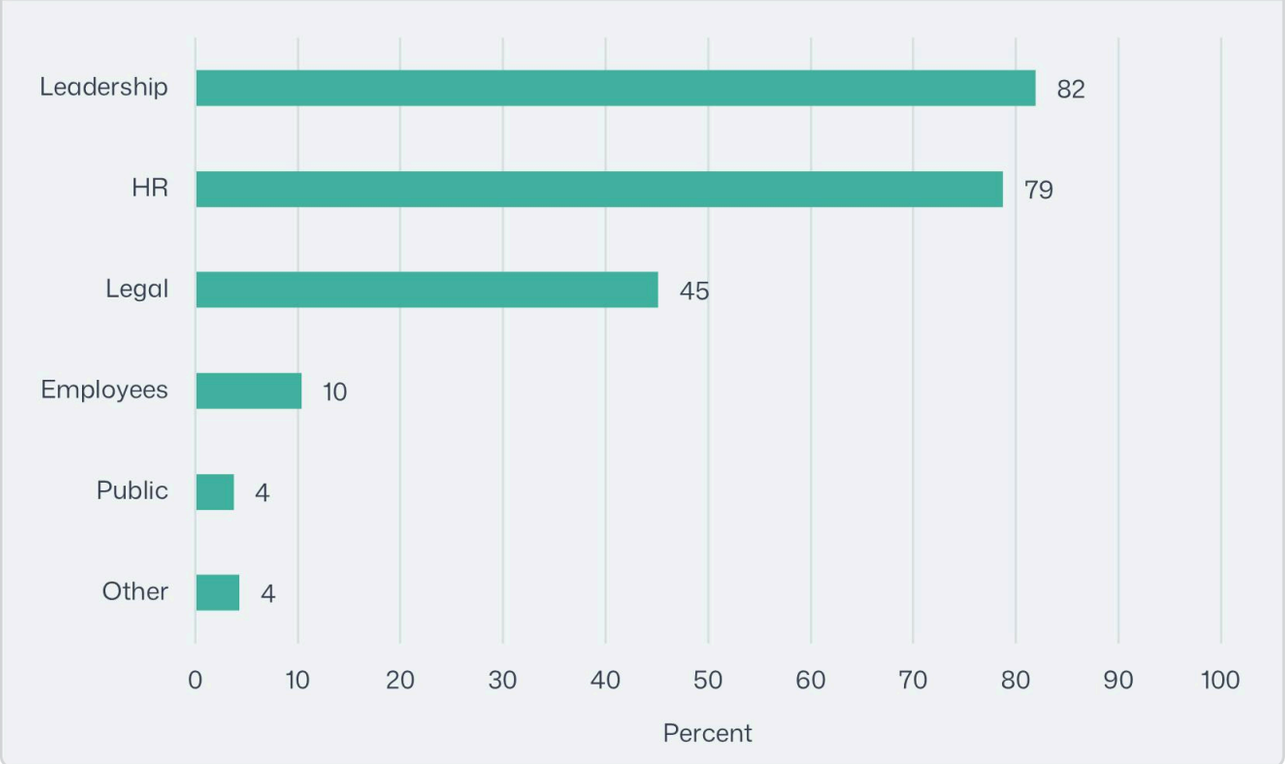
Figure 10: Percentage of Organizations That Analyze Pay Equity at Least Once a Year, by Industry



To promote pay transparency, the EUPTD also requires organizations to provide gender pay gap reports to workers and workers' representatives. This can be done by publishing the reports on the organization's website or making them publicly available in another manner, for example by including the information in the organization's management report.

Currently, however, most organizations only share pay equity results with their leadership (82%), HR (79%), and legal team (45%) **(Figure 11)**. Only 10% of organizations share these results with their employees and only 4% make them public.

Figure 11: Who Organizations Share Pay Equity Results With



Furthermore, only 24% of organizations say they are fully transparent with their employees about compensation, where full transparency is defined as disclosing all salary ranges on internal or external sites or in job postings. An additional 28% are not transparent with employees about compensation.

By revenue level, reports of full transparency range from 19% among $5 to under $15 billion organizations to 26% among those with $1 to under $5 billion, while reports of no transparency range from 20% among organizations with $30 billion or more to 34% among those with $15 to under $30 billion **(Figure 12).** By industry, reports of full transparency range from 6% among manufacturing organizations to 30% among financial organizations and 31% among healthcare organizations, and reports of no transparency range from 11% among retail/wholesale organizations to 35% among manufacturing organizations **(Figure 13)**.

Figure 12: Percentage of Organizations That Are Transparent About Compensation with Employees, by Revenue

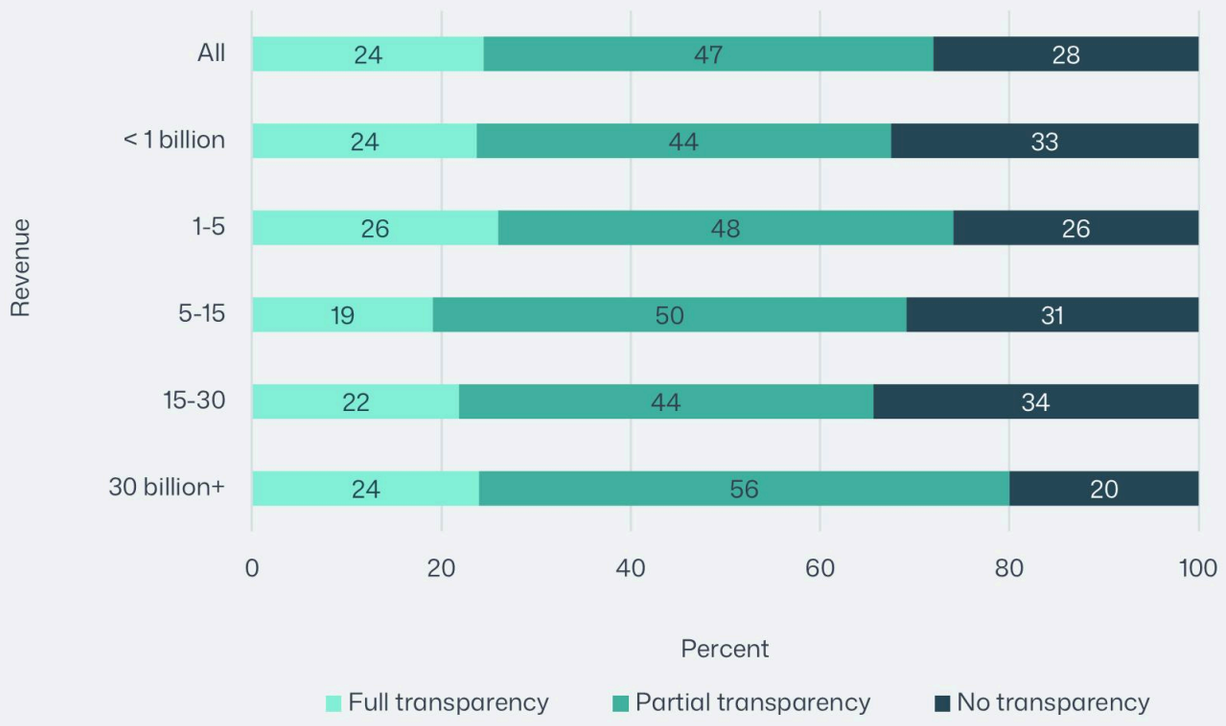
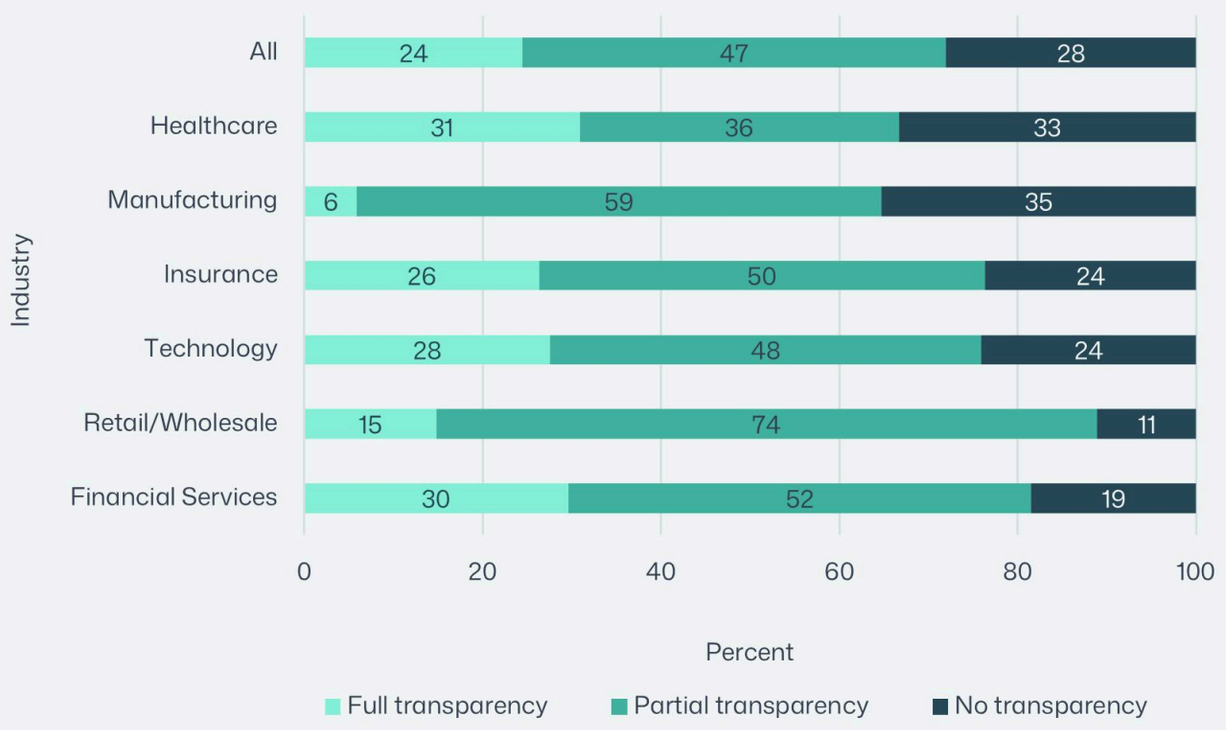


Figure 13: Percentage of Organizations That Are Transparent About Compensation with Employees, by Industry



What Can Organizations Do to Comply With the EUPTD?

Taken together, **just 16% of organizations are ready to comply with the EUPTD** because they fulfill the pay equity requirements described above, namely:

1. Analyze base pay,
2. Use multiple regression to ensure objectivity,
3. Maintain partial or full transparency with employees,
4. Conduct pay equity analyses at least annually, and
5. Address pay gaps within a year.

This readiness drops to **3%** when using total cash compensation and to **2%** with total direct compensation — both of which the EUPTD also requires organizations to analyze.

Organizations needing help with EUPTD compliance can consult Trusaic's EU Pay Transparency Directive Guide for a summary of the directive's reporting requirements and Trusaic's Pay Equity and the EU Pay Transparency Directive blog for basic steps for assessing gender pay gaps.

Trusaic offers a complete solution for complying with the EUPTD.

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"Only 16% of organizations are prepared to comply with the EUPTD, highlighting a major readiness gap."

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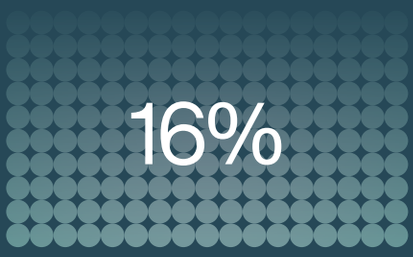


True Commitment to Pay Equity Goes Beyond Regulatory Compliance

This readiness drops to **3%** when using total cash compensation and to **2%** with total direct compensation — both of which the EUPTD also As depicted in **Figure 14**, the most common motivations for organizations' focus on pay equity are to mitigate legal risk (61%), build a culture of trust through transparency (57%), and enhance the employee value proposition to attract and retain talent (55%).

Figure 14: Drivers Behind Organizations' Focus on Pay Equity

Other notable drivers include regulatory pay transparency reporting requirements (50%), standardizing pay (47%), and preparing for regulatory audits (33%). Across revenue levels **(Figure 15)** and industries **(Figure 16),** the overall top three drivers were valued differently. Although mitigating legal risk is cited least often by the lowest-revenue organizations (47%) and most often by the highest-revenue organizations (73%), there is no clear upward trend in responses across revenue levels.

Figure 15: Organizations' Responses to the Top Three Drivers Behind Focus on Pay Equity, by Revenue

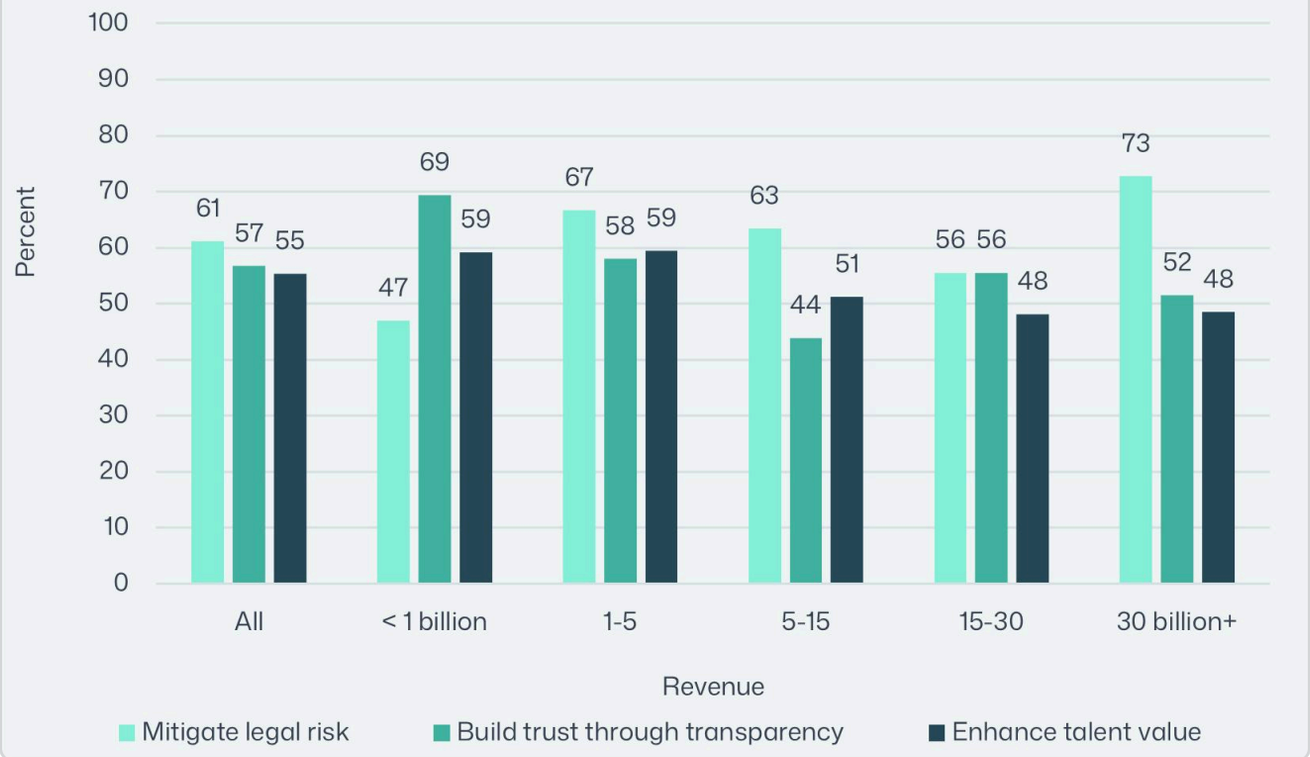
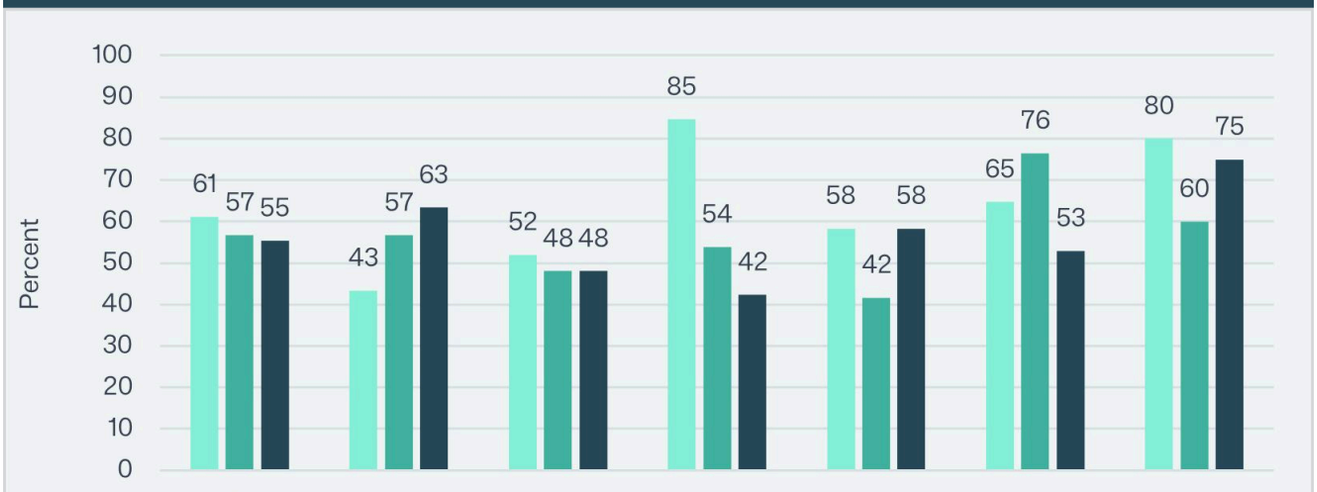
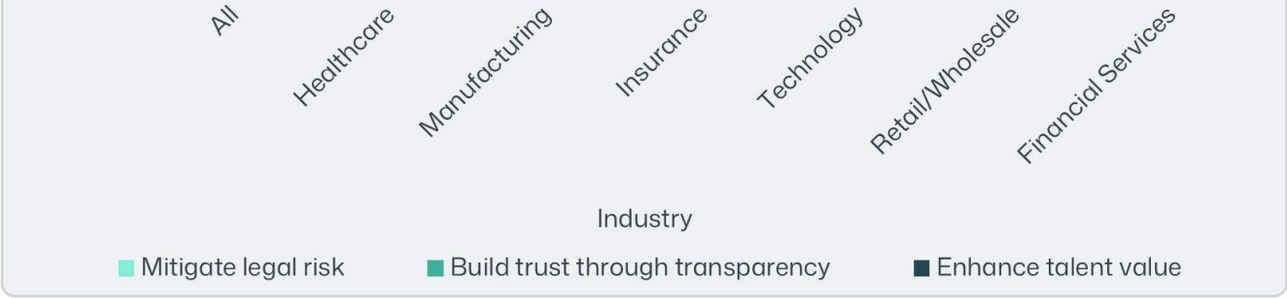


Figure 16: Organizations' Responses to the Top Three Drivers Behind Focus on Pay Equity, by Industry





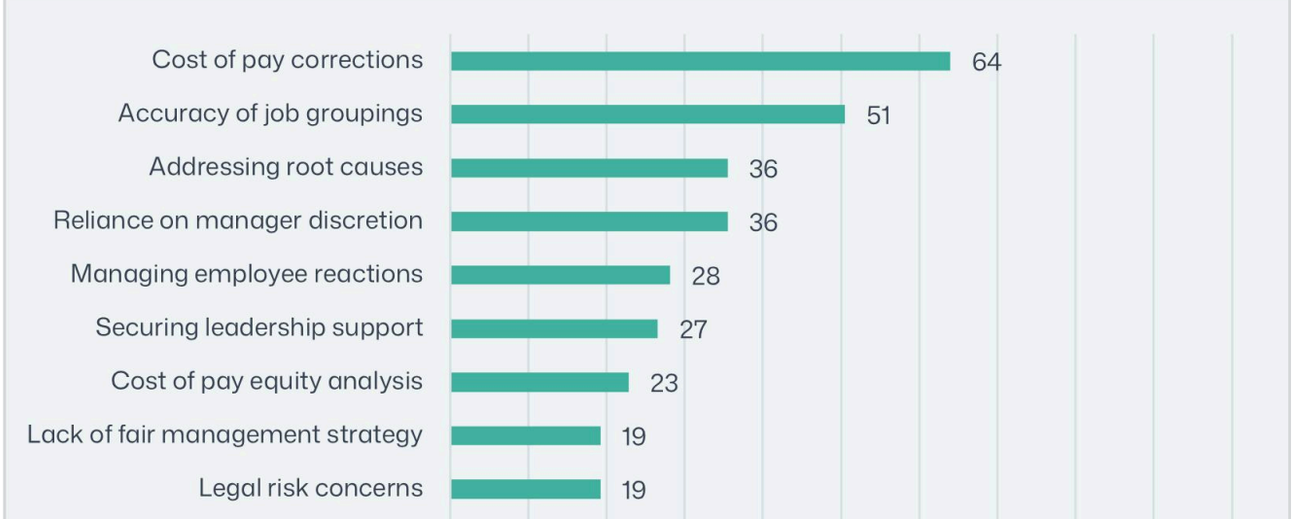
Different from other organizations, the lowest-revenue organizations value building a culture of trust through transparency more than mitigating legal risk or enhancing the employee value proposition — 69% cite this as a motivation for focusing on pay equity compared with only 52% among the highest-revenue organizations and only 44% among those with $5 to under $15 billion in revenue. The importance of enhancing the employee value proposition declined with revenue — from 59% for organizations earning less than $5 billion to 48% for those earning $15 billion or more.

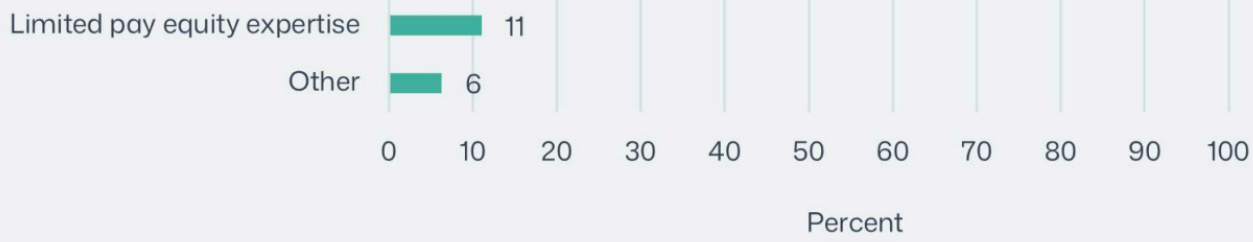
By industry, insurance organizations (85%) and financial services organizations (80%) value mitigating risk much more than healthcare organizations (43%). Retail/wholesale organizations value building trust through transparency (76%) more than technology organizations (42%). And financial services organizations (75%) value enhancing the employee value proposition more than insurance organizations (42%).

Obstacles to Addressing Pay Equity

Despite being motivated to address pay equity, organizations cite numerous potential obstacles to creating pay equity programs **(Figure 17)** — the most common obstacles being the potential cost of addressing pay inequities (64%), ensuring proper job grouping and leveling for equity analysis (51%), dealing with the root causes of pay equity (36%), and dependence on the discretion of line management in decision-making (36%).

Figure 17: Factors That Organizations Consider As Potential Obstacles to Establishing Pay Equity Programs





Other barriers included potential employee reactions to the pay equity management process (28%), gaining senior leadership support to drive action (27%), cost involved in performing a pay equity analysis (23%), absence of a fair management strategy, structure, and process (19%), concerns about potential legal action (19%), and inadequate skills and experience conducting equity analysis (11%).

Across revenue levels **(Figure 18)** and industries **(Figure 19),** the overall top three obstacles were viewed differently. Most organizations, regardless of revenue, identified the same top three obstacles in the same order but weighed them differently.

Figure 18: Organizations' Responses to the Top Three Obstacles to Establishing Pay Equity Programs, by Revenue

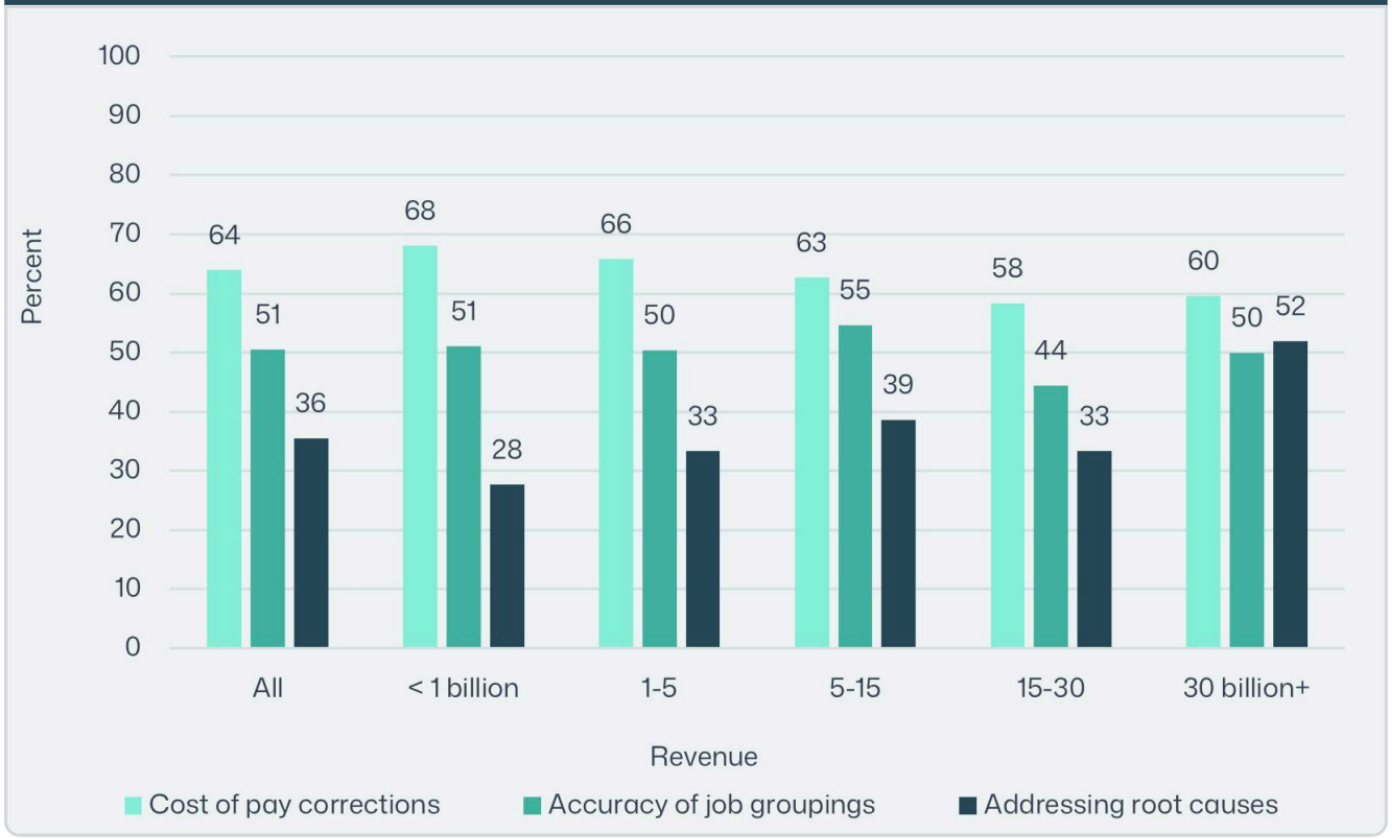
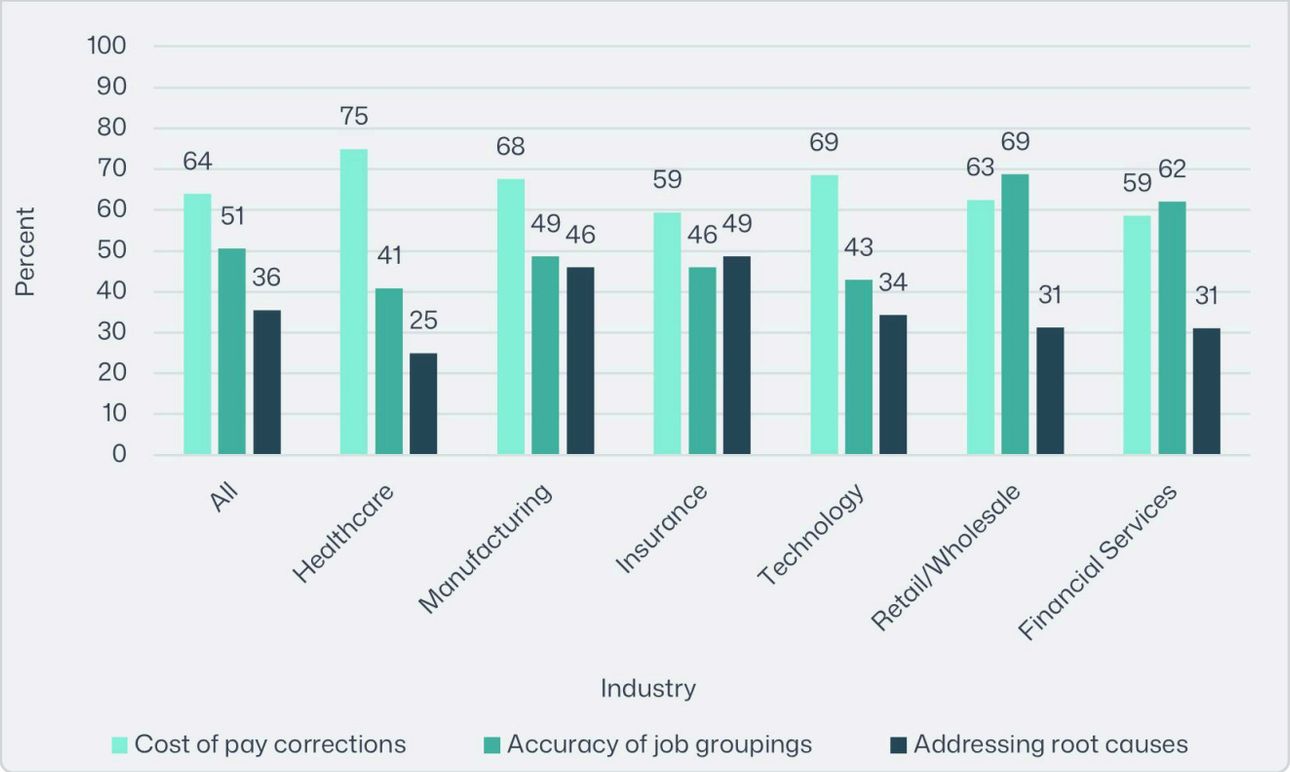


Figure 19: Organizations' Responses to the Top Three Obstacles to Establishing Pay Equity Programs, by Industry



The frequency of citing cost of pay corrections as an obstacle generally decreased with revenue — from 68% of organizations with less than $1 billion to 58% of those with $15 to under $30 billion and 60% of those with $30 billion or more. The accuracy of job grouping for pay equity analyses is a potential obstacle for 55% of organizations with $5 to under $15 billion in revenue but only 44% of those with $15 to under $30 billion.

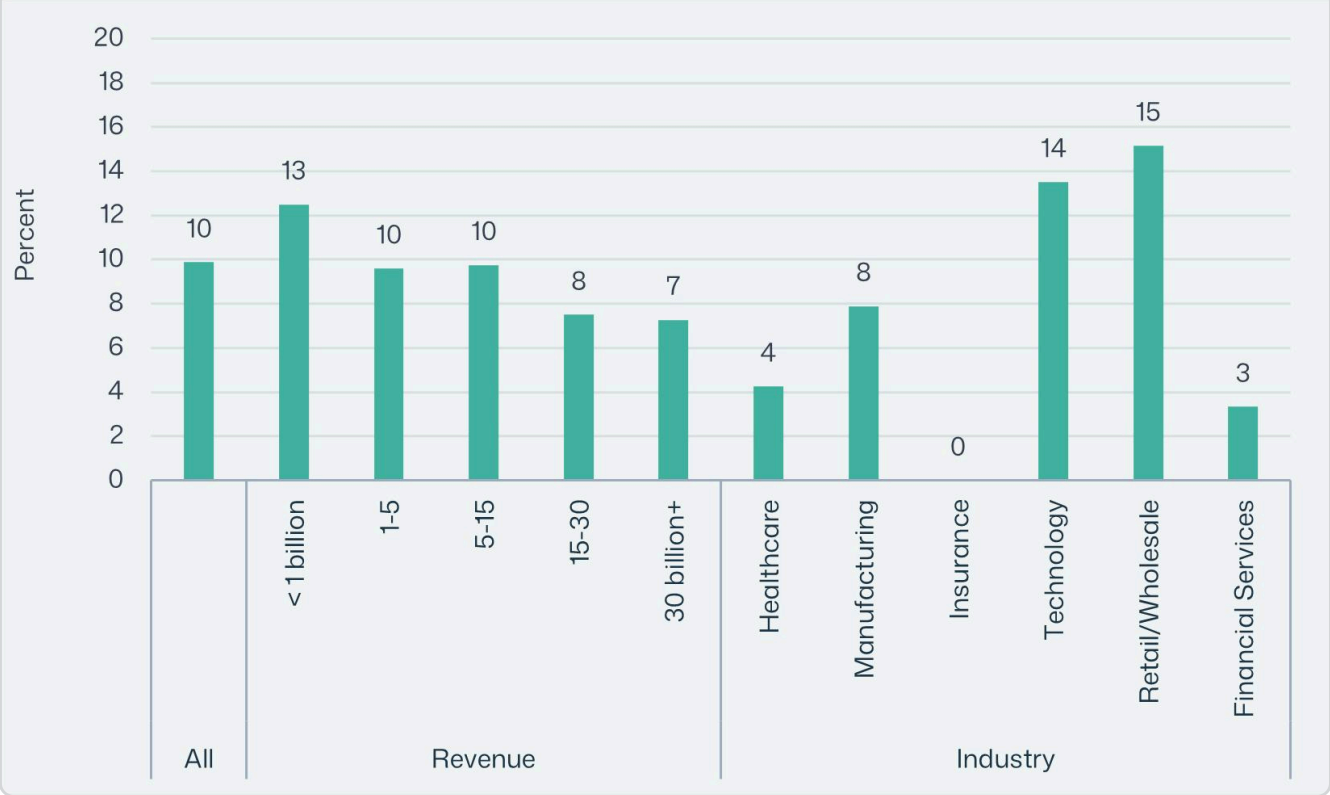
The frequency of citing addressing root causes of pay equity as an obstacle generally increased with revenue — from 28% of organizations with less than $1 billion to 52% of those with $30 billion or more. By industry, healthcare organizations (73%) are more likely to view the potential costs of addressing pay inequities as obstacles than insurance (59%) and financial services (59%) organizations.

Retail/wholesale (69%) and financial services (62%) organizations are more likely to view the accuracy of job groupings in pay equity analyses as obstacles than healthcare (41%) and technology (43%) organizations. Insurance (49%) and manufacturing (46%) organizations are more likely to view addressing the root causes of pay inequities as obstacles than healthcare (25%) organizations.

Frequent and Consistent Pay Equity Analyses Are Required to Identify and Correct Pay Inequities

While the EUPTD mandates annual gender pay gap reports, conducting pay equity analyses annually, or even more frequently, is a strong business practice for promptly identifying and resolving any pay inequities. However, concerns about potential obstacles prevent some organizations from conducting pay equity analyses **(Figure 20)**.

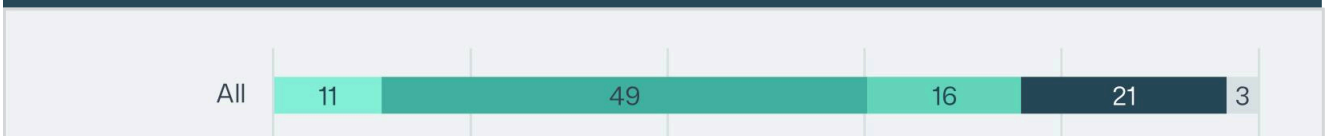
Figure 20: Percentage of Organizations That Do Not Conduct Pay Equity Analyses

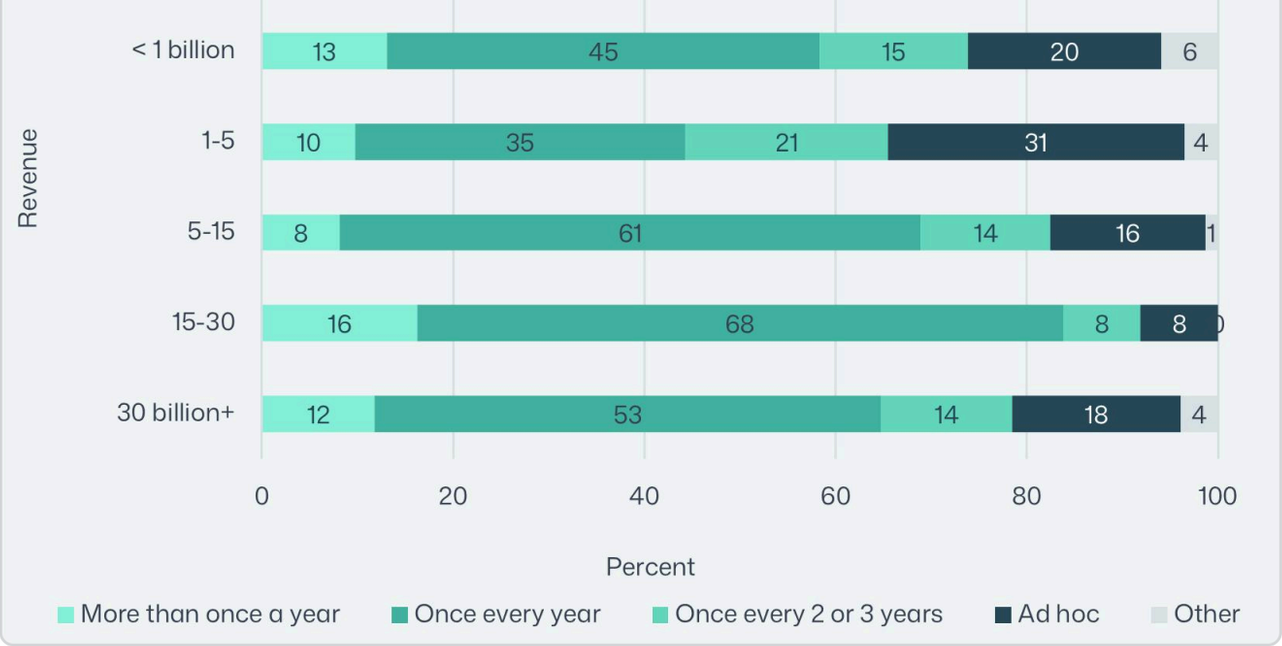


Overall, 10% of organizations do not currently conduct any pay equity analysis — a percentage that declines with revenue from 13% among the lowest-revenue organizations to 7% among the highest. By industry, 15% of retail/wholesale and 14% of technology organizations do not conduct pay equity analyses compared with just 3% in financial services and 4% in healthcare.

Among organizations that do conduct pay equity analyses, the majority conduct them at least once a year — 11% more than once a year (twice a year or quarterly) and 49% once a year. Another 16% conduct pay equity analyses every 2-3 years, 21% conduct them ad hoc, and 3% conduct them according to some other schedule. No clear pattern emerged by revenue **(Figure 21)**.

Figure 21: Frequency that Organizations Analyze Pay Equity, by Revenue





The share of organizations conducting pay equity analyses at least once a year ranged from 45% (10% more than once a year and 35% once a year) among organizations earning $1 to under $5 billion to 84% (16% more than once a year and 68% once a year) among those earning $15 to under $30 billion. There are several noteworthy differences by industry **(Figure 22).**

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"Nearly half of organizations (49%) conduct pay equity analyses only once a year, revealing limited monitoring efforts."

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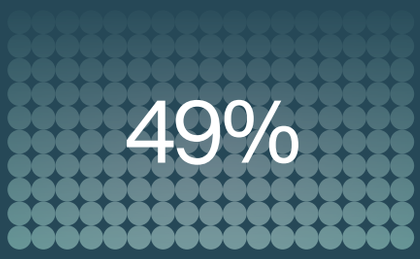


Figure 22: Frequency that Organizations Analyze Pay Equity, by Industry

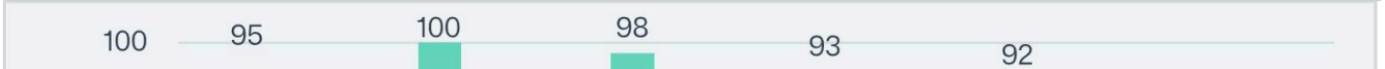
Healthcare organizations are least likely to conduct pay equity analyses at least once a year (7% more than once a year and 42% once a year) and most likely to conduct these analyses ad hoc (38%). Technology organizations are most likely to conduct pay equity analyses at least once a year (16% more than once a year and 56% once a year). Only 16% of these organizations conduct pay equity analyses on an ad hoc basis.

To stay ahead, pay equity analyses must consider both current and future pay

Nearly all surveyed organizations examine current base pay (95%) as part of their pay equity analysis but significantly fewer also assess proposed base pay (44%)—a proactive approach to preventing future pay inequities. Findings are shown by revenue level in **Figure 23** and by industry in **Figure 24**.

Organizations with $15 to under $30 billion in revenue (31%) and those in healthcare (36%) are least likely to include proposed base pay in their pay equity analyses. In contrast, organizations with less than $1 billion in revenue (57%), those with at least $30 billion (57%), and those in retail/wholesale (54%) are most likely to include proposed base pay in their pay equity analyses.

Figure 23: Percentage of Organizations That Analyze Current and Proposed Base Pay, by Revenue



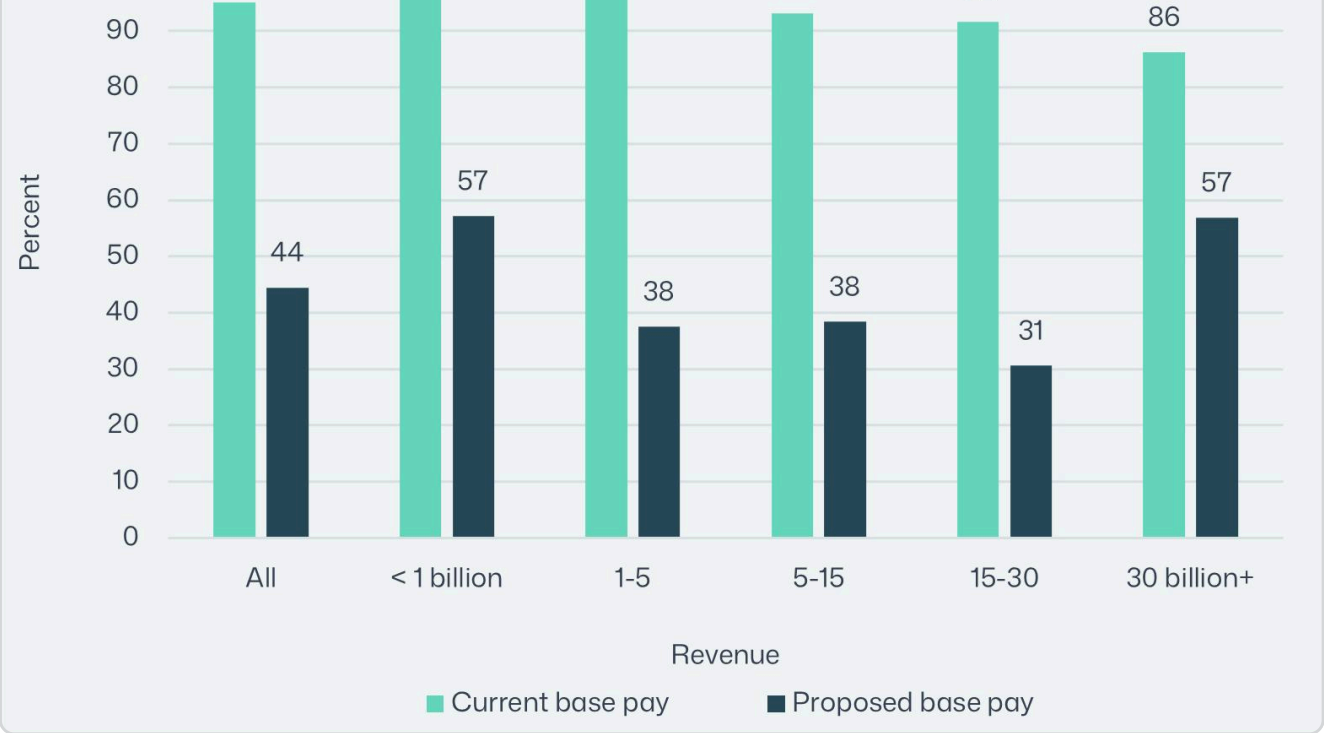
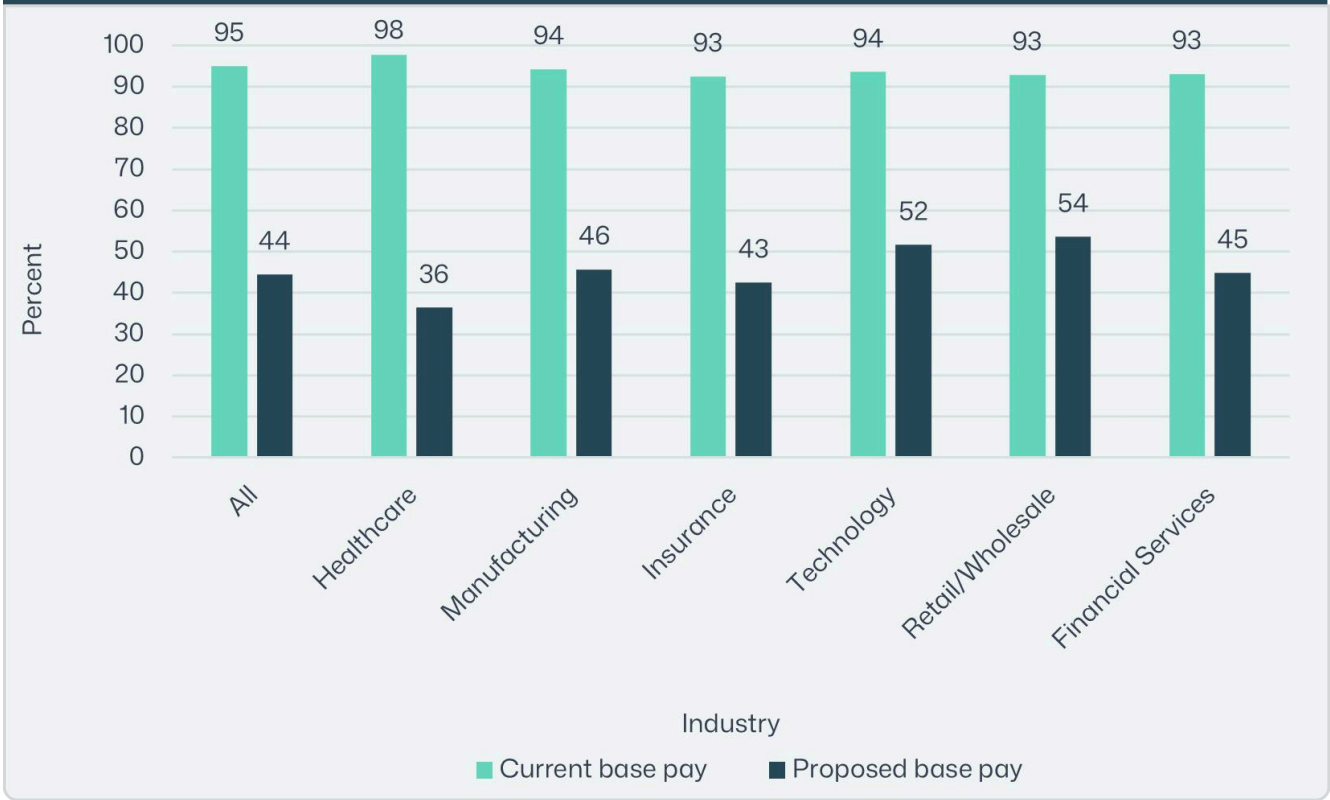


Figure 24: Percentage of Organizations That Analyze Current and Proposed Base Pay, by Industry

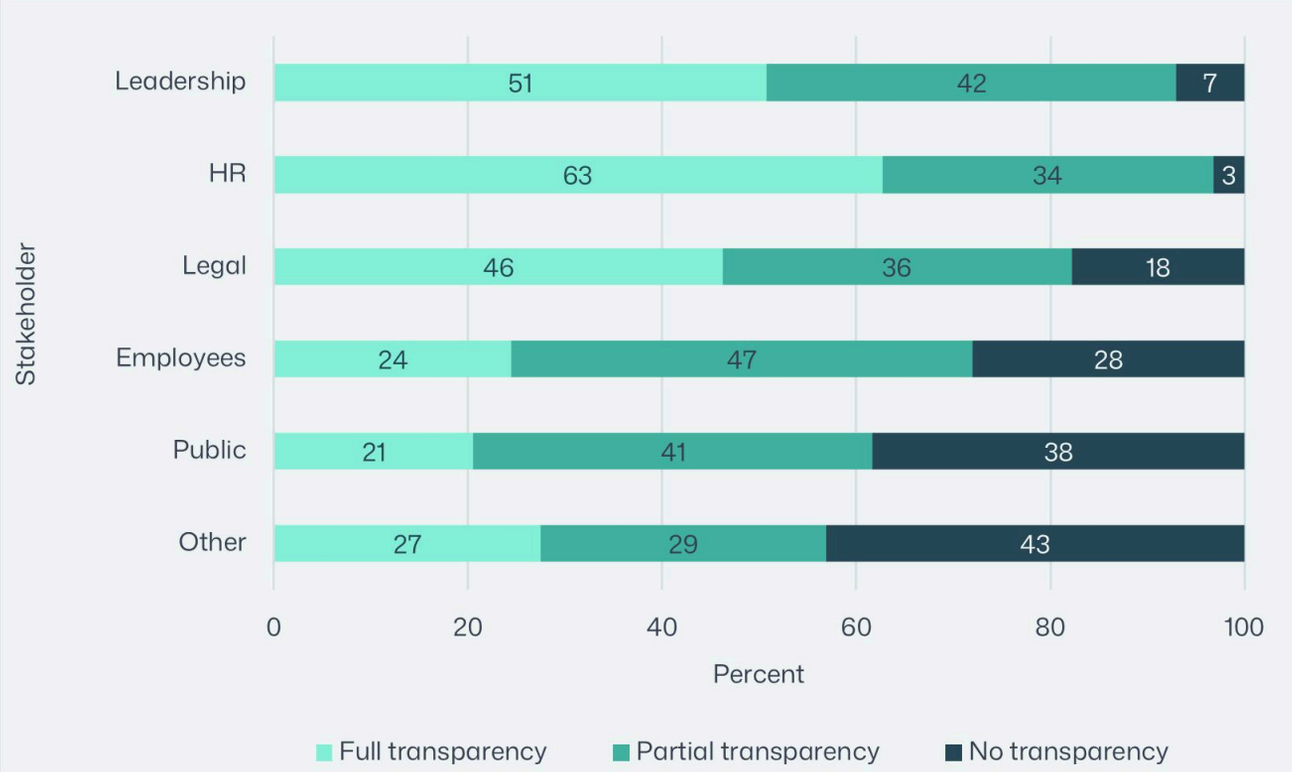


Transparency Is Key to Achieving and sustaining Pay Equity

As part of its directive, the EUPTD mandates transparency to workers and their representatives —a standard that benefits organizations beyond compliance requirements.

However, in practice, pay equity results are typically shared with only organizational leadership, HR, and legal teams, with limited transparency extended to employees or the public (see Figure 11). Similarly, information about compensation tends to be most transparent within those same internal groups **(Figure 25).**

Figure 25: Percentage of Organizations That Are Transparent About Compensation, by Stakeholder



As expected, full transparency about compensation is most common for HR (63%), followed by leadership (51%), and then legal teams (46%). In contrast, full transparency is least common for the public (21%), followed by employees (24%), and other stakeholders (27%).

Partial transparency is most common for employees (47%) but because it involves sharing salary ranges only for certain roles or levels, it remains unclear how much of the workforce, beyond upper management, actually receives this information.

Another way to review the transparency findings is to consider reports of no transparency, which is most common for other stakeholders (43%), followed by the public (38%), then employees (28%), legal team (18%), leadership (7%), and HR (3%).

(For more about the findings for employees by revenue and industry, see the discussion above for **Figure 12** and **Figure 13**.)

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"63% of organizations share full compensation transparency with HR, the highest among all groups."

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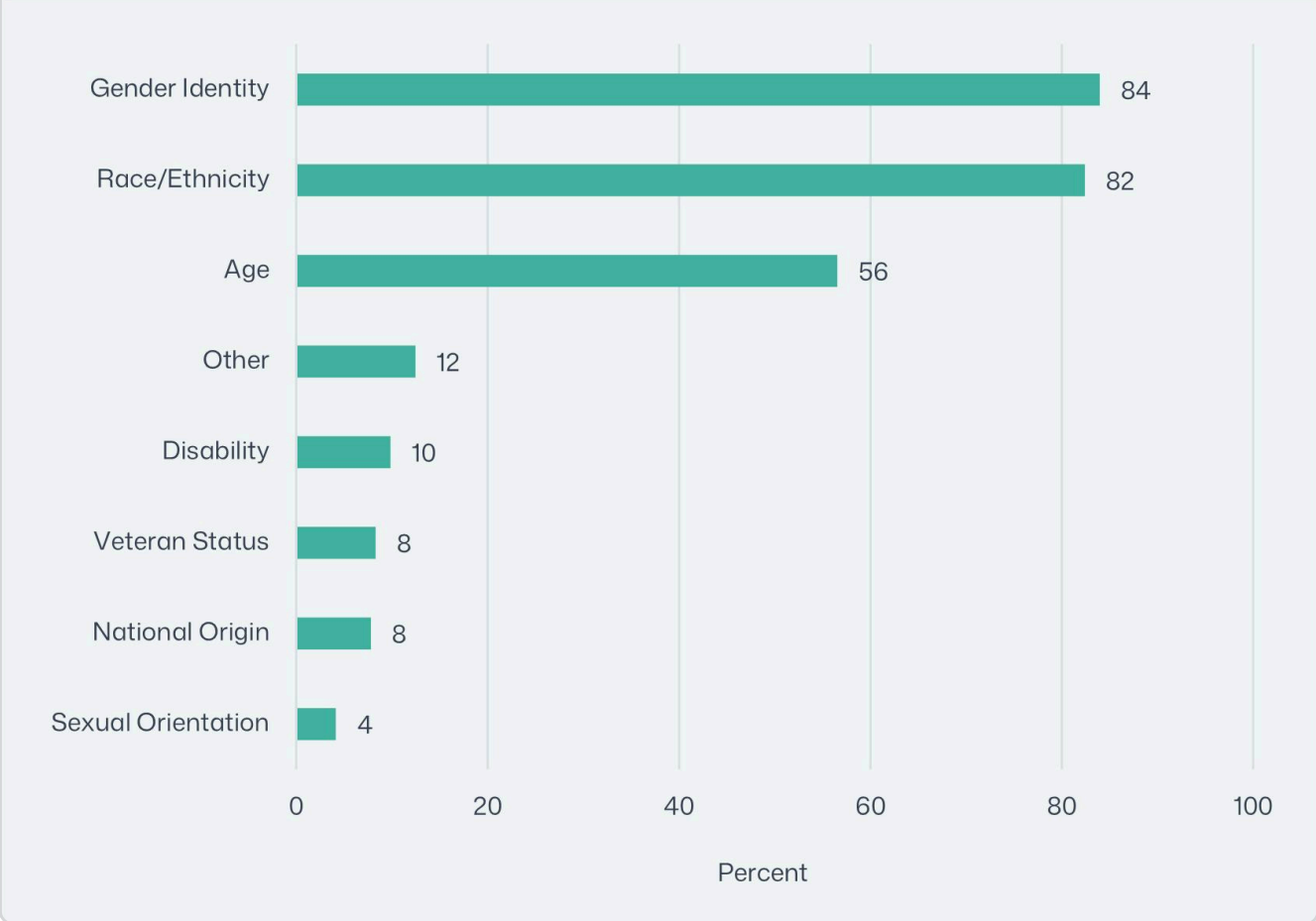
63%

Pay Equity Requires Considering More Than Gender

While the EUPTD focuses on gender pay inequities, it is equally important for organizations to assess pay inequities across other dimensions, such as race and ethnicity and age. The most common dimensions that organizations reported analyzing for pay equity are gender identity (84%), race and ethnicity (82%), and age (56%) **(Figure 26)**. Some organizations also analyze pay equity by disability (10%), veteran status (8%), national origin (8%), and sexual orientation (4%).

Figure 26: Demographic Dimensions that Organizations Consider in Analyzing Pay Equity



Most organizations, regardless of revenue or industry, are likely to conduct pay equity analyses based on gender identity, followed by race and ethnicity, then age. Exceptions include organizations with $30 billion or more in revenue, and those in the insurance, retail/wholesale, and financial services industries.

Findings are shown by revenue in **Figure 27** and by industry in **Figure 28**. There is no consistent pattern by revenue level in the dimensions covered by pay equity analyses. Gender-focused analyses range from 82% among organizations with $1 to under $5 billion in revenue to 91% among those with $5 to under $15 billion. For race and ethnicity, reports range from 74% in the $1 to under $5 billion group to 90% among those with $30 billion or more.

Figure 27: Percentage of Organizations Analyzing Base Pay Across Gender, Race/Ethnicity, and Age, by Revenue

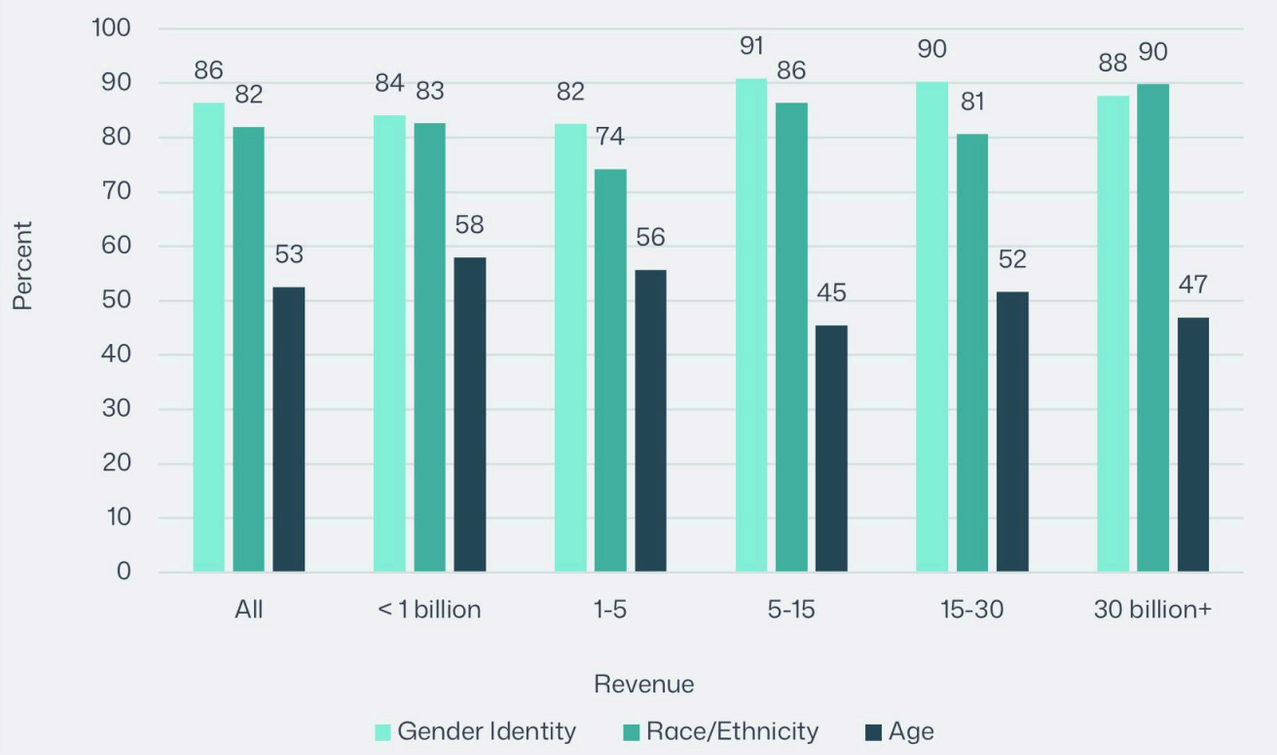


Figure 28: Percentage of Organizations Analyzing Base Pay Across Gender, Race/Ethnicity, and Age, by Industry

Age-focused pay equity analyses are far less common, with reports varying from 45% among those with $5 to under $15 billion to 58% among those with less than $1 billion. There are also noteworthy differences by industry.

Gender-focused analyses are least common in retail/wholesale (81%) and most common in technology (90%). Race and ethnicity analyses are least common in healthcare and technology (77%) and most common in insurance (94%). Finally, age-focused analyses remain the least adopted across all industries, ranging from just 48% in retail/wholesale to 62% in financial services.

Conclusion

The findings from this study suggest that many organizations are not ready to comply with the EU directive on gender pay gaps and still have significant work to do to address pay equity more comprehensively and broadly.

The following are important steps in preparing for EUPTD compliance:

- Analyze all components of pay separately, including short-term and long-term incentives.
- Use rigorous methods, such as multiple regression analysis, and sophisticated tools, such as pay equity software, to ensure that any pay gaps can be justified based on objective criteria.
- Promptly remediate pay gaps.
- Conduct pay gap analyses and reports at least annually and share them with prospective workers, as well as current workers and their representatives.

Beyond EUPTD and other regulatory compliance, organizations report using pay equity to build a culture of trust and to enhance the employee value proposition. To reach these goals, organizations need to:

- Create pay equity programs and begin conducting pay equity analyses now to correct existing pay equities and prevent future ones. In the long run, this proactive approach is more cost-effective than remediating issues later, paying fines, or facing potential lawsuits.
- Consider both current and future pay in pay equity analyses—again, a proactive approach can help prevent future pay inequities.
- Ensure that pay equity analyses go beyond gender to include factors such as race, ethnicity, age, disability, and more—and account for how these characteristics may intersect

Leverage the World's Most Trusted Software for Pay Equity and EUPTD Compliance

Trusaic's pay equity and transparency solutions help global organizations navigate the evolving regulatory landscape.

We offer a complete solution for EU Pay Transparency Directive compliance.

- PayParity® analyzes your rewards data (compensation/benefits in kind) and quickly identifies inequities to determine if your adjusted gender pay gap is above 5%. It enables you to easily comply with Article 7 (right to information) and Article 6 requirements (pay setting and progression policy).

- Our Remediation Optimization Spend Agent (R.O.S.A.) works as PayParity's AI remediation partner to find the most cost-effective way to close nominal pay gaps above 5% to ensure compliance.
- Salary Range Finder ensures equitable pay at the point of hire to prevent your pay gap from rising above 5% and enables you to easily comply with the Directive's salary range disclosure and salary history ban requirements.
- Regulatory Pay Transparency Reporting™ captures your pay equity findings and generates compliant, one-click reports across all EU jurisdictions.
  - Our Pay Transparency Agent answers all your pay transparency reporting questions instantly
  - Our Communications Agent crafts perfect contextual narratives in any EU language to support your annual pay reports.

Trusaic is GDPR compliant and can assist any organization in any EU state in meeting its obligations under both the EU Corporate Sustainability Reporting Directive and the EU Pay Transparency Directive.

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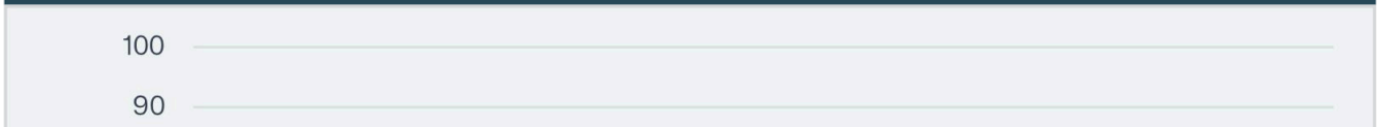
About the survey participants

Survey participants from 429 companies provided insights into how their organizations are handling pay equity. The following two charts illustrate a breakdown of participants by revenue **(Figure 29)** and industry **(Figure 30)**.

Figure 29: Revenue of Surveyed Organizations



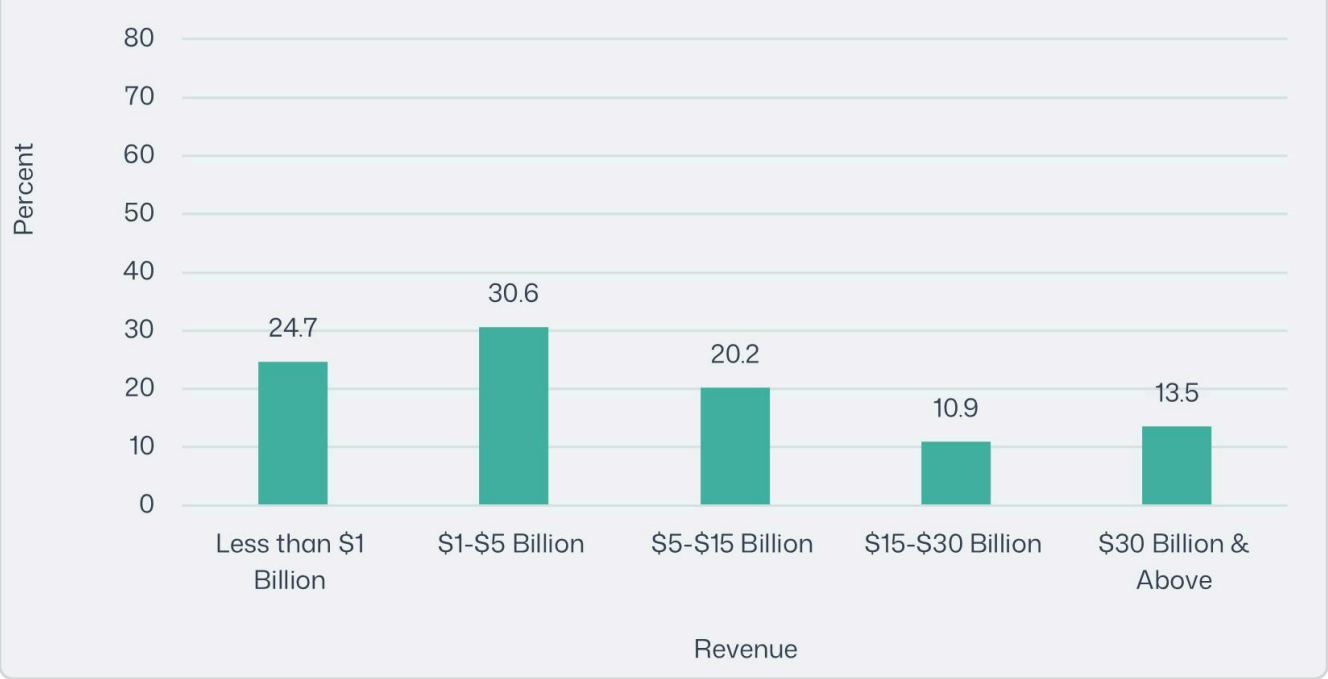
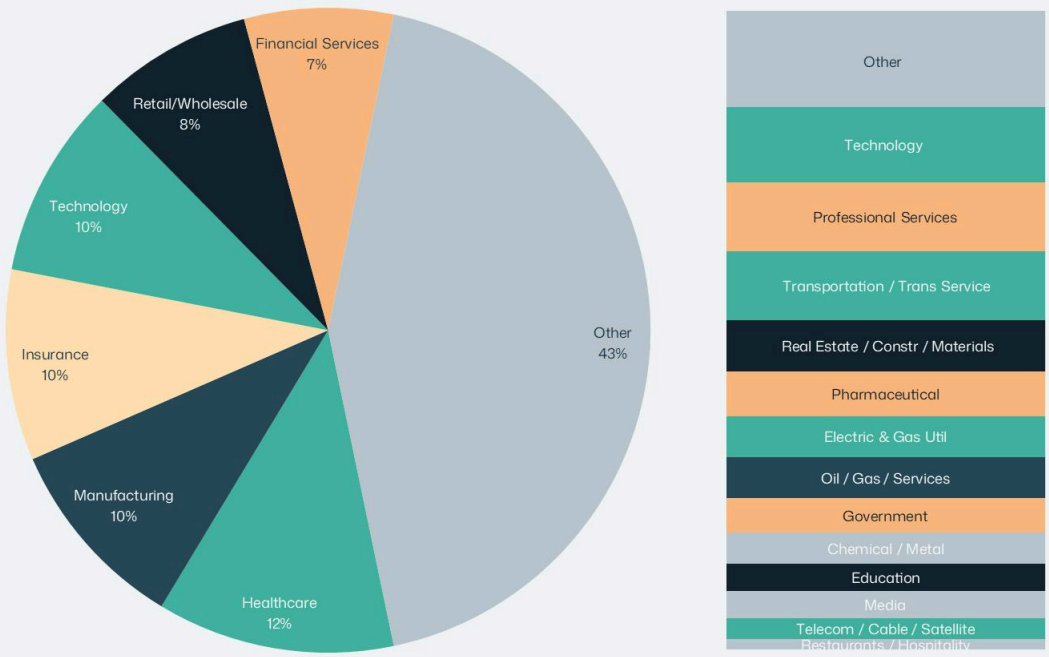


Figure 30: Industries of Surveyed Organizations



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429

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