

# GENDER PAY EQUITY

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## HIGHLIGHTS

- ▶ Gender pay inequality varies by industry with some of the largest pay gaps in finance; health care; technology (including a 28% gap for computer programmers); and mining, quarrying, and oil and gas extraction.
- ▶ Shareholder proposals asking companies to assess and report their gender pay gap have increased from just one in 2015 to 13 in 2017, and support has reached as high as 45% at one company in 2016.
- ▶ More than half (54%) of companies address their gender pay gap by conducting regular analyses to identify possible biases.



## TAKEAWAYS

- ▶ Of companies that have received shareholder proposals asking them to report on their pay gap and have agreed to do so, most have reported a gap of less than 1%–2%.
- ▶ Litigation risks are real, and settlements in class action lawsuits alleging women were paid less than their male counterparts have reached as high as \$175 million.



## ACTION

- ▶ Perform a pay equity assessment using a robust statistical approach to determine if observed gender pay differences are due to inequities or legitimate factors such as job-related skills or performance.

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