Harvard Business Review

Compensation And Benefits

How to Identify — and Fix — Pay Inequality at Your Company

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November 03, 2020

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Summary. Companies who say they care about inclusion and belonging can start by paying employees fairly. To start, initiate a pay equity audit in which you compare the pay of employees doing "like for like" work (accounting for reasonable differentials, such as work... **more**

Pay equity has been a hot topic over the last few years, fueled by national social movements, including #BlackLivesMatter and #MeToo. California recently passed a law requiring employers to file equal pay reports annually, starting in March 2021. Colorado and a dozen other states have either passed or are considering a variety of pay transparency bills. And there are "no signs of it slowing down," says Tom McMullen, who leads the global rewards and pay equity practice at Korn Ferry.

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