

# NEWS BRIEF

## Pay Transparency Report Shows More Employers Are Adapting Practices



A recent WTW [survey](#) found that the majority of North American employers have pay transparency policies in place due to increased regulatory requirements.

Organizations are increasing their communication about pay programs due to legal requirements (73%), to align with their company values and culture (47%), and to match worker preferences and expectations (46%). In general, larger companies are adapting pay transparency practices quicker than smaller ones.

---

***“Employers are seeing an increase in regulatory requirements around the globe, which has forced many to act fast and comply with a consistent minimum standard, regardless of location.”***

***- Mariann Madden, North America Pay Equity co-leader, WTW***

---

While progress is being made on pay transparency, some employers still fear repercussions. According to the WTW data, common pay transparency risks include increased compensation questions, negotiation requests and off-cycle change requests.

States and localities have been adding pay transparency requirements since 2021, with even more set to go into effect. Effective Oct. 1, 2024, Maryland employers must disclose certain wage range information in all public and internal job postings. Furthermore, Illinois, Vermont and Minnesota are adding pay transparency rules that will be put into effect in 2025.

### **Employer Takeaway**

As a growing number of states and localities embrace pay transparency, it's likely that more employers will be affected over the next few years. Navigating different pay transparency regulations can be challenging, especially for employers with employees in multiple states. Employers can stay informed by remaining current on developing legislation in their jurisdictions and where their employees are located.

Regardless of legislative updates, employers can review their job and reward structures and evaluate their pay policies and practices. Pay gap and equity analyses can also help employers uncover ways to improve their compensation strategies.

Contact us for more resources.

The content of this News Brief is of general interest and is not intended to apply to specific circumstances. It should not be regarded as legal advice and not be relied upon as such. In relation to any particular problem which they may have, readers are advised to seek specific advice. © 2024 Zywave, Inc. All rights reserved.

[b\_disclaimer]