

California's Pay Transparency for Pay Equity Act (SB 1162)

Gender Equality · Good practice · United States of America

Quality score: 78/100

Evidence strength: Strong

Summary

California has required large employers to file annual pay data by gender and race since 2020; SB 1162 (2023) also mandates salary ranges in job postings. 2024 data on ~8M workers still shows a persistent gender and racial pay divide.

Key dimensions

Dimension	Score
Transferability / replicability	3/3
Impact on gender equality	1/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-23

[California Civil Rights Department](#) — accessed 2026-09-23

[California Civil Rights Department – 2024 Pay Data Release](#) — accessed 2026-09-23

[CalMatters – California pay transparency law explained](#) — accessed 2026-09-23

Cite this — Evidoria. *California's Pay Transparency for Pay Equity Act (SB 1162)*. Persistent ID: 2303634f-9964-4b69-865d-67139e2f803a.