



## Civil Rights Department

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758  
800-884-1684 (voice) | 800-700-2320 (TTY) | California's Relay Service at 711  
[www.calcivilrights.ca.gov](http://www.calcivilrights.ca.gov) | [contact.center@calcivilrights.ca.gov](mailto:contact.center@calcivilrights.ca.gov)

February 2, 2023  
For Immediate Release

Renée Rondinone (916) 206-3882  
[publicaffairs@calcivilrights.ca.gov](mailto:publicaffairs@calcivilrights.ca.gov)

### CRD Announces Opening of Pay Data Reporting for 2023

*Employer Reports for 2022 Calendar Year Are Due May 10*

**Sacramento** – The California Civil Rights Department (CRD) announced today the opening of the Pay Data Reporting system for reports covering the 2022 calendar year.

California law requires private employers with 100 or more employees anywhere (and at least one employee in California) to annually submit data on the pay, hours worked, race/ethnicity, and sex of employees. By requiring large employers to report pay data annually to CRD, the California Legislature sought to encourage these employers to self-assess pay disparities along gendered, racial, and ethnic lines in their workforces and promote voluntary compliance with equal pay and anti-discrimination laws.

CRD's webpage for the Pay Data Reporting system is <https://calcivilrights.ca.gov/paydatareporting/>. The page links to:

- The online portal through which employers build their pay data reports and submit to CRD;
- A user guide that provides detailed and illustrated instructions for using the portal;
- Excel templates and .CSV file examples that employers can use to upload their data into the portal; and
- Answers to frequently asked questions.

For this year's collection, CRD has enhanced the portal, user guide, templates, and FAQs to reflect changes made by Senate Bill 1162, which became effective on January 1, 2023. These changes include a requirement that employers file a separate "Labor Contractor Employee Report" that covers workers hired through labor contractors in the prior calendar year.

In 2022, CRD published [aggregate results](#) from the 2020 Reporting Year with downloadable infographics and data files aggregated at the statewide level, by industry, and by metropolitan area. In 2023, CRD will publish aggregate results from the 2021 Reporting Year. CRD encourages employers to review these results as they assess their own pay data reports and pay practices in light of California's anti-discrimination and equal pay laws. Toward this goal, beginning in 2023, CRD's portal will provide an employer with visualizations of the certified data that it submits to CRD.

Employers with questions not answered by the updated Pay Data Reporting system can email CRD's support team at [paydata.reporting@dfeh.ca.gov](mailto:paydata.reporting@dfeh.ca.gov).

###

*The CRD is the state agency charged with enforcing California's civil rights laws. The mission of the CRD is to protect the people of California from unlawful discrimination in employment, housing and public accommodations and from hate violence and human trafficking. For more information, visit the CRD's web site at [calcivilrights@ca.gov](mailto:calcivilrights@ca.gov).*

