

Job seekers have spoken on **salary** **transparency**

– A New York area case study



Shining a light on salaries

The working talent of the New York City region has spoken and salary transparency is what they want. In partnership with survey institute Leger Marketing, Talent.com surveyed job seekers in and around NYC because of Senate Bill S9427A obliging employers to disclose salaries on job offers. A law of which **70%** of respondents were unaware... there's a lot to unpack!

What's most important to job seekers?

77% place salary as a top factor of consideration during the job search, **98%** want to know salary before applying, and **68%** say salary discussions at the job interview are...easy?

The state of transparency

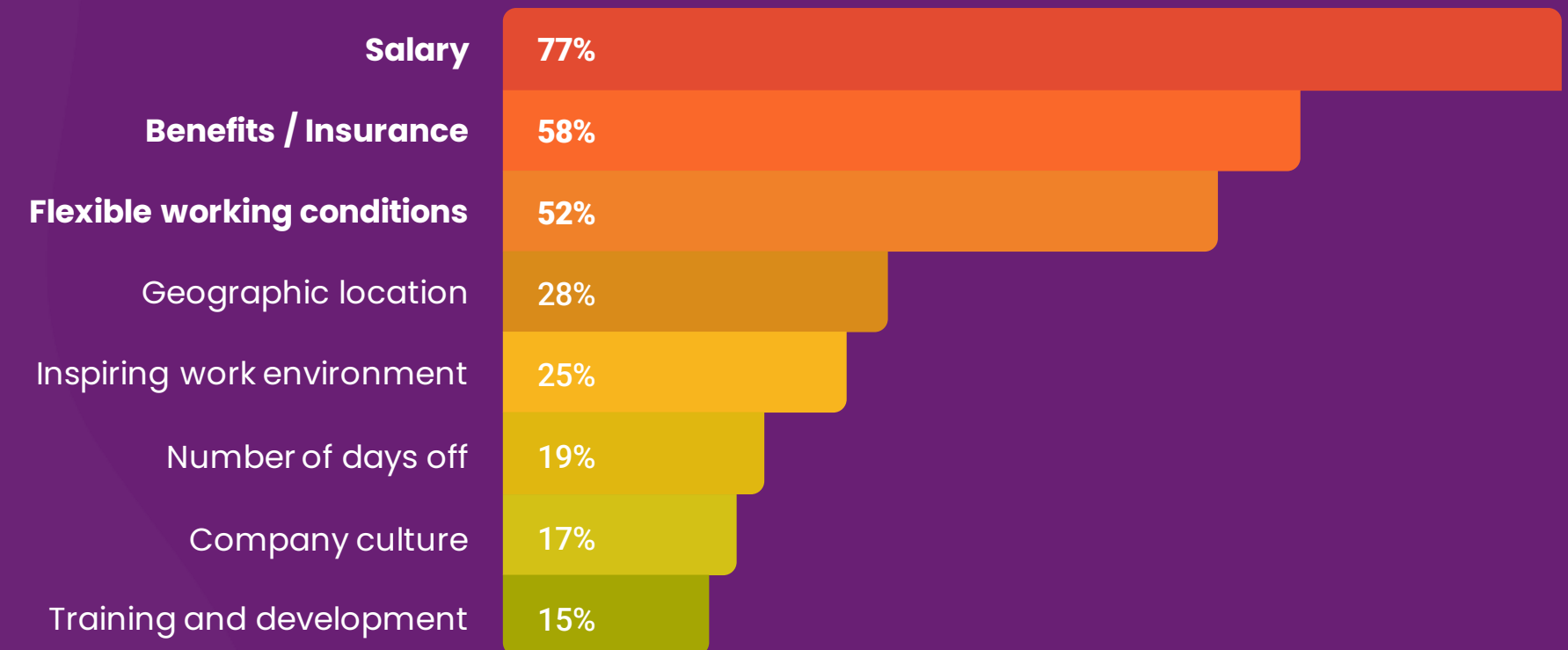
Almost **60%** of survey respondents believe most employers are transparent...but are they really?

Mind the gap

Pay discrimination reportedly experienced by one-third of respondents—more than half of them women. Where are we in the fight to close the wage gap?

When looking for a job, what's most important?

Most employers have diversified and amplified the perks they offer, especially since the pandemic. While this is important and works well to attract and retain talent, for most people (3/4 of respondents), salary remains the most important factor when considering an offer, followed by insurance and flexible working conditions.



Priorities differ by gender

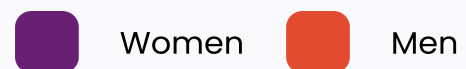
Salary



Benefits / Insurance



Flexible working conditions



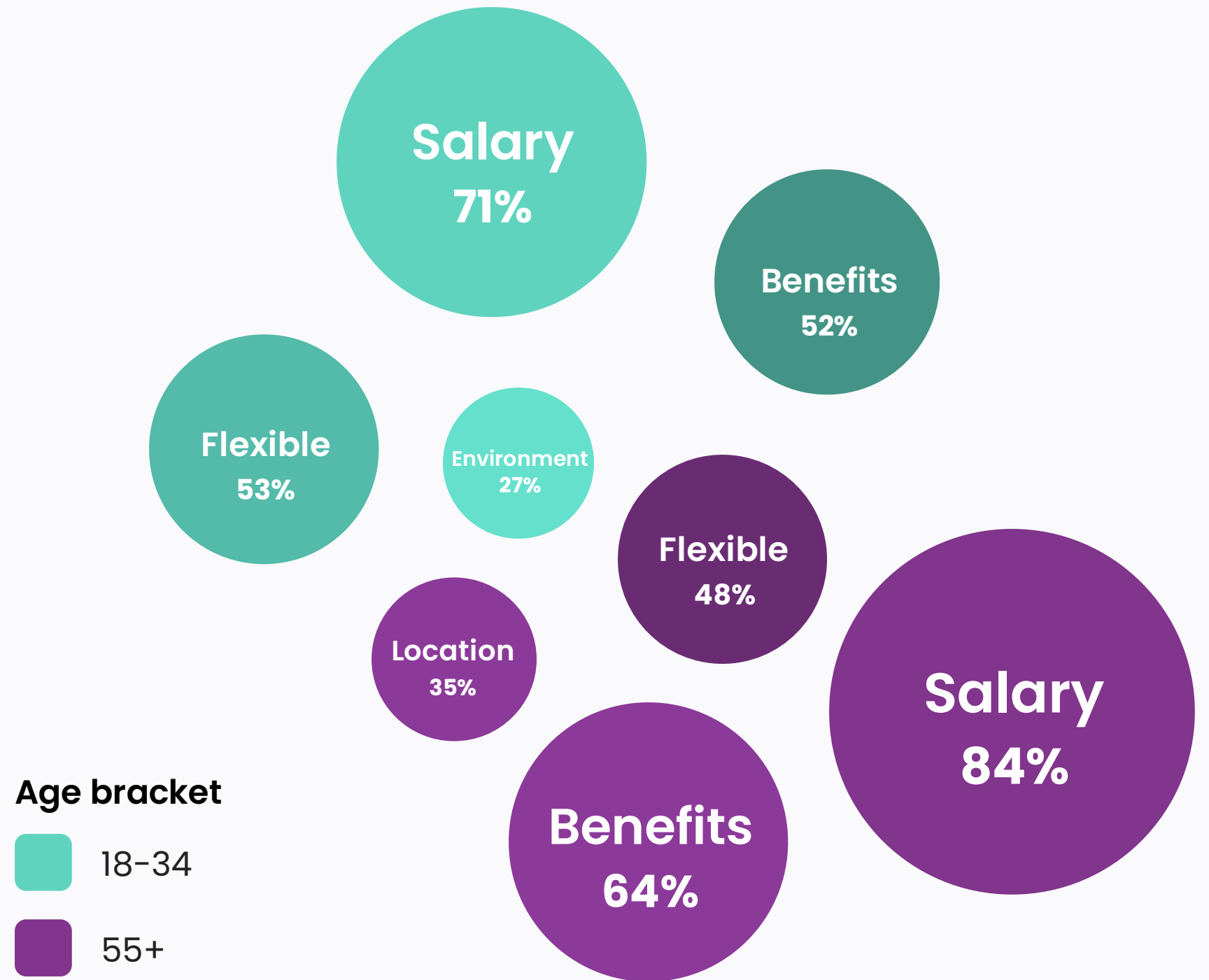
While the top three choices for men and women are the same, upon closer look **women place even more importance than men on all three of the top factors**, especially flexible working conditions. This is not surprising as women often take on more responsibility for non-professional activities and household management.

The age divide

A little more nuance within the importance of salary

When speaking with candidates from different age brackets, these survey results will help recruiters focus on the aspects of work in which these job seekers are most interested.

Special note, those working in occupations that fall under Professionals (**86%**), Services (**83%**), and Manual workers (**81%**), were most interested in salary as a key driver for finding a job.



Salary at the job search level is key

“How important is it for you to know the salary of a job before you apply?”



While **77%** place salary as the top consideration when searching for a job, **98%** of respondents (and 100% of respondents in the "manual worker" occupation category!) say it is important to know the salary of a job before applying. This is especially interesting because, as of the publication of this report, **only 12% of job offers in the US on the Talent.com platform include salary information.**

At first glance, salary negotiations are easy for almost 7 in 10!

"For me, discussing salary during a job interview is..."

Easy (net) 68%



Very easy 32%



Somewhat easy 36%



Difficult (net) 32%



Somewhat difficult 28%



Very difficult 4%



Manual workers and "Managers/Admin/Owners" feel most comfortable (**77%**) discussing salary among the different occupations.

Only **57%** of those unemployed, however, find salary discussions easy.

As job seekers navigate a post-pandemic, tight labor market, tools like the [Talent.com salary calculator](#) can help with these discussions.

A closer look at the supposed ease of job interview salary discussions

“For me, discussing salary during a job interview is...”

Very easy



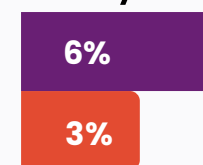
Somewhat difficult



Somewhat easy



Very difficult



Women Men



Research shows that salary negotiations are often infected with a lot of bias: **Women are perceived negatively for negotiating** compared to their male counterparts. They're seen as more greedy, or not a team player, so women end up with a lower offer. And these biased perceptions, historical gender pay gaps, and pay secrecy mean that women often ask for less than their male counterparts, even when equally qualified.

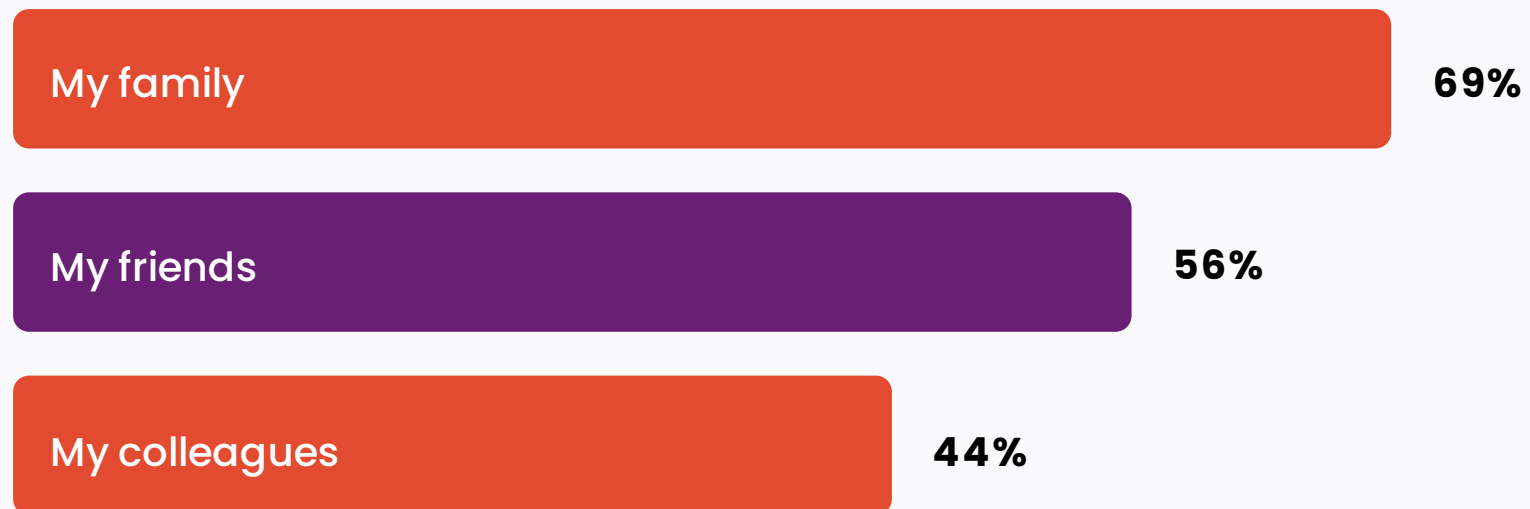


—**Andrea Johnson**, Director of State Policy, Workplace Justice & Cross-Cutting Initiatives for the National Women's Law Center (NWLC)

Discussing salary with family and friends, much easier than with colleagues

“To what extent do you agree with the following statements about discussing salary?”

I feel comfortable discussing salary with...



Here is a further breakdown of who strongly and somewhat agrees with feeling comfortable discussing salary with colleagues:

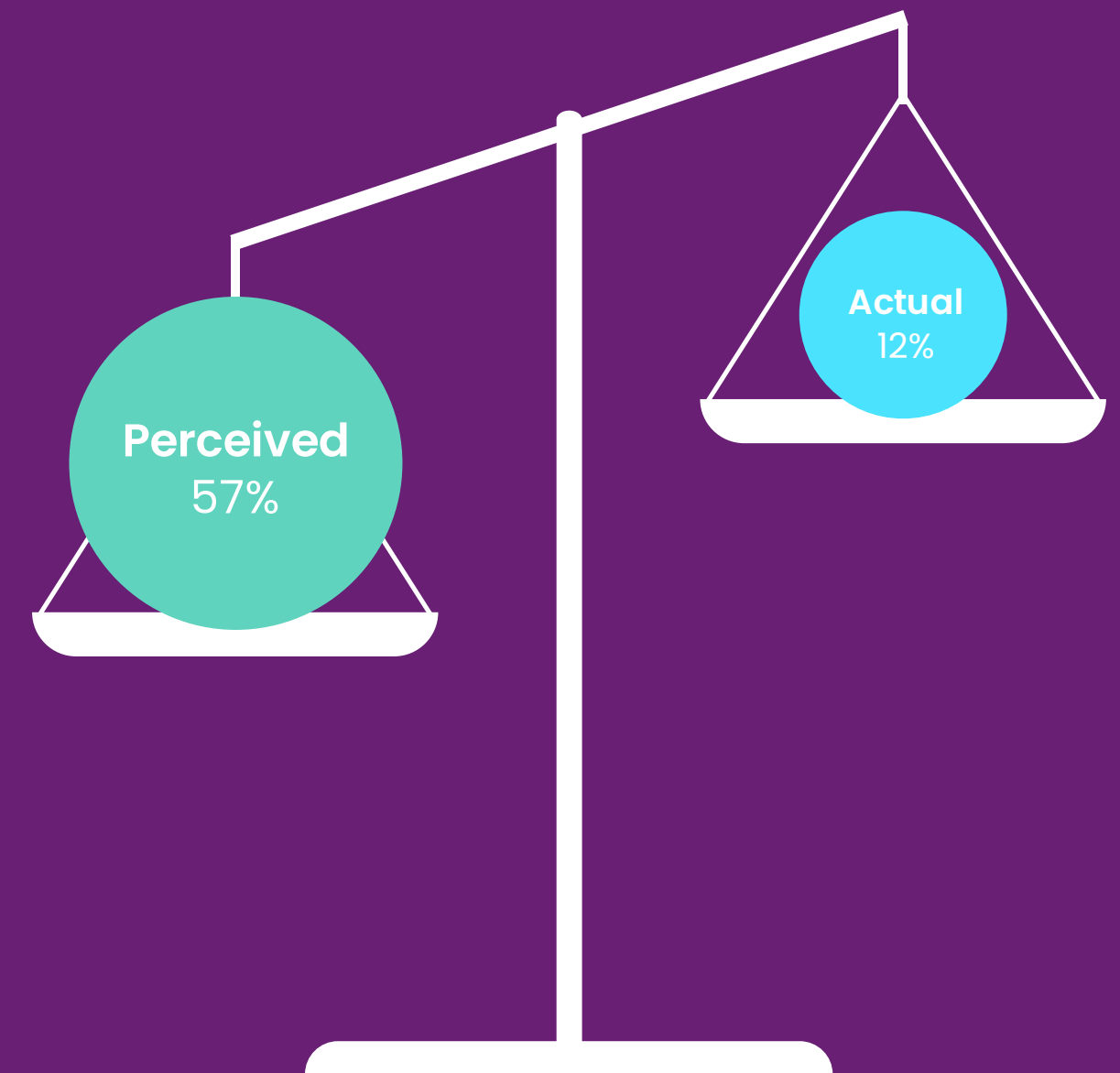
48% of men

41% of women

How much transparency is there really?

Almost 60% of respondents think employers are transparent about salary ranges, with men and 18-34-year-olds feeling this most strongly.

This is a slightly surprising majority when only 12% of US job postings on the Talent.com platform currently disclose salary information. Furthermore, with the NYC Senate Bill S9427A and others like it coming down the pipeline, perhaps employer salary transparency is not as widespread as it is perceived.



Survey Question: In your opinion, how transparent would you say most employers are about their salary ranges?

57% (Very transparent + Somewhat transparent)

43% (Not very transparent + Not at all transparent)

How do you define salary transparency?



"Make detailed salary ranges of positions in the company you work for available internally"



"Make salary ranges of the company you work for available internally"

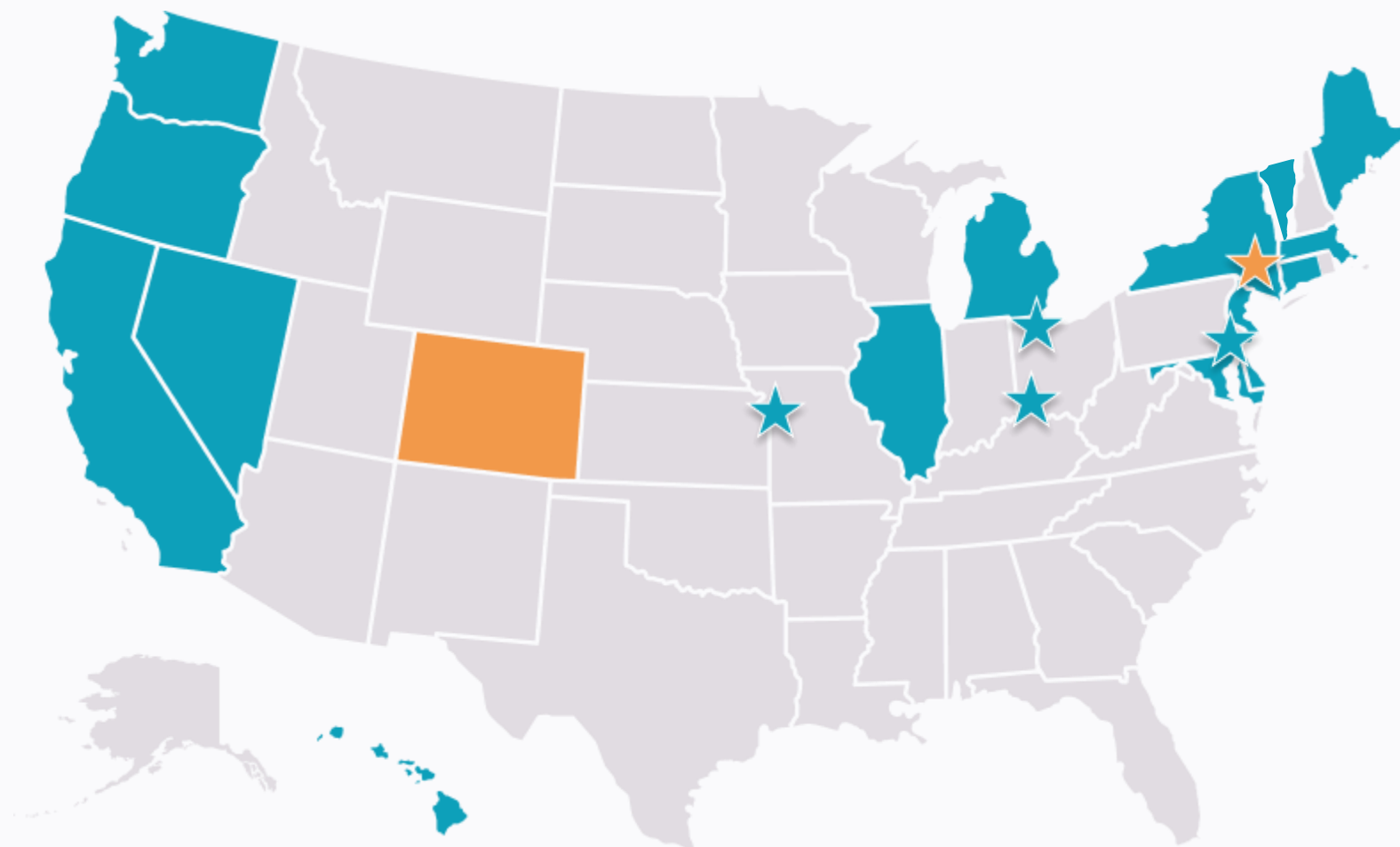




"Make detailed salary ranges of positions in the company you work for public"

The most common understanding of salary transparency is that the detailed salary ranges of the positions within the company you work for will be available internally.

For the purpose of the survey, salary transparency was defined as how visible a company's compensation is to the public and those who work there.

What states are working to make pay equity a reality?

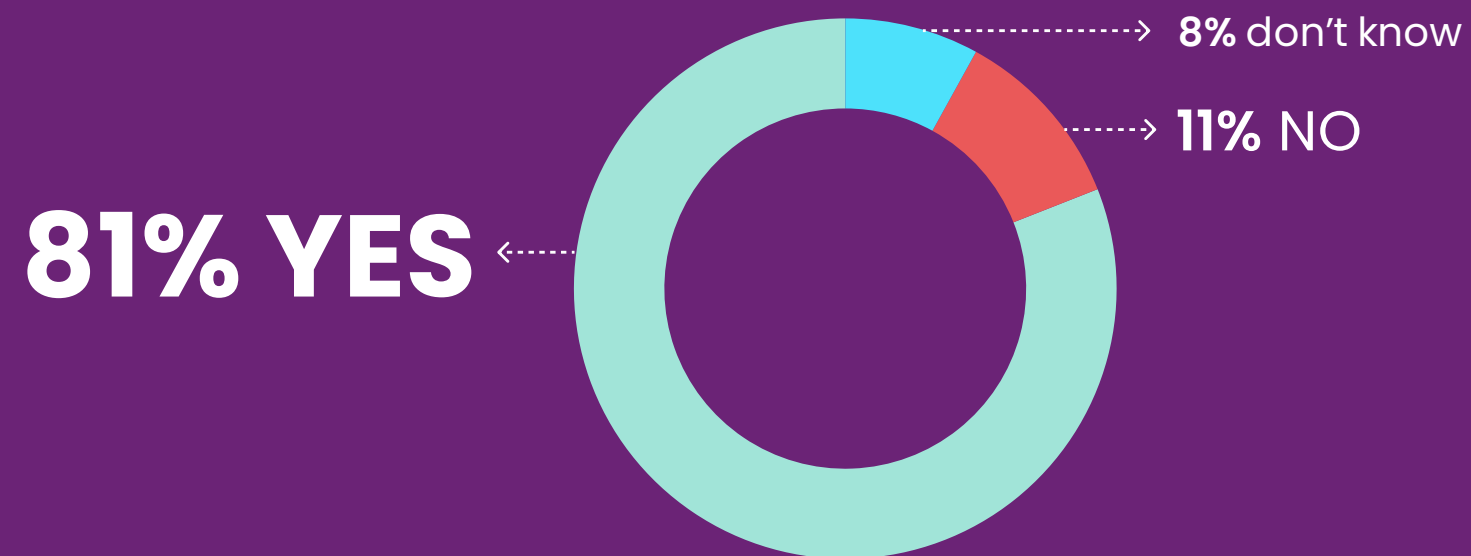


-  States or cities where employers must publish their salary ranges in their job offers
-  States or cities where employers are prohibited from asking for salary history

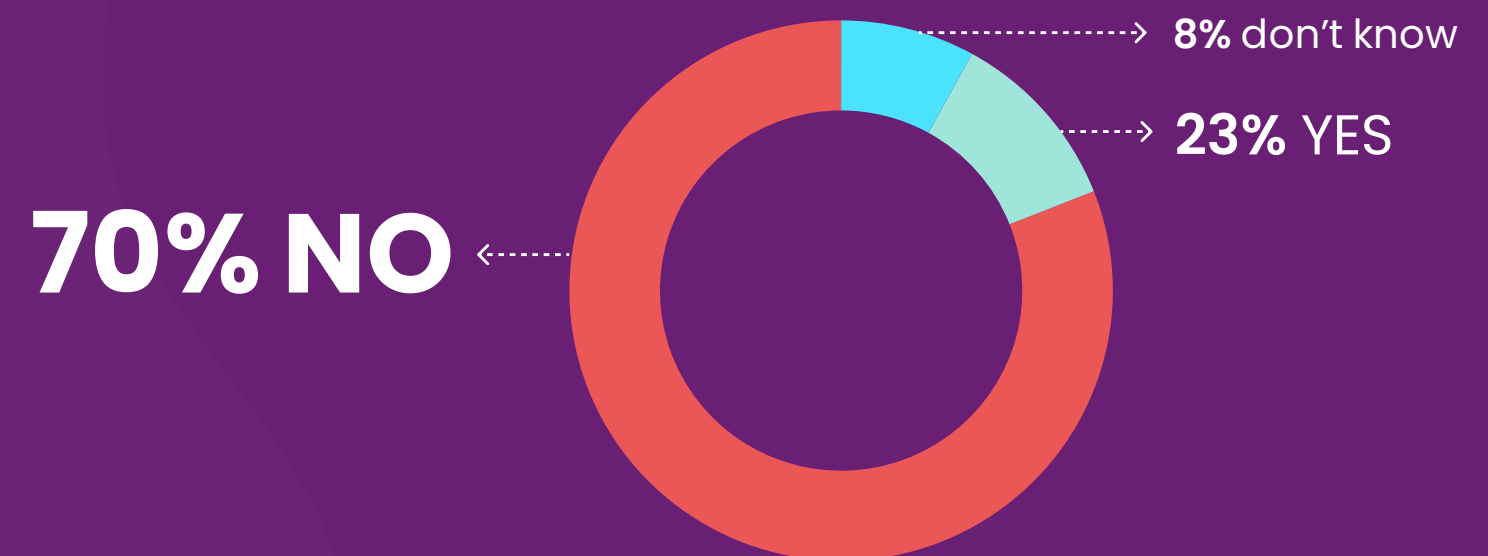
*This is not an exhaustive representation. Some other states and cities have salary history bans in place for federal positions. Other laws are in development. This information is provided for informational purposes only and not as a substitute of legal advice.

Support for salary transparency runs high!

"Do you think employers should be required to disclose salary ranges in job descriptions?"



"New York City may soon pass a law requiring employers to disclose salary ranges in job postings. Before today, had you heard of this law?"





"Why would someone want to take time out of their schedule to interview for a job that doesn't pay them what they want?"

"This is important to know for many reasons. You avoid the guessing game, you know exactly what salary is to make a decision and if the outcome will support living habits. I also feel it is important to know in the beginning it avoids gender and race discrimination."

— Survey responses from job seekers



Mind the — gap

One-third of respondents report having experienced pay discrimination

"Do you believe that you personally have experienced any form of pay discrimination?"

Of those who said yes, more than half are women



58% women

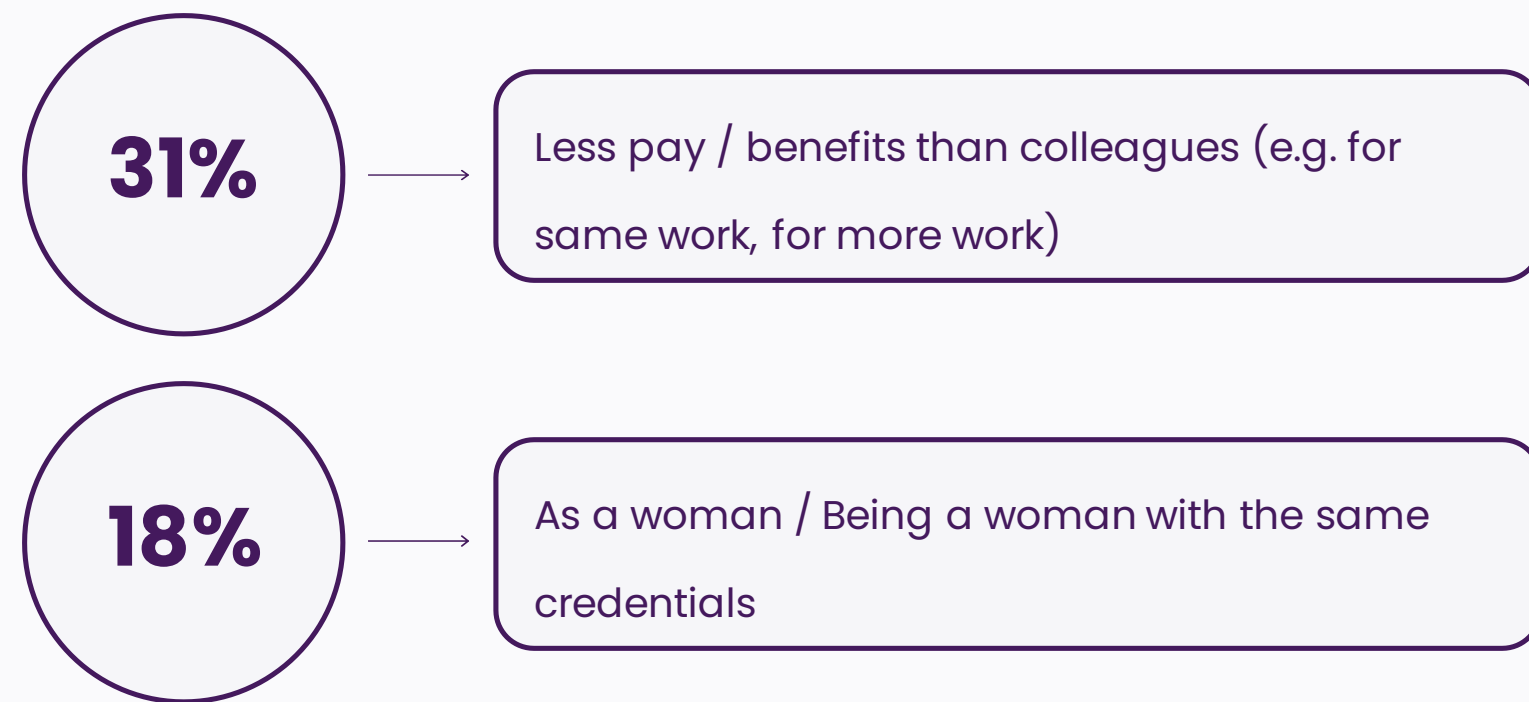


41% men



Arbitrary decisions and/or being a woman:

The top two reasons for pay discrimination cited by respondents when describing their experiences:



I have been paid less than others in my field being black and a woman.

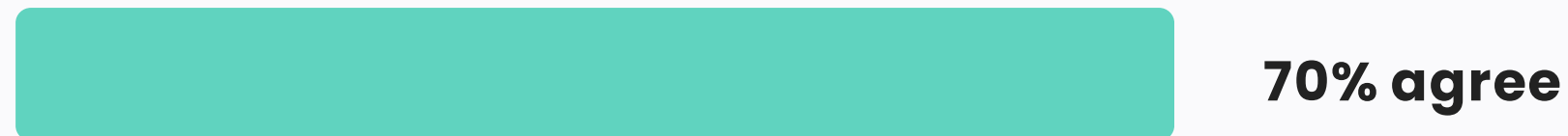
I found out during training for my last position that I was offered a lower base salary compared to another trainee, despite us both having the same experience and skills.”

“I worked for a clothing company and everyone they hired when they first opened all made a different salary even though we all had the same experience and told everyone that if they talked wages they would be fired.”

Salary transparency helps close the wage gap

"To what extent do you agree with the following statements about salary transparency?"

Salary transparency will help close the gender pay gap



Salary transparency will increase pay equity for racial minorities



"We've been following salary transparency laws for at least 5 years now. They are at the cutting edge of tools to use to close gender and racial wage gaps. It really makes a difference.

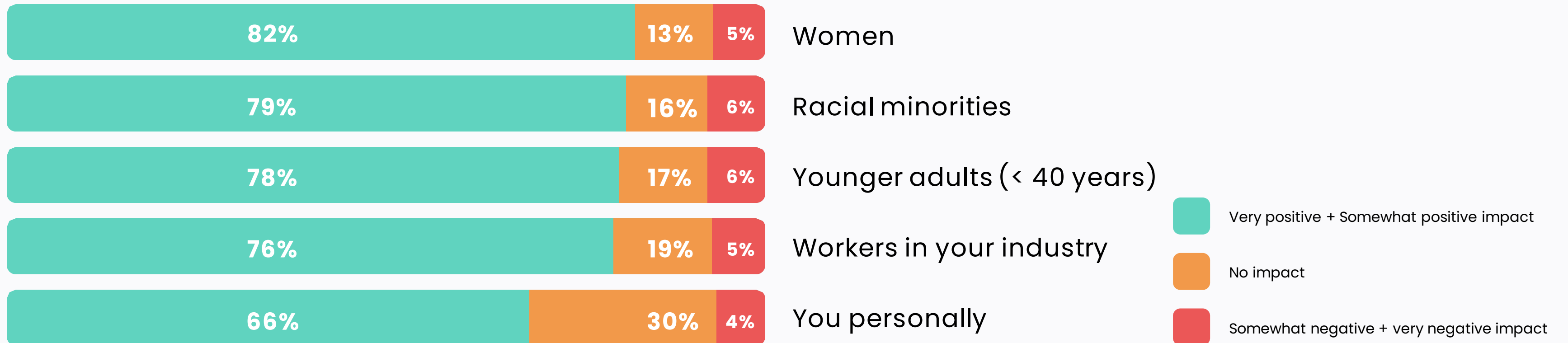
This is where the working world and the hiring world is going, towards transparency."



—Andrea Johnson, NWLC

How much impact does transparency have? On who?

"What kind of impact do you think this law will have on..."





Salary transparency is one of the leading tools for closing wage gaps, because of the **employer accountability** it creates and the worker power it provides. For worker power, it ensures that when somebody enters into negotiations about their salary, they're on a more level playing field with the employer and less likely to lose out. The people who are usually losing out are women and people of color.

We want to see **employer leadership** on this issue because it's in their control to close wage gaps. We shouldn't be putting the burden of curing pay inequities on the working mom who was pushed out of the workforce during covid and who's done all the research to figure out what she should generally be paid as she re-enters the workforce, but can only hope that her employer will not perceive her in pay negotiations as aggressive or greedy because she is a woman. That is not her burden to bear.



—**Andrea Johnson**, Director of State Policy, Workplace Justice & Cross-Cutting Initiatives for the National Women's Law Center (NWLC)

Salary transparency: important and good for all

"To what extent do you agree with the following statements about salary transparency?"

Salary transparency is important



Transparency creates a fairer environment for me and my colleagues



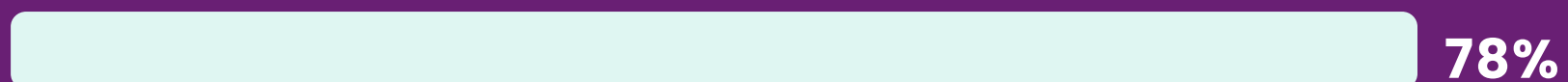
Salary transparency is a good thing



Salary transparency will have a positive impact on my professional life



Salary transparency will have a positive impact on my job seeker experience



I would feel comfortable knowing my position's salary information can be obtained or made available to others in my organization



Transparency, good for HR professionals too

👍 Increases transparency / Right to know

👍 Sets expectations in advance

👍 Aids recruitment

👍 Positive impact on staff motivation / performance

👍 Helpful (e.g. to applicants, to everyone)

Of the 6% of respondents who answered that they work as HR professionals, a majority (65%) believe salary transparency would have a positive impact on their work and 15% believe there would be no impact. So few felt opposed that further study of a larger sample would be required to fully report on their views.



We would have more people apply if they knew our starting rates and benefits.”

“It will help employees pick jobs based on their financial needs, if our salary is good people will apply.”

“It would ensure that speaking about money would no longer be difficult.”

“It would help everyone involved”

Key takeaways

77% select salary as one of the top considerations in the job hunt

98% say it's important to know the salary before applying

57% say employers are transparent

12% of US jobs on Talent.com disclose salary info

Efforts to achieve wage equality are still needed

7 in 10 say salary discussions are easy, but women find it harder than men

One-third still report experiencing relatively overt pay discrimination and over half are women

Salary transparency is a great tool for

Job seekers to feel empowered

Recruiters to attract and retain talent

Employers to use to close the wage gap

Survey methodology

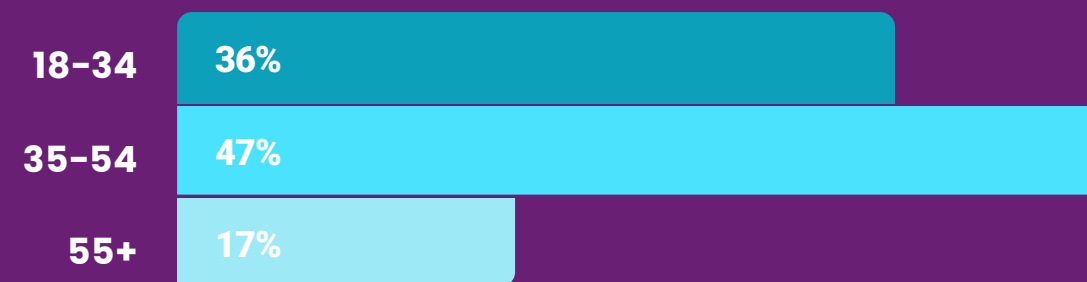
An 8-minute online survey was conducted by Talent.com in collaboration with Leger Marketing. It was sent out in English, in the US over a few weeks in May and June 2022.

The survey sample included 2,000 respondents and responses were weighted by age and gender to ensure they were representative of the population of the country.

To be eligible for this case study surrounding the New York City law on salary disclosure, all respondents had to be:

- Residents of New York, New Jersey, or Pennsylvania
- Currently employed or looking for employment
- Employed in NYC, or would consider employment by a NYC employer
- 18+ years old

Age group



Gender



51%

47%

Non-binary 1%

Prefer not to answer 1%

Region

