

Quick Survey on Salary History Bans (U.S.)

With the increasing number of states and local municipalities enacting legislation prohibiting questions about job candidates' salary history, employers are making necessary changes and considering adopting nationwide policies.

WorldatWork conducted a quick survey to understand the approaches organizations are taking to comply with new laws and the changing landscape.

Executive Summary

- There is a nearly even split between those who prohibit asking candidates about their salary histories nationwide (37%) and those who prohibit only when laws are in place (35%).
 - In addition, those in large organizations (greater than 10,000 employees) are likelier to have implemented salary history bans across all locations, regardless of local laws.
- Three in four companies do not prohibit using salary data to set pay for internal candidates.
- Salary history is rarely used to assess candidate qualifications or fit.
- Those who had already implemented salary history bans were significantly likelier to report that it was very or extremely simple to implement (44%) compared to speculation from those who have yet to implement them (36%). This indicates that fear of complication may be driving reluctance to adopt the ban.

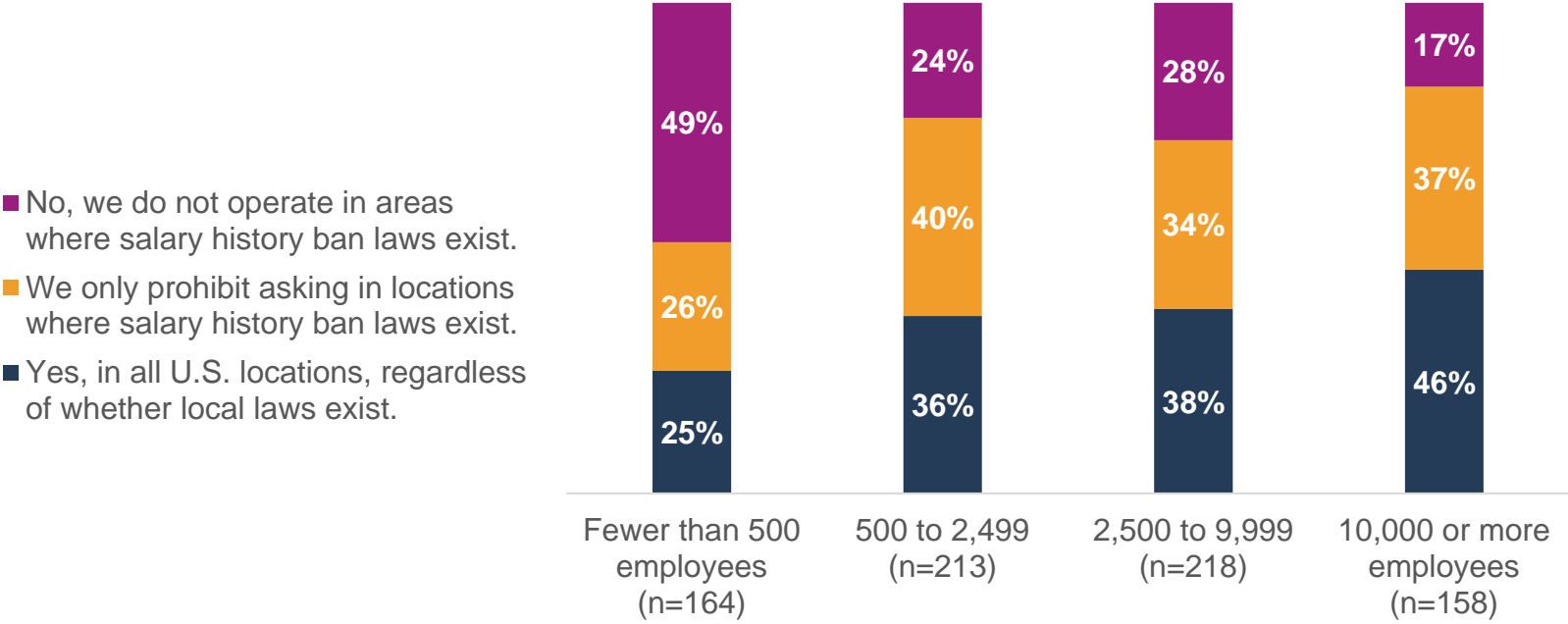
Salary History Ban Prevalence

Does your organization currently prohibit hiring managers/recruiters from asking about a candidate's salary history? (Please answer only for the U.S.-based portion of your workforce.) (n=838)



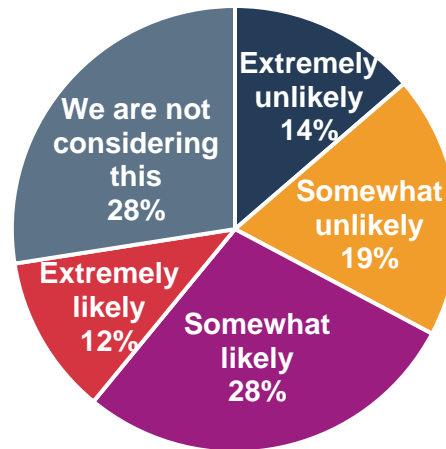
Salary History Ban Prevalence, by Organization Size

Does your organization currently prohibit hiring managers/recruiters from asking about a candidate's salary history?



Likelihood of Salary History Ban Adoption

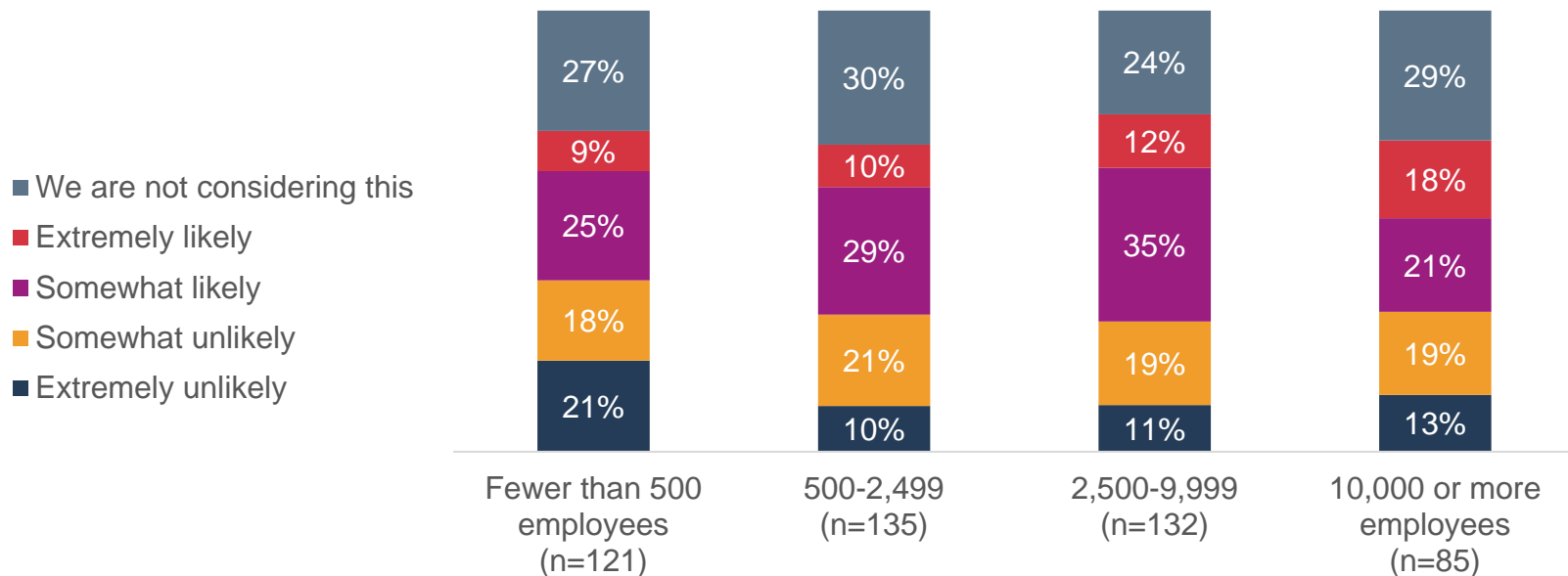
If considered, how likely is your organization to adopt a nationwide policy that bans asking about a candidate's salary history in the next 12 months? (Please only answer for the U.S.-based portion of your organization.) (n=476)



Organizations answering "Yes, in all U.S. locations, regardless of whether local laws exist" for "Does your organization currently prohibit hiring managers/recruiters from asking about a candidate's salary history" were not asked this question.

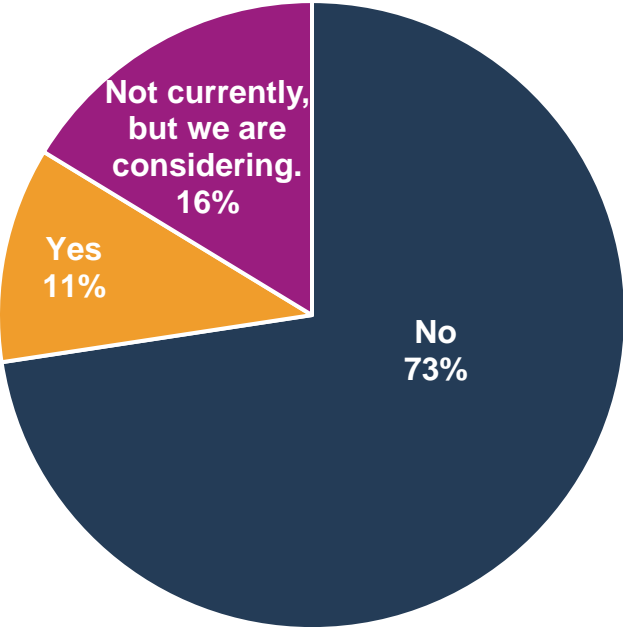
Likelihood of Salary History Ban Adoption, by Organization Size

If considered, how likely is your organization to adopt a nationwide policy that bans asking about a candidate's salary history in the next 12 months?



Salary History Ban for Internal Candidates

Does your organization currently prohibit applying salary history consideration in setting pay for internal candidates? (n=540)

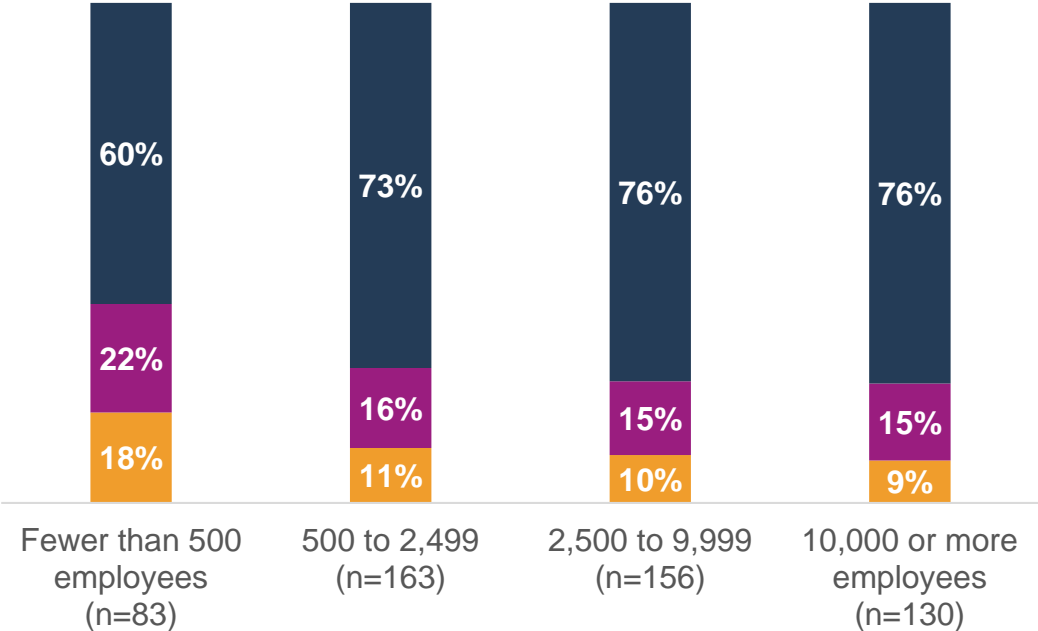


Organizations answering "No, we do not operate in areas where salary history ban laws exist" for "Does your organization currently prohibit hiring managers/recruiters from asking about a candidate's salary history" were not asked this question.

Salary History Ban for Internal Candidates, by Organization Size

Does your organization currently prohibit applying salary history consideration in setting pay for internal candidates?

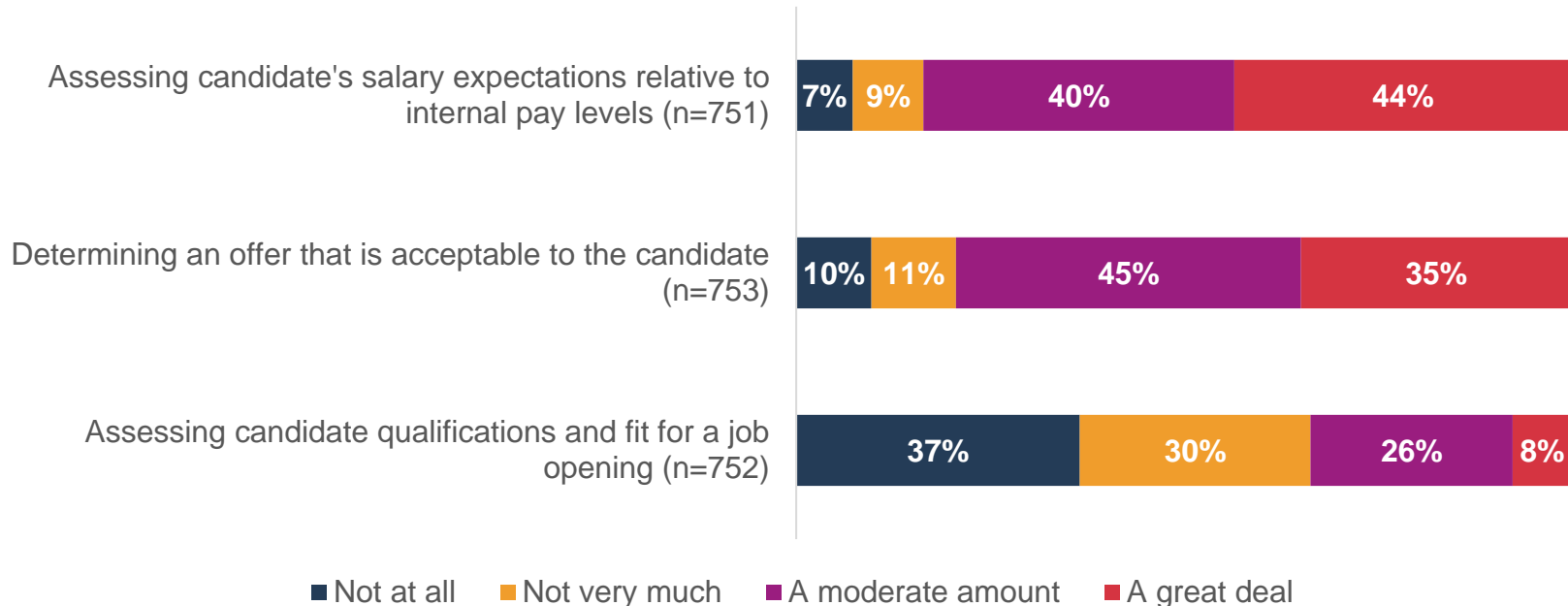
- No, we do not prohibit the use of internal salary history to set pay for internal candidates.
- We don't currently prohibit the use of internal salary history to set pay for internal candidates, but we are considering it.
- Yes, we prohibit the use of internal salary history to set pay for internal candidates



Organizations answering "No, we do not operate in areas where salary history ban laws exist" for "Does your organization currently prohibit hiring managers/recruiters from asking about a candidate's salary history" were not asked this question.

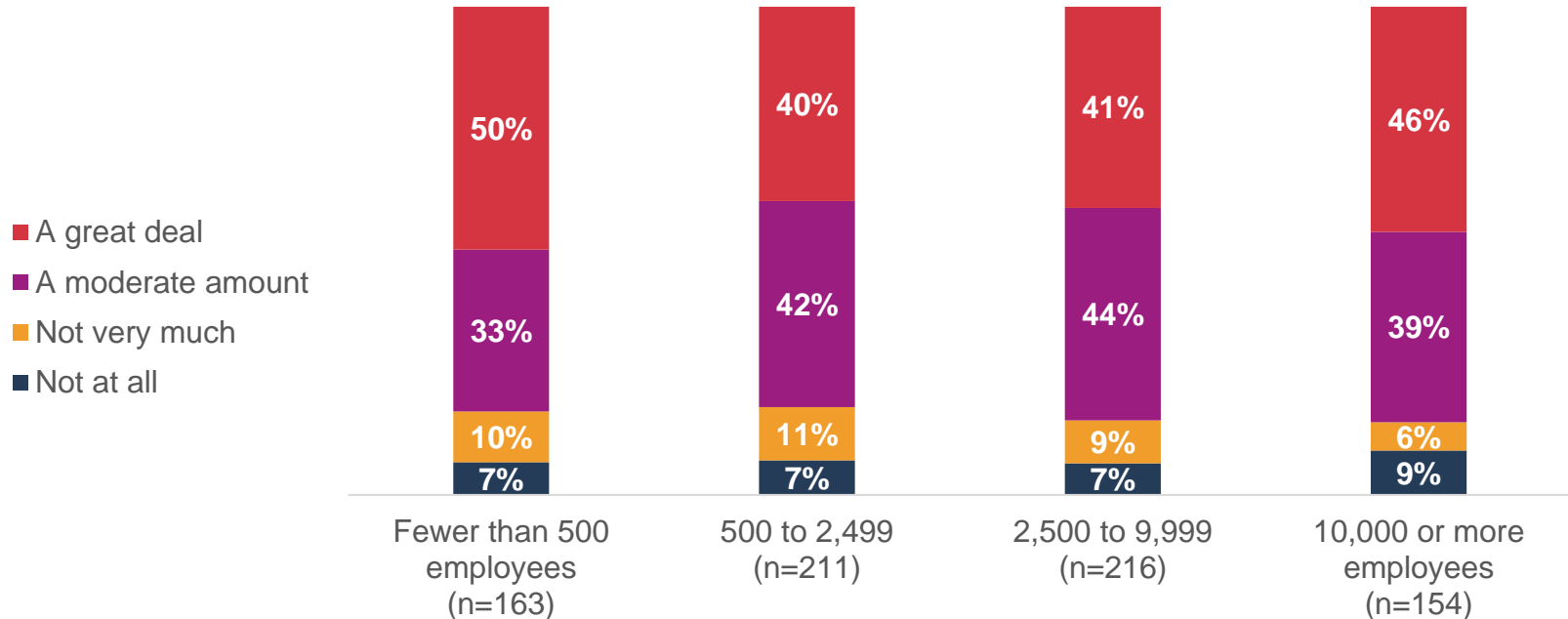
Reliance on Salary History

How heavily do hiring managers/recruiters generally rely on a candidate's salary history in:



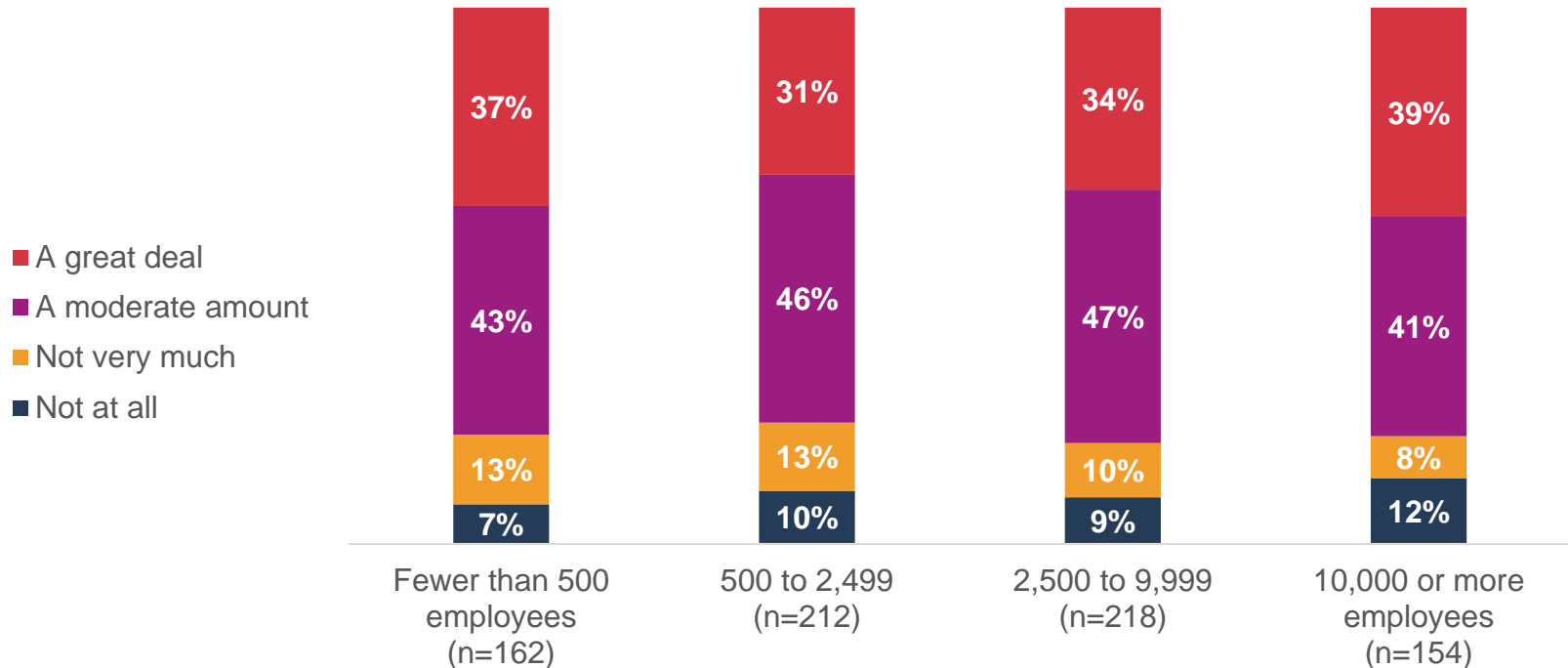
Reliance on Salary History, by Organization Size

Assessing candidate's salary expectations relative to internal pay levels



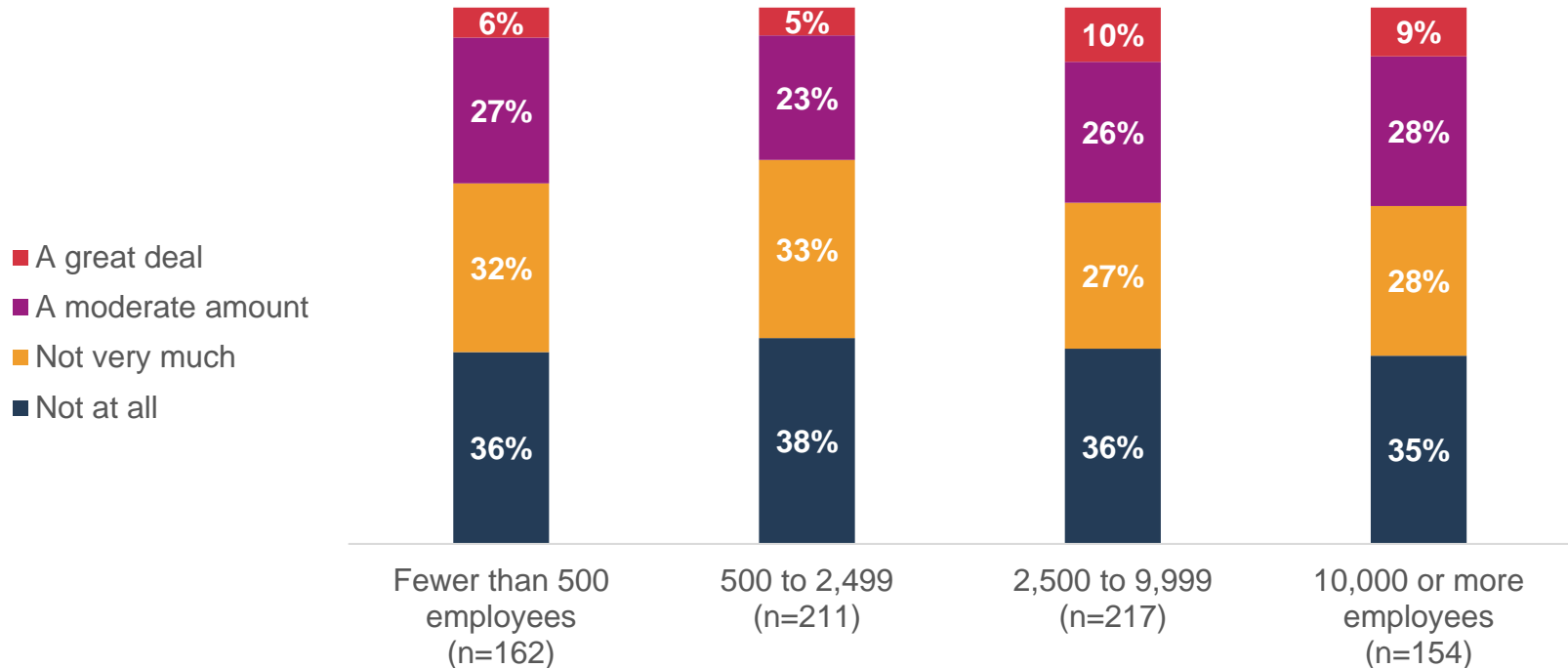
Reliance on Salary History, by Organization Size

Determining an offer that is acceptable to the candidate



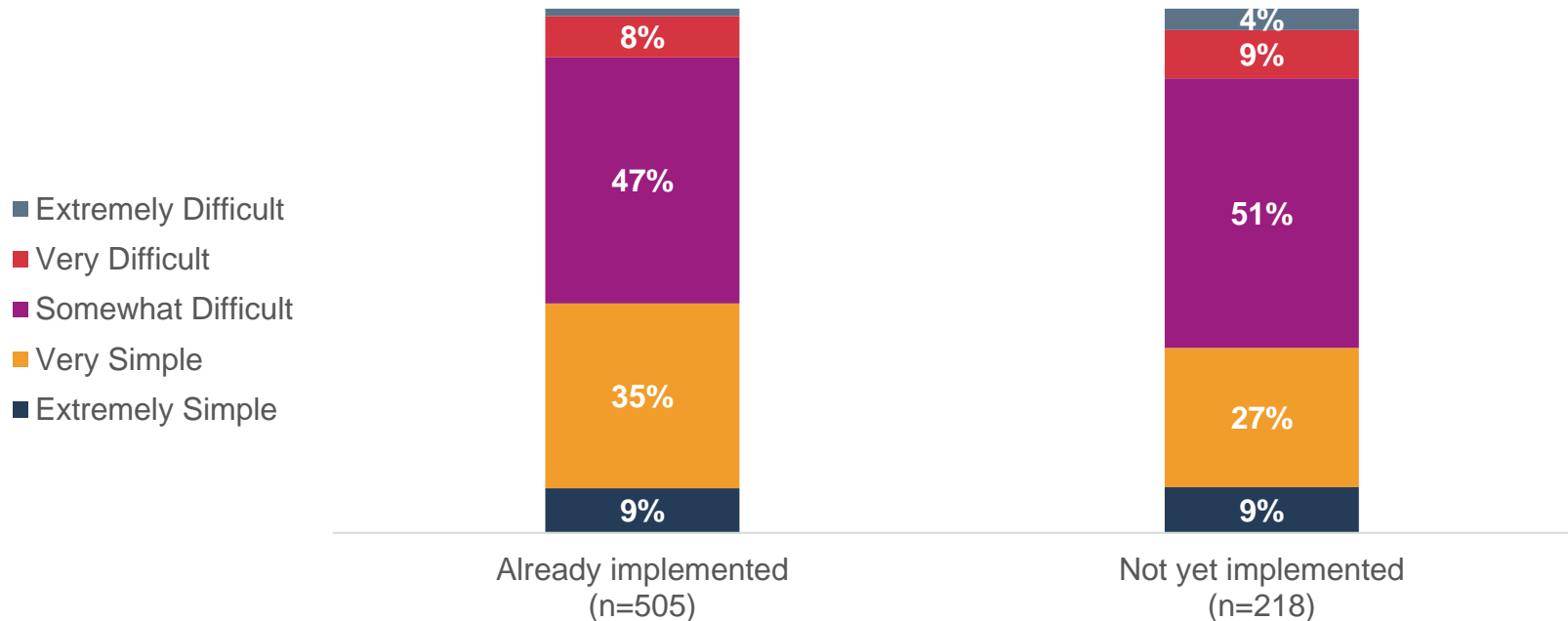
Reliance on Salary History, by Organization Size

Assessing candidate qualifications and fit for a job opening



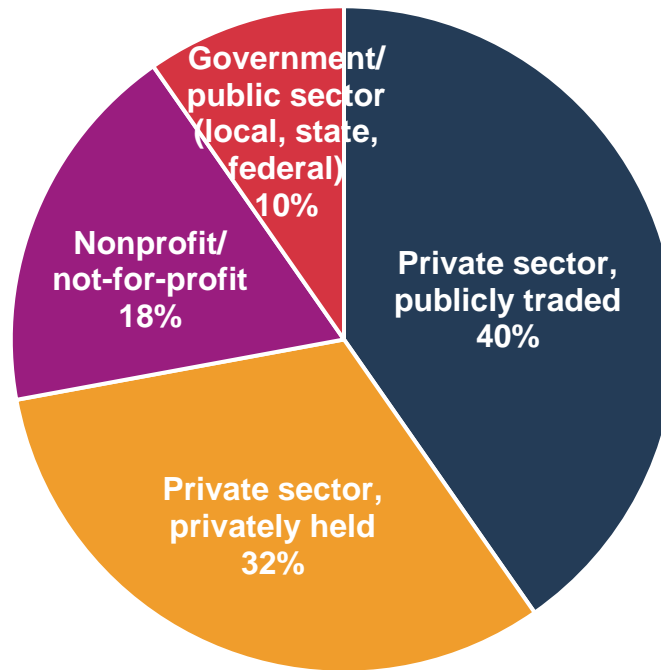
Difficulty of Salary History Ban Adoption

How difficult was it/do you think it would be to implement salary ban policies at your organization?

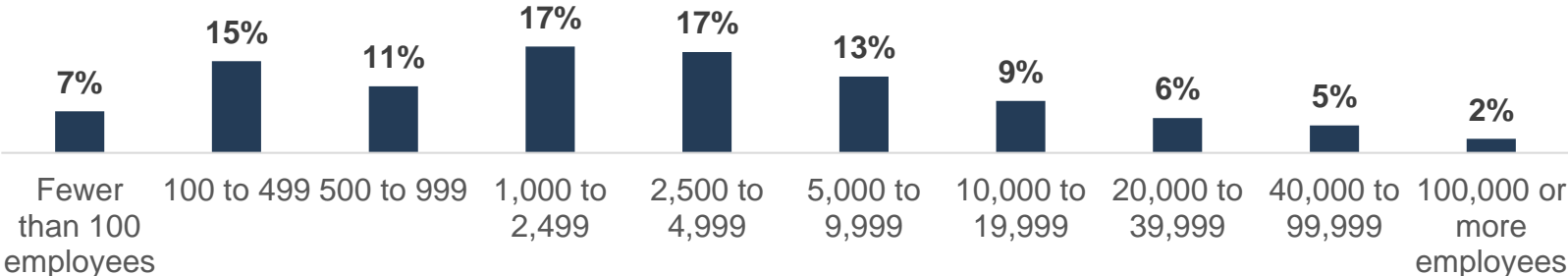


Demographics

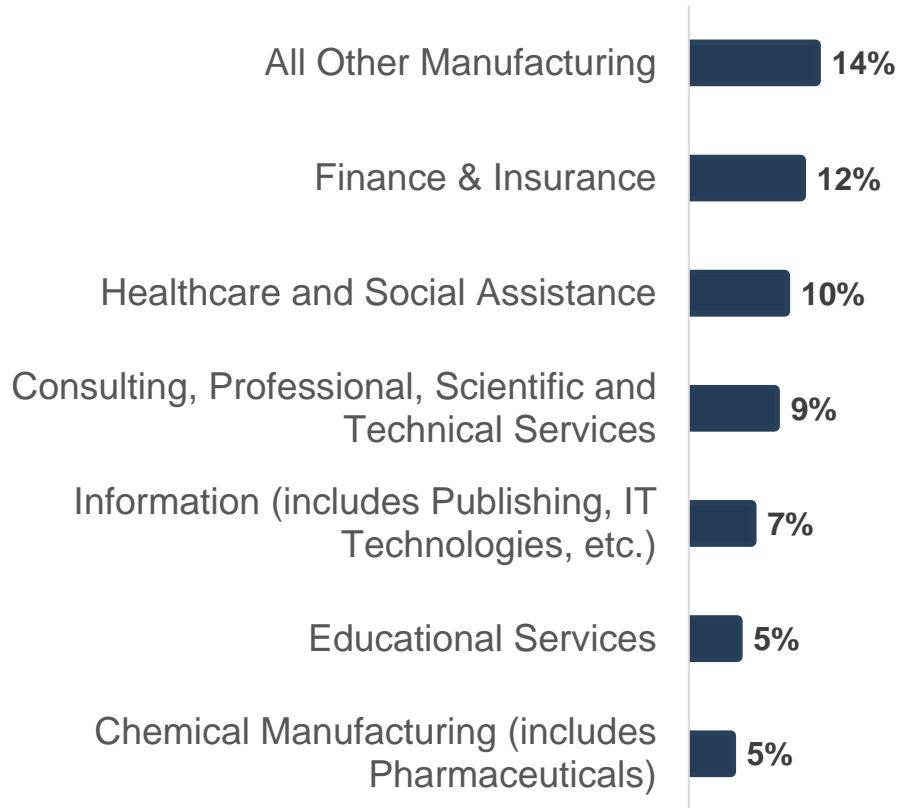
Sector (n=752)



Organization Size (n=753)



Industry (n=751)



Only industries with at least 5% of responding organizations are listed here.

Methodology

This report summarizes the results of a February 2018 survey of WorldatWork members that gathered information to understand approaches organizations are taking to comply with new laws and the changing landscape of U.S. salary history bans.

On Feb. 2, 2018, survey invitations were sent electronically to 8,579 WorldatWork members within the United States. The survey closed on Feb. 16, 2018, with 887 responses. The dataset was cleaned, resulting in a final dataset of 838 responses. In order to provide the most accurate data possible, data was cleaned and analyzed using statistical software. Any duplicate records were removed.

The demographics of the survey sample and the respondents are similar to the WorldatWork membership as a whole. The typical WorldatWork member works at the managerial level or higher in the headquarters of a large company in North America. The frequencies or response distributions listed in the report show the number of times or percentage of times a value appears in a dataset. Due to rounding, frequencies of data responses provided in this survey may not total exactly 100%.

The full text of the questionnaire can be found [here](#). A list of participating organizations can be found [here](#).

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