

Measuring attitudes towards salary transparency

– An English workforce case study



Taking the temperature of attitudes on salary

The working talent of England have spoken and salary transparency is the hot button topic. In partnership with survey institute Leger Marketing, Talent.com surveyed job seekers across England to determine how hot or cold job seekers' opinions measure on the salary disclosure and transparency thermometer.

What's most important to job seekers?

- 78% place salary as a top factor of consideration during the job search
- 98% want to know salary before applying, and
- 61% say salary discussions at the job interview are... easy?

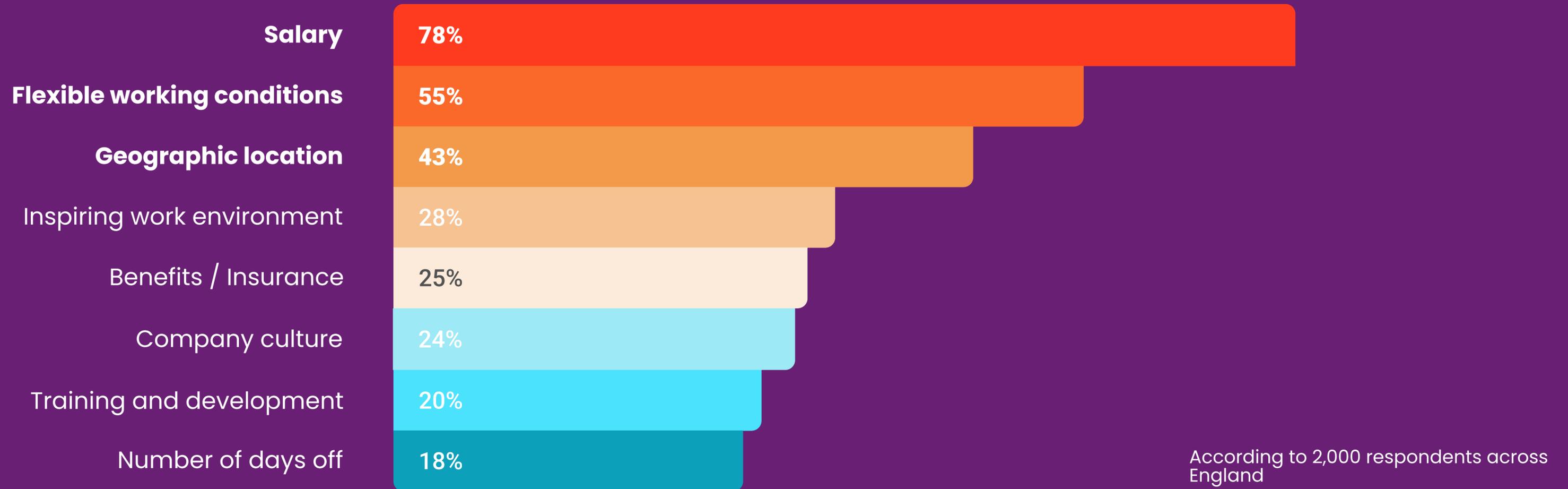
Mind the gap

Pay discrimination reportedly experienced by almost 3 in 10 respondents—more than a third of them from the youngest generation.

The generational divide?

Millennials seem to have the most faith in salary transparency and its positive impacts on professional life while the youngest and oldest generations feel a little more conflicted.

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



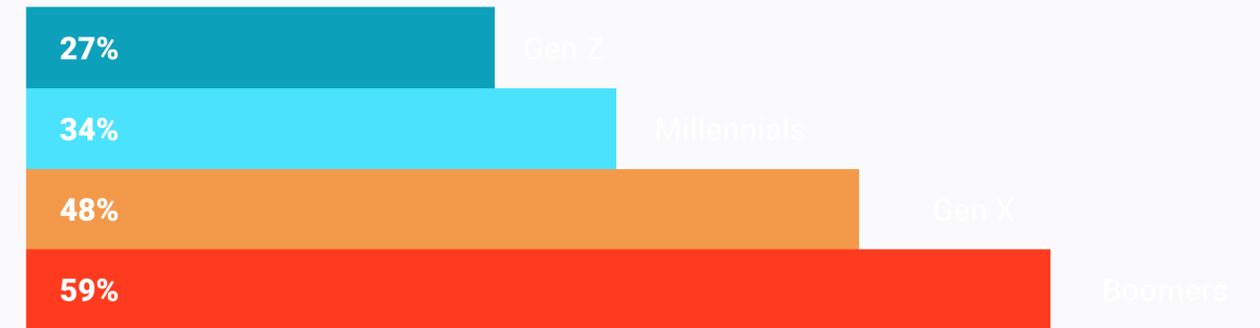
Generational _____ divide

When looking for a job, which factors are MOST important to you?

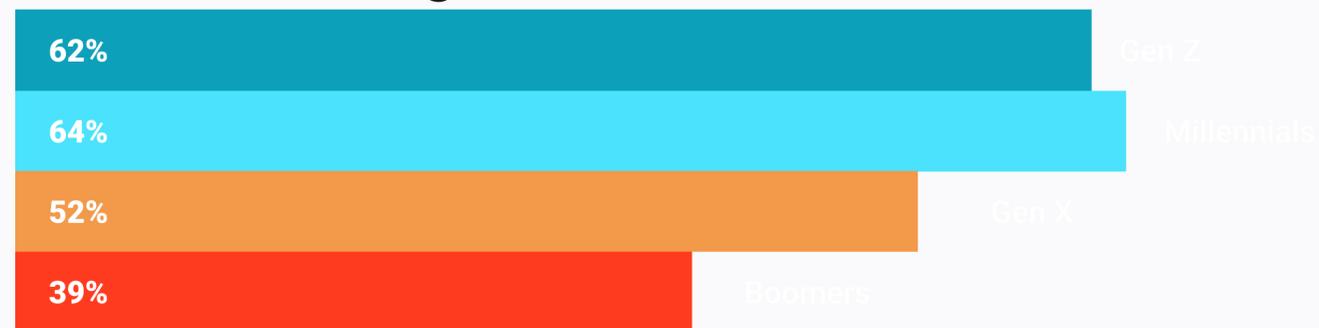
Salary



Location



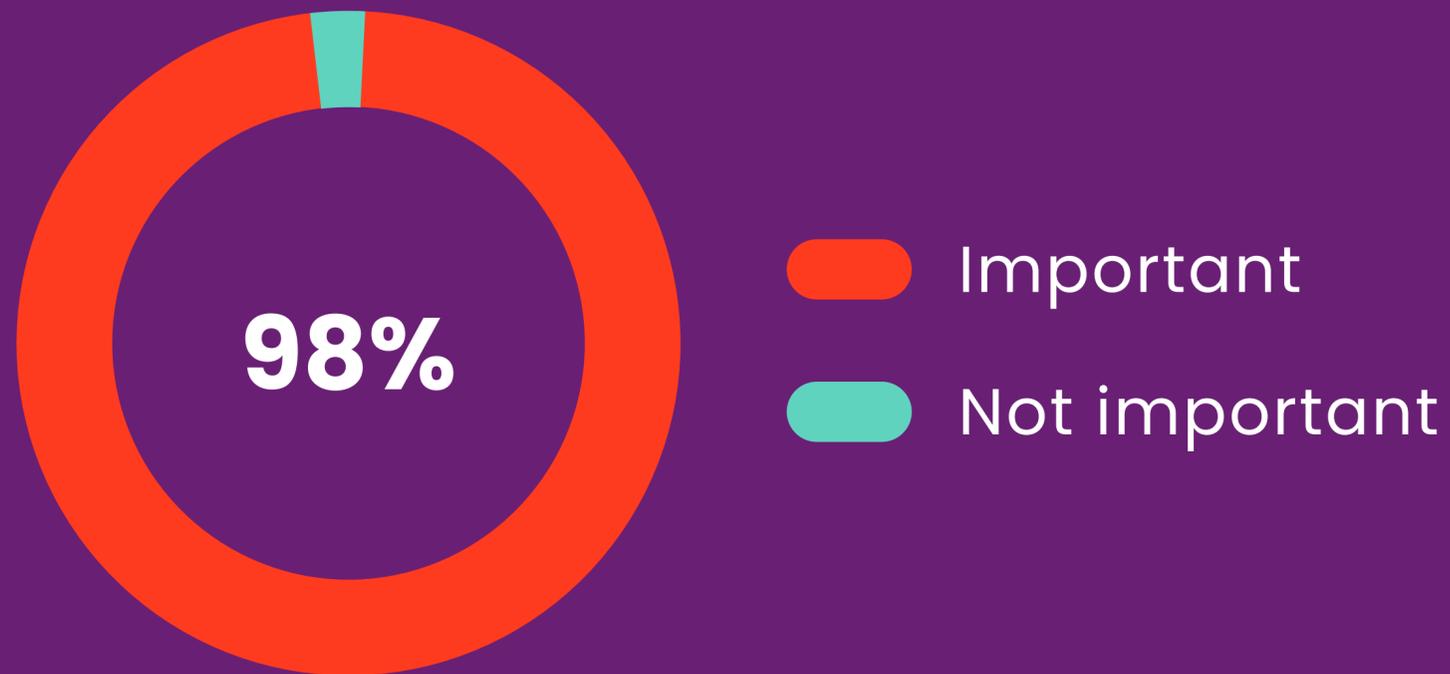
Flexible working conditions



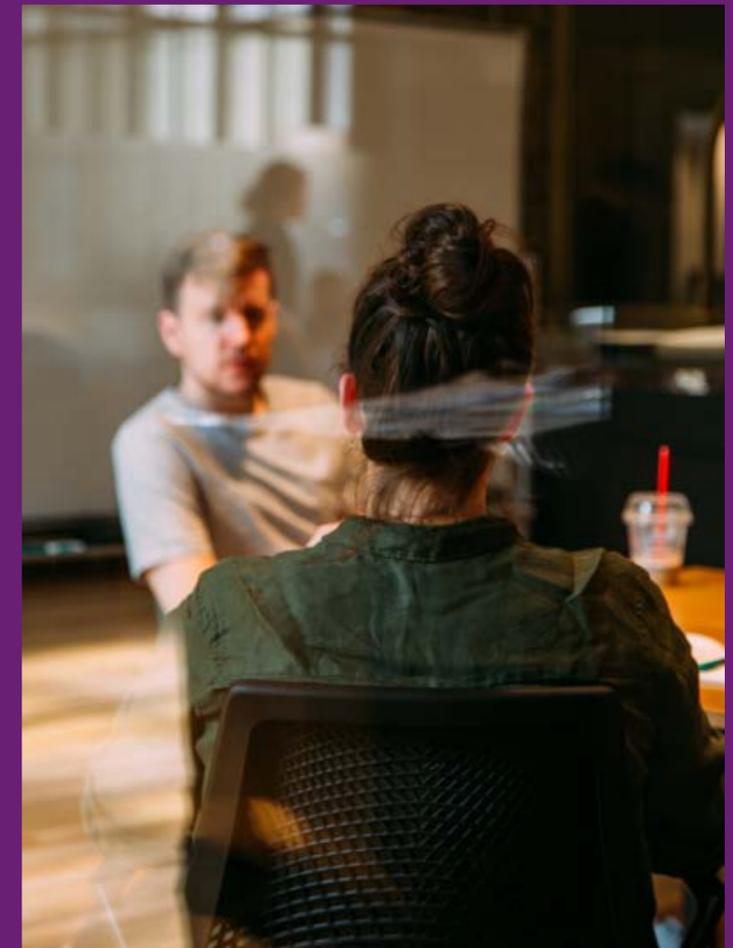
- Gen Z: 18 - 25
- Millennials: 26 - 41
- Gen X: 42 - 57
- Boomers: 58 - 75

Salary at the job search level is hot!

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



A whopping 98% of respondents (and 100% of respondents in the Sales occupation category!) want salary information before applying. With such warmth toward salary disclosure, why do only 20% of job offers in the UK on Talent.com include salary information?



Salary negotiations are easy for 6 in 10?

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

Easy: 61%

Difficult: 39%



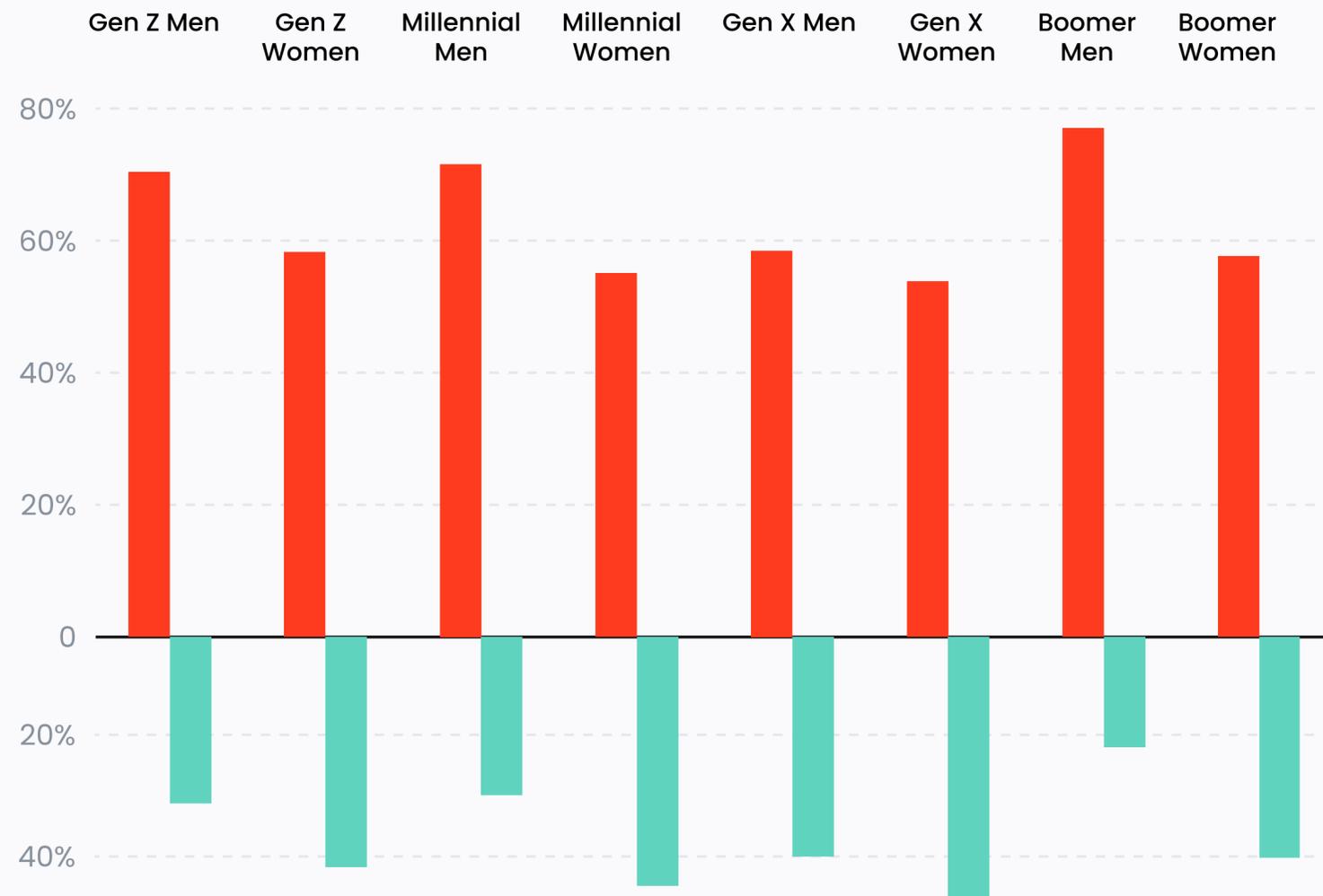
Very easy 24% + somewhat easy 38%

Somewhat difficult 31% + very difficult 7%

Interesting note: Students (47%) and Office workers (53%) were the least likely to find salary discussions easy.

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

Easy Difficult



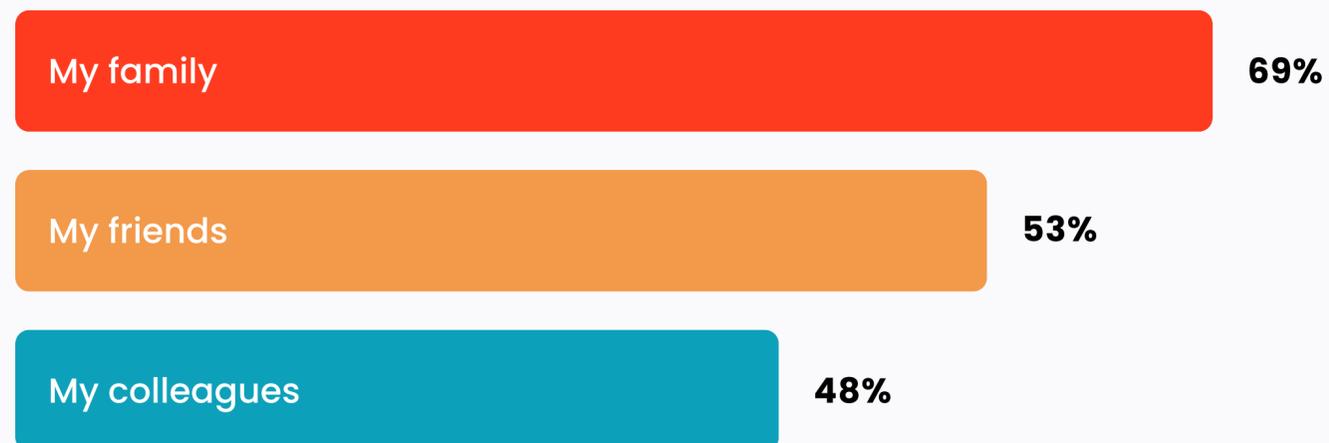
Gen X struggles most with salary discussions

Interestingly Gen X women and men are almost equal to each other in finding job interview salary discussions difficult.

Discussing salary with colleagues gives Gen Z the chills

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

I feel comfortable discussing salary with...



Who strongly and somewhat agrees on feeling comfortable discussing salary with colleagues most?

- 52% of Millennials (26-41)
- 50% of Boomers 58+
- 47% of Gen X (42-57)
- **39% of Gen Z (18-25)**

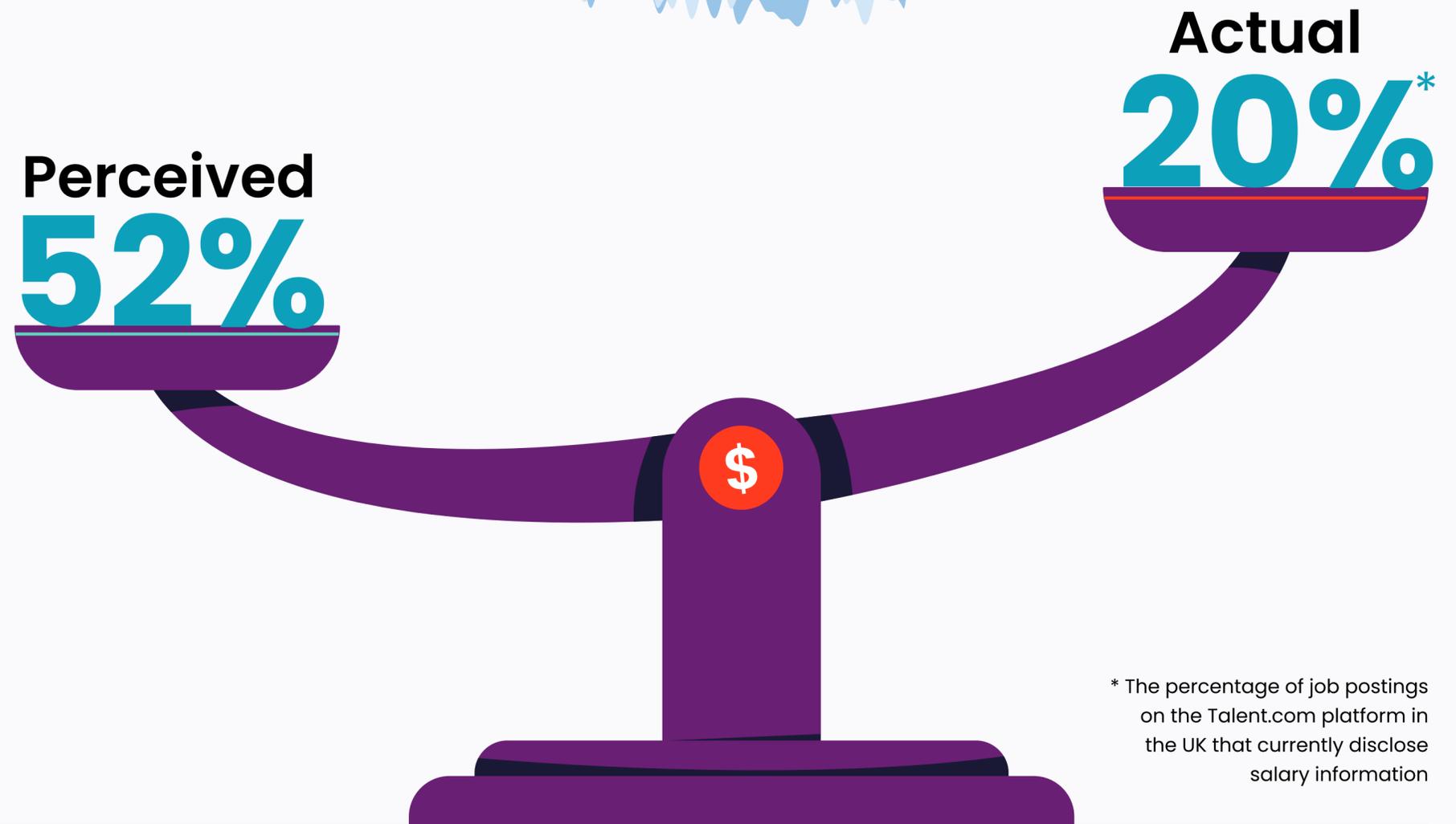
Attitudes on levels of employer transparency a little **cool**

Survey Question:

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

52% (very transparent + somewhat transparent)

- 68% Gen Z
- 63% Millennials
- 43% Gen X
- 37% Boomers



* The percentage of job postings on the Talent.com platform in the UK that currently disclose salary information

How do you define salary transparency?



“Make salary ranges of the company you work for available internally”



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

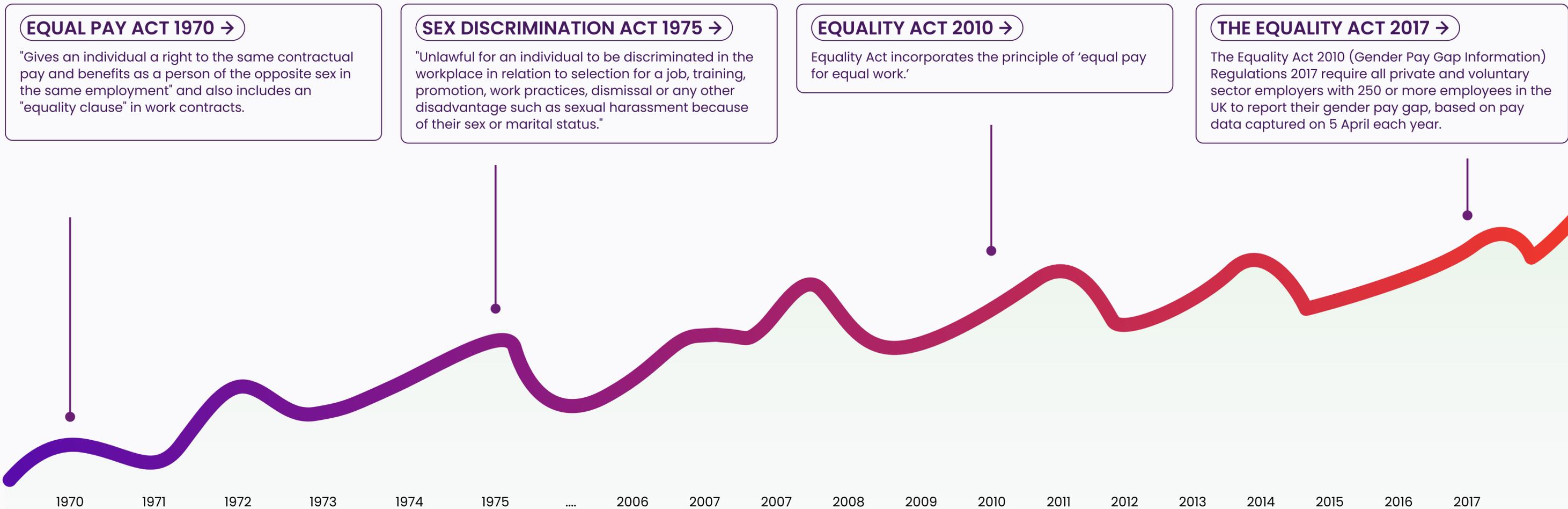


“Make salary ranges of positions in the company you work for public”

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

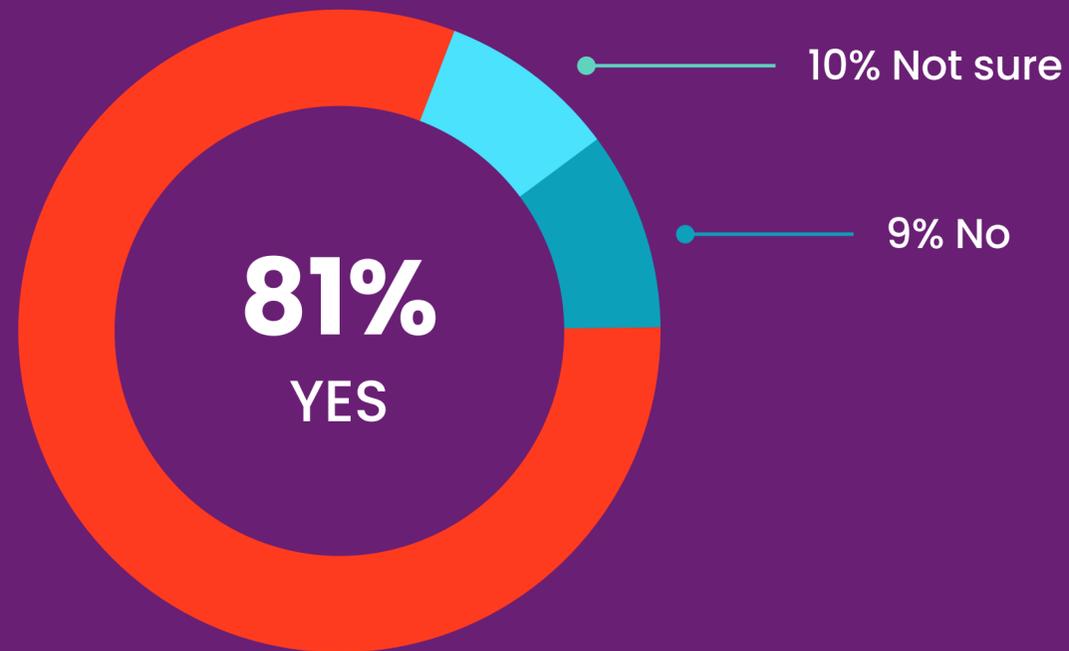
For the purpose of the survey, salary transparency was defined as how visible a company’s compensation is to the public and those who work there.

Snapshot of UK pay equity law history

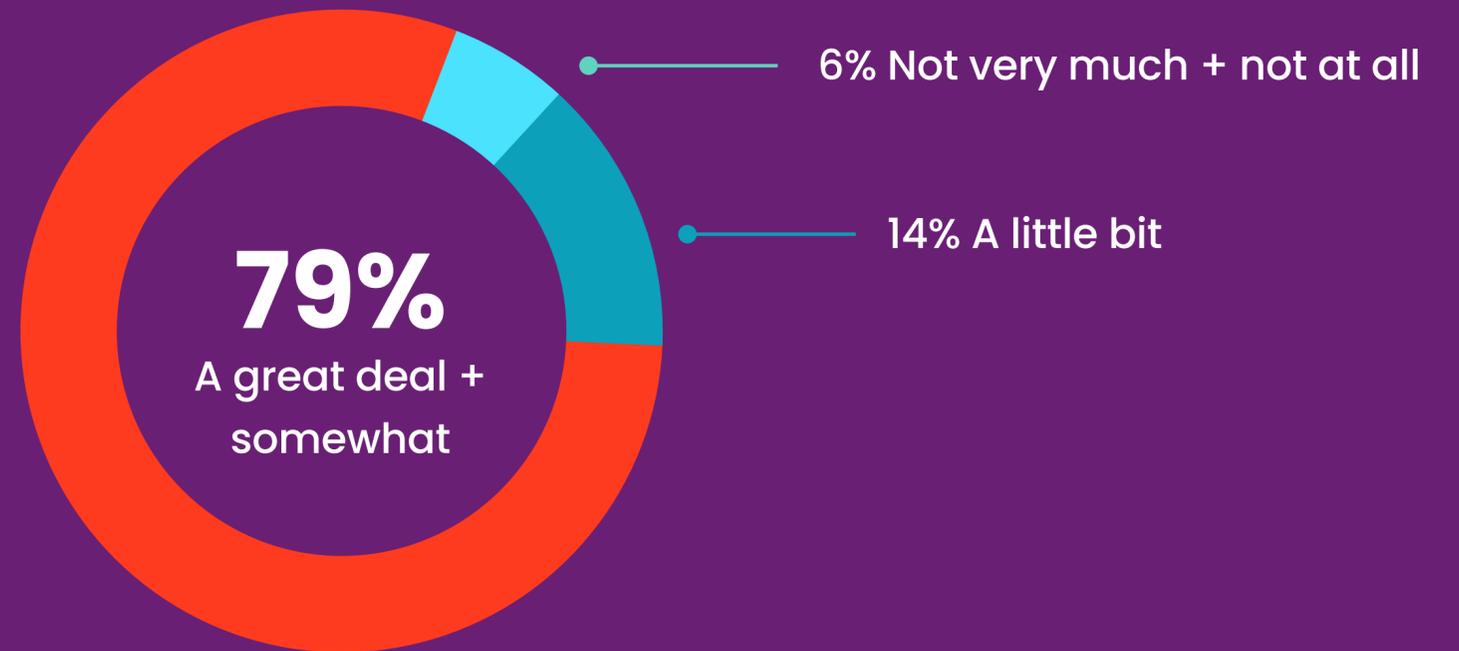


Support for salary transparency runs hot!

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



“If the government were to pass a law requiring employers to disclose salary ranges in job postings, to what extent would you support this law?”



Survey responses from job seekers

Question: "You said that employers SHOULD be required to disclose salary ranges in job descriptions. Can you tell us why you feel this way?"

"Ensures equality within organisation, ensures that they cannot hide behind people not knowing what others in similar situations earn."

"I think it is fair for all so people don't end up underpaid."

"It removes any ambiguity."

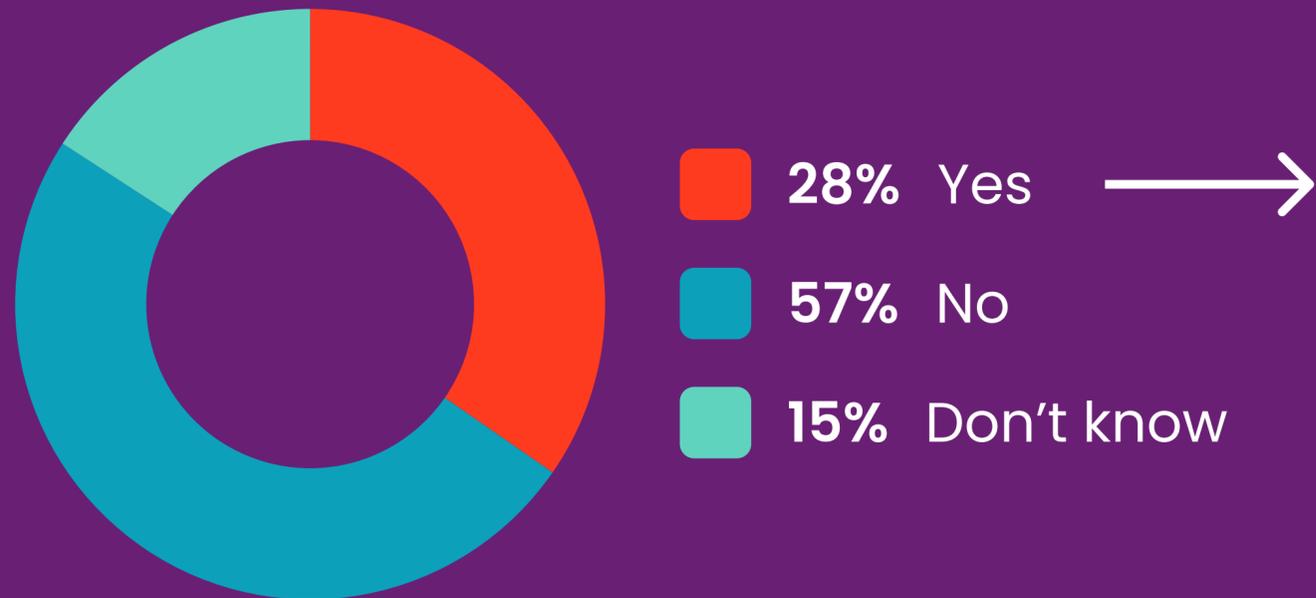
"Because I am looking for work and feel it is only fair to state the salary, so I am not wasting my and company's time by applying for a role that does not match my salary expectations."

"Because your salary would have a direct influence on the desirability, workability of accepting the post."

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?”



Please describe the time when you experienced pay discrimination.

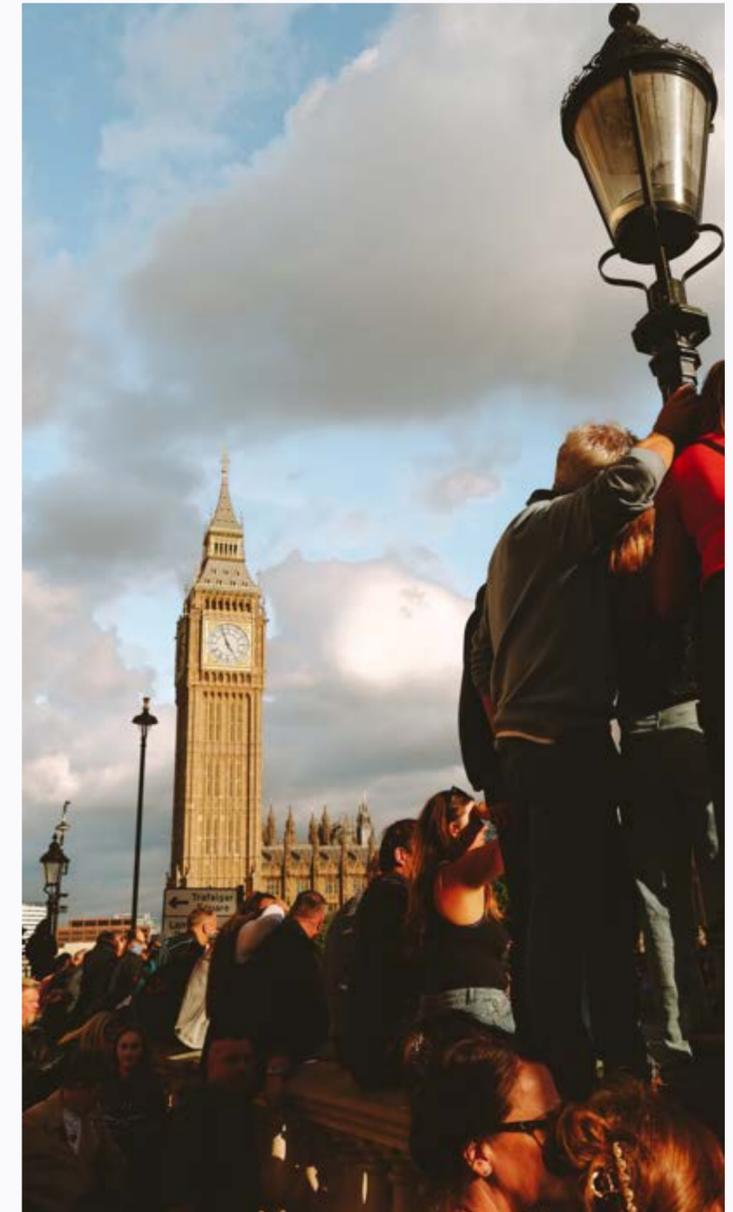
“After I left my previous employer I found out that I was earning 30 percent less than my coworkers for doing the same job”.

“Getting paid half as much for doing the same job just because of my age.”

“When my boss made his 18 year daughter my boss.”

“I’m very experienced in my job, and yet there are others who I’ve known to get more money, with less experience.”

When I worked for an American company where they automatically set professional position grades from the UK site always being two grades lower than the same role in the American office.”



5% of responses explicitly mentioned age as a factor (with Gen Z being the majority of those who cited this reason).

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



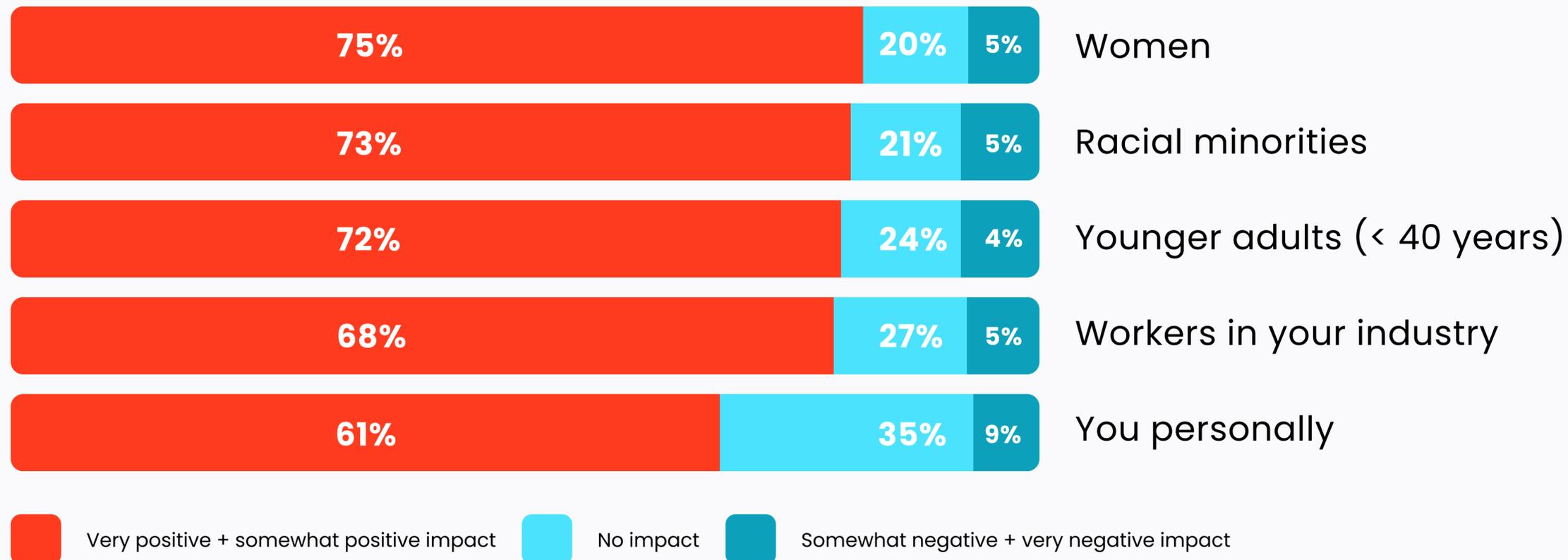
Salary transparency will increase pay equity for racial minorities



Only 59% of Gen Z agree with salary transparency helping close the gender pay gap.

How much impact does transparency have? On who?

If the government were to pass a law requiring employers to disclose salary ranges in job postings, what kind of impact do you think it would have on...



Impacts on society and professional life

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

Salary transparency is important



Salary transparency is a good thing



Transparency creates a fairer environment for me and my colleagues



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



Salary transparency will have a positive impact on my professional life



Transparency, good for HR professionals too

👍 Increases transparency / Right to know

👍 Sets expectations in advance

👍 Screens out unsuitable candidates

👍 Makes things easier

Of the 5% of respondents who answered that they work as HR professionals, a majority (58%) believe salary transparency would have a positive impact on their work, and 27% 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.

“

“It would show equality and transparency and so it would help employ and recruit people for the job.”

“People are more inclined to talk to you in general if you are more transparent with them.”

“Won't be wasting time assessing and interviewing people for jobs if they aren't first happy with the pay.”

“Applicants know what they are applying for, so expectations are set right from the start.”

Last readings

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

78% select salary as one of the top considerations in the job hunt

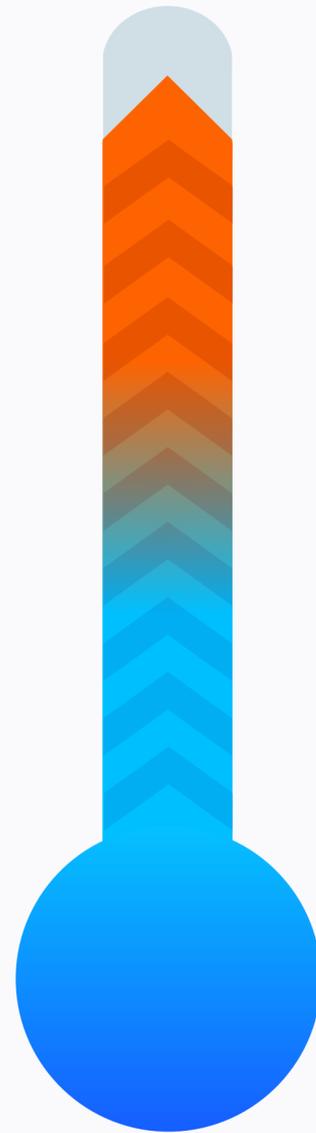
64% of Millennials highlight flexibility as an important job factor.

61% say salary discussions at the job interview are easy

56% of Gen X say salary discussions at the job interview are easy

39% of Gen Z is comfortable discussing salary with colleagues

20% of UK jobs on Talent.com disclose salary info



84% of Boomers say employers should disclose salary information.

71% of Millennials feel comfortable knowing their position's salary info is available.

54% Of Gen Z feel comfortable knowing their position's salary info is available.

59% of Boomers highlight location as an important job factor.

52% say employers are transparent

27% of Gen Z highlight location as an important job factor.

Survey methodology

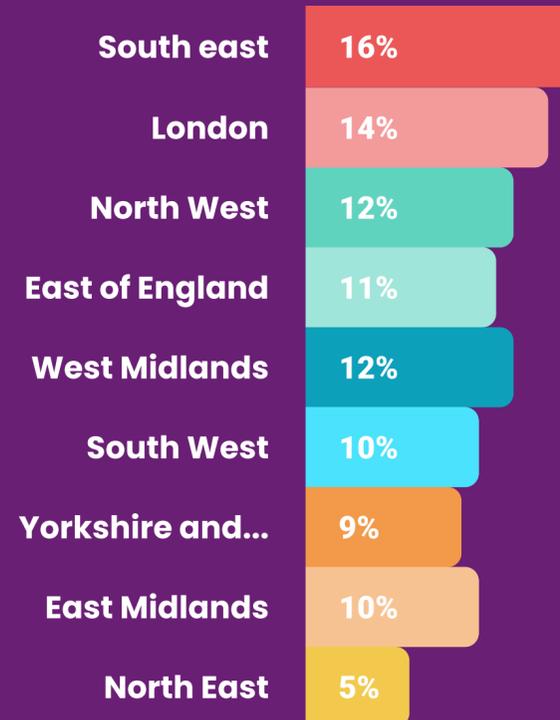
An 8-minute online survey was conducted by Talent.com in collaboration with Leger Marketing. It was sent out in English, throughout England over a few weeks in May and June 2022.

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.

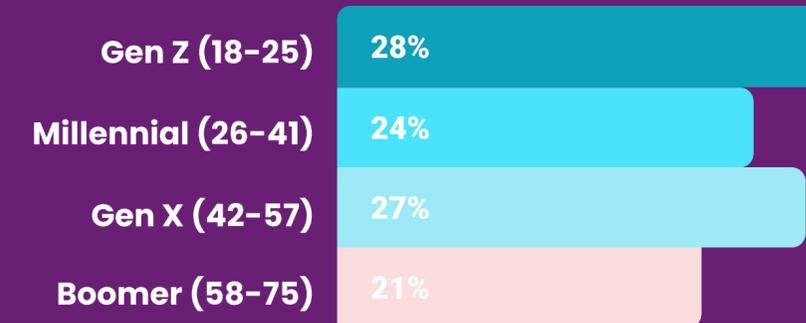
To be eligible for this case study surrounding salary transparency, all respondents had to be:

- Residents of England
- Currently employed or looking for employment
- 18+ years old

Region



Generational breakdown



Gender

