

HOW TO NAVIGATE LAWS & ATTITUDES ON THE WAGE GAP

Despite the inroads that women have earned in the workplace, inequalities between men and women persist. Case in point: [the wage gap](#).

Studies suggest that women make between **49-80 cents** compared to every dollar a man makes for equivalent work. Business owners and lawmakers alike have responded to this by implementing policies that guard against unconscious biases, through initiatives such as the Equal Pay Act and Can't Ask Salary laws.



While these protections provide a good [baseline](#), the following strategies can serve as a helpful guide for adhering to wage laws, whether you are an employer or candidate.



EMPLOYERS VS. CANDIDATES



Voluntary wage discussions

Employers can expound on salary when candidates bring up the topic unprompted. Certain states, however, prevent employers from taking these disclosures into consideration in hiring decisions.

Reference salary range in job postings

Consider mentioning the compensation range when advertising jobs. You may also want to talk about salary earlier in the process, such as during phone screenings for example.

Do Your Homework

To better prepare for discussions about salary, check out the Bureau of Labor Statistics' Industries at a Glance website. It provides a ballpark estimate of what the average worker in your position earns.

Don't ask about salary too early

If the interview involves several rounds, consider bringing up salary in the second or third round to avoid coming across as money hungry.

CONCLUSION

More comprehensive wage laws are an attempt to level the playing field. By being aware of how to approach them, employers and candidates can [improve](#) fairness and better appreciate the value of hard work.