

Leadership Excellence and Gender in Organizations

Evidence based approaches for gender equity in pay negotiations: An organizational guide

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Abstract

Pay negotiations are one of the highest-stake interactions that job seekers encounter over the course of their careers. Unfortunately, research shows a pervasive gender difference between women and men in negotiating salaries. This paper reviews evidence-based interventions for organizations to reduce gender inequity in pay negotiations. By being transparent in workplace negotiations, auditing organizational norms and mindsets, and embracing good HR practices, organizations can remove some inequity in salary negotiations. We also provide a roadmap for organizational data collection and insights on how to partner with researchers to test new directions and offer more complete evidence for interventions.