

New York's Salary Range Disclosure Law: Tighter Postings, Uneven Enforcement

Gender Equality · Good practice · United States of America

Quality score: 41/100

Evidence strength: Moderate

Summary

NYC Local Law 32 (2022) and NY State Labor Law §194-b (2023) require employers with 4+ staff to post salary ranges. A 2025 City Council review of 60,000+ postings found ranges mostly tight, but enforcement lagged: 30+ open cases, no resolutions.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	0/1
Curator validation	0/1

Evaluated by C-NAPSE

Data sources

C-NAPSE web research — accessed 2026-09-28

New York City Council; New York State Department of Labor — accessed 2026-09-28

NYC Council Oversight and Investigations Division report (Jan 2025) — accessed 2026-09-28

Federal Reserve Bank of Minneapolis: Pay transparency in job postings (2024) — accessed 2026-09-28

NY State Department of Labor: Pay Transparency — accessed 2026-09-28

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