

US State Salary History Bans — Removing Past Pay from Hiring Negotiations (Massachusetts 2016, California 2018)

Gender Equality · Good practice · United States of America

Quality score: 63/100

Evidence strength: Moderate

Summary

From 2016 a growing number of US states barred employers from asking applicants for pay history. Quasi-experimental studies find a ~1% rise in the gender earnings ratio and 6.2% higher pay for women changing jobs; effects are modest and disclosure loopholes remain.

Key dimensions

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

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-29

[State legislatures of Massachusetts, California and other US states](#) — accessed 2026-09-29

[Hansen & McNichols, NBER WP 27054](#) — accessed 2026-09-29

[Perpetuating wage inequality: evidence from salary history bans \(J. Econ. Inequality\)](#) — accessed 2026-09-29

[Barach & Horton, J. Labor Economics 2021](#) — accessed 2026-09-29

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