



Equal Pay for Equal Work

INVESTMENTS *for a*
Determined North Carolina

Fact Sheet: Executive Order No. 93

Governor Cooper is working to help North Carolinians become healthier, better educated and have more money in their pockets so that they can live more abundant, purposeful lives. But women in North Carolina currently earn [19 percent less than men](#) on average. If current trends continue, working women in North Carolina will not see equal pay [until 2060](#)—and women of color will have to wait even longer. The gender wage gap hurts North Carolina’s families, businesses and economy, and North Carolina women deserve more.

What does Executive Order No. 93 do?

The Executive Order prohibits state agencies under the Governor’s oversight from requesting salary history from job applicants and directs them to avoid relying on previously obtained salary history information to determine an applicant’s salary. Executive Order No. 93 also directs the North Carolina Office of State Human Resources to remove employment salary history fields from state employment applications as soon as possible. As state employee salary history is a public record, the Executive Order mandates that the Office of State Human Resources work to ensure previous salary information is not used in a discriminatory way.

Why is Executive Order No. 93 necessary?

Women in North Carolina and across the country continue to earn less than men. While median earnings for men in North Carolina are \$45,000, women in our state earn just \$36,400, putting women’s pay in North Carolina at [32nd in the nation](#). The wage gap is even wider for women of color. For example, Hispanic women who work full time throughout the year earn [51 percent less](#) than white male workers.

With women historically earning less on average than men, requiring job applicants to report salary history can perpetuate gender pay inequities. Research shows [women get paid less than men in their very first jobs](#), even when controlling for occupation, college major, hours worked, location and demographics. Furthermore, women are [less likely](#) to negotiate their salaries—and when they do negotiate, women are more likely to [receive negative feedback](#) and less likely to be promoted. Relying on salary history can perpetuate the pay gap, based on wrong assumptions that the prior salary was fair or free from bias.

Whom does Executive Order No. 93 support?

Executive Order No. 93 supports applicants for state positions under the governor’s oversight by removing the salary history fields from the state employment application. The Executive Order also supports current state workers, as it mandates that the Office of State Human Resources take best efforts to ensure that previous salary information, which is public record, is not used in a discriminatory manner when determining future salaries.

Do other states ban salary history?

Yes. Thirteen states have passed laws or signed executive orders banning salary history inquiries.