

Key Takeaways From the Compensation Trends in Government Relations Survey Report

Presented by:

**Bloomberg
Government**



Bloomberg Government and Women in Government Relations (WGR) are proud to present our second salary survey highlighting trends shaping government professionals' careers, with a focus on gender gaps as they relate to salary, compensation, benefits, and other offerings. Here are the key takeaways from the report. **For more information and to download the full report, visit: about.bgov.com/downloads/18CompensationSurvey.**

1

Democrats and women, along with professionals working at associations, nonprofits, colleges, and universities, make less than their counterparts. They're more likely to change jobs in the next year because they're less satisfied with compensation and less optimistic about future earning potential.

2

The gender gap is real. **On average, women make 68 cents on the dollar compared to men.** Women are more likely to be single (36% vs. 17%), less likely to be married (58% vs. 77%), more likely to be Democrat (61% vs. 48%), and less likely to be in a senior role (79% vs. 58%). Tenure plays a part: men have been at their organizations longer (6.3 years vs. 5.7), in their current roles longer (4.6 years vs. 3.7), and have more years of total professional experience (13.6 years vs. 11.6).



3

Even when the research is broken down by organization type and number of years of experience, **male salaries are still consistently higher than female salaries.**

4

There are signs of gender salary adjustments taking place. **2017 to 2018 base salary increases are higher among women than men (4.8% vs. 2.2%).**

5

Men are more likely than women to agree with the statement "men and women at my organization are paid equally for the same jobs" (82% vs. 53%).

6

While corporations and private companies offer the most benefits, most organizations offer competitive benefits such as **full health coverage, retirement matching, paid maternity/paternity leave, and transportation reimbursement.**

7

A majority of organizations provide either maternity or parental leave, but associations, nonprofits, colleges, and universities offer the least leave, with less than a fifth providing 11+ weeks. This is unfortunate, since women in government affairs and relations are more likely to work at these organizations.

