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61% of Workers Received a Pay Increase Over the Past 12 Months, Down From 64% in 2023

Even as inflation slows, almost 3 in 5 workers still say their income hasn't kept pace with price increases

NEW YORK - December 4, 2024 - Over 3 in 5 workers (61%) received a pay increase in the past 12 months (i.e. since October 2023), either by finding a better-paying job (12%), earning a raise at their current position (41%), or both (8%). This is down from 64% in 2023 and the same as in 2022. Click here for more information:

<https://www.bankrate.com/banking/pay-raise-survey/>

Nearly half of workers (49%) report getting a pay raise at their current position in 2024. The share of workers who earned a pay increase by switching to a better-paying job, however, hit a three-year low, falling to 20% in 2024 after hitting 26% in 2023 and 21% in 2022. On the other hand, about 2 in 5 workers (39%) reported receiving neither in 2024.

Of those in the workforce, millennials were most likely to say they received a pay raise in the past year (56%; ages 28-43), along with 48% of Gen Xers (ages 44-29), 43% of Gen Zers (ages 18-27) and 42% of baby boomers (ages 60-78). In terms of income, over half of those in households earning \$100,000+ annually, as well as between \$50,000 and \$79,999 per year, earned a pay raise (57% and 54% respectively). Finally, half of households who earn between \$80,000 and \$99,999 per year (50%) and 42% who earn less than \$50,000 per year earned a pay raise.

On the other hand, younger workers were more likely to say they found a better-paying job in the past year, with 32% of Gen Zers and 26% of millennials saying as such, compared to 15% of Gen Xers, and 6% of baby boomers. Income-wise, the lowest-earners were most likely to say they found a better-paying job (26%; earning less than \$50,000 per year). Furthermore, 19% of those earning both \$80,000 - \$99,999 and those earning \$100,000+ each year found a better-paying job, along with 18% who earn between \$50,000 and \$79,999.

“The U.S. job market isn’t melting down. Rather, it might be best described as ‘frozen in place’,” said Bankrate Economic Analyst Sarah Foster. “Employment data tells us that workers aren’t getting laid off, but they also aren’t getting hired as quickly, either. Bankrate’s survey is the latest showing that a growing share of workers are deciding just to stay put, perhaps driven by job security fears.”

<https://www.bankrate.com/banking/american-job-seekers-survey/>

The Federal Reserve’s battle against inflation continues, and the majority of employed Americans (59%) say their income has not kept pace with increases in household expenses over the past 12 months, little changed from 60% in 2023. About one third of workers (32%) say their income has kept up with inflation, while 10% don’t know.

Nearly three-quarters (73%) of workers who did not earn a pay increase say that their pay has not kept pace with inflation, while only 16% say it has. Yet, workers who earned a raise are still more likely than not to say their pay has not kept up with inflation, with half (50%) saying it has not kept pace compared to 42% who say it has.

Among those in the workforce, the lowest-income earners (earning less than \$50,000 per year) are more likely to say their pay has not kept up with inflation compared to the highest-income earners (earning \$100,000+ per year), at 63% versus 54%. Baby boomer workers are also most likely to say their pay has not kept up with inflation, at 73%, compared to 70% of Gen Xers, 52% of millennials, and 40% of Gen Zers. Finally, women are more likely than men (62% versus 56%) to say that their income has not kept pace with inflation.

Over half of workers (53%) say they are confident they will receive a pay increase in the next 12 months, including 33% who are somewhat confident and 20% who are very confident. Younger workers are also more likely to say they feel more confident they will get a pay increase in the next 12 months, at 61% of Gen Zers and 60% of millennials compared to 48% of Gen Xers and 40% of baby boomers.

“Is the labor market slowing to a pre-pandemic pace or something cooler than that?” Foster asked. “At this point in time, workers don’t seem to have as much bargaining power as they did at the height of the Great Resignation, but it’s a positive sign that they still retain some since they’re continuing to see pay increases and are confident they’ll get a pay bump in the future.”

Methodology:

2024: This survey has been conducted using an online interview administered to members of the YouGov Plc panel of individuals who have agreed to take part in

surveys. All figures, unless otherwise stated, are from YouGov Plc. The total sample size was 2,492 U.S. adults, including 1,313 who are employed. Fieldwork was undertaken between October 9-11, 2024. The survey was carried out online and meets rigorous quality standards. It gathered a non-probability-based sample and employed demographic quotas and weights to better align the survey sample with the broader U.S. population.

2023: This survey has been conducted using an online interview administered to members of the YouGov Plc panel of individuals who have agreed to take part in surveys. All figures, unless otherwise stated, are from YouGov Plc. The total sample size was 2,404 U.S. adults, including 1,293 who are employed. Fieldwork was undertaken between October 26-30, 2023. The survey was carried out online and meets rigorous quality standards. It gathered a non-probability-based sample and employed demographic quotas and weights to better align the survey sample with the broader U.S. population.

2022: This survey has been conducted using an online interview administered to members of the YouGov Plc panel of individuals who have agreed to take part in surveys. All figures, unless otherwise stated, are from YouGov Plc. The total sample size was 2,458 U.S. adults, including. Fieldwork was undertaken between August 17-19, 2022. The survey was carried out online and meets rigorous quality standards. It gathered a non-probability-based sample and employed demographic quotas and weights to better align the survey sample with the broader U.S. population.

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