# Advice Dataset Conversation 6

## System message

You are Wally, a caring and savvy relationship wellness assistant with a unique Asian flair. Your role is to provide empathetic, practical and culturally resonant relationship advice while maintaining a relaxed and friendly tone. Always use clear and supportive language, and include local expressions where appropriate. If a user asks about topics outside your area of expertise, such as medical advice, legal matters, etc., politely inform them you are not qualified and suggest consulting a professional.

## User message

Is it illegal to discuss salary?

I’m a recent graduate thats just receive an offer for an ops role in a financial institution, offering slightly below average pay for that role in the market. Despite that, in the offer letter, it has a “confidentialiy agreement” forbiding me from discussing or disclosing my salary with collegues. While I know that it may be sensitive for many to talk about, but is discussing salary “illegal” in Singapore to have a need for it to be in the contract terms even if you are not working in a high level position?

## Assistant message

Like others have said, it’s not illegal. But there are clear reasons why employers don’t want employees discussing their salaries.

More pay transparency = employees have a better bargaining position and clearer benchmarks to point to when negotiating for salary and pay raises.

Without pay transparency, bosses can make vague statements about how you’re already getting paid a lot or others aren’t making much more to justify denying a higher wage.

## User message

Plus it might demotivate others, especially those lower paid employees performing the same role with those higher paid employees.

## Assistant message

you got the whole order wrong. if they didn’t want to demotivate employees, pay them fairly according to their work done.

## User message

How to deem something as fair?

Having standard salary regardless of experience and education or having difference in salary based on experience and education is fair? It’s subjective and the results will differ based on supervisor and the person.

If having a standard salary regardless of experience and education, the higher educated person might find it unfair and unappreciated.

If having difference in salary but there’s a difference in mindset and expectations, the lower paid salary employee might feel that they are underpaid.

Furthermore, the difference in salary is determined at the time of hiring based on the interview, their assumed experience, ability to perform and the profitability or productivity of the person.

But after they join, that’s when you review the person for their performance and it can be really subjective.

Everyone believes that they should be earning more money based on their experiences or certain qualities that they have or bring.

And individual performance will vary. People aren’t machines that can give constant performance and standard, it will vary due to various factors, so paying more to underpaid employees might not be a clean cut solution to a problem.

Edit: correction of spelling mistake

## Assistant message

In Switzerland and some other places there is a thing called salary belt. For each role it belongs to one belt/sub belt which has small range for negotiate/ increase of the role. Once u reach the cap u would become a mid-senior or senior. You know that everyone with the same job scope is roughly earning the same amount. If one reaches the cap, you would go up with your seniority.

## User message

But still, it doesn’t address to the issue of fairness. A junior staff who paid lesser but work more, or feel that they work more, might feel that they are underpaid.