



every
woman

Gender Pay Gap Reporting

The UK experience

Helene Reardon-Bond OBE

Gender
equality is
always in the
news



Presidents Club to close down after claims of harassment at 'hostess' gala

Guests distance themselves from charity and hospitals say they will return donations



▲ Secretly filmed footage of the Presidents Club event at the Dorchester hotel in London. Photograph: FT/BBC



Women have equality in the workplace now don't they?

We've made some progress

71% employment rate

SME businesses

The proportion of women-led SME businesses is up

FTSE boards

There is a higher proportion of women on FTSE Boards than ever before (FTSE 100 - 29%)

The gender pay gap is at its lowest ever for women working full time (9.1%)

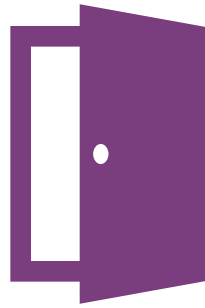
BUT THE UK GENDER PAY GAP IS STILL 18.2%

Gender equality and men

Gender equality includes men too



Men want to spend more time with their children...



...yet only 1% are taking shared parental leave



The biggest killer of men under 45 is suicide



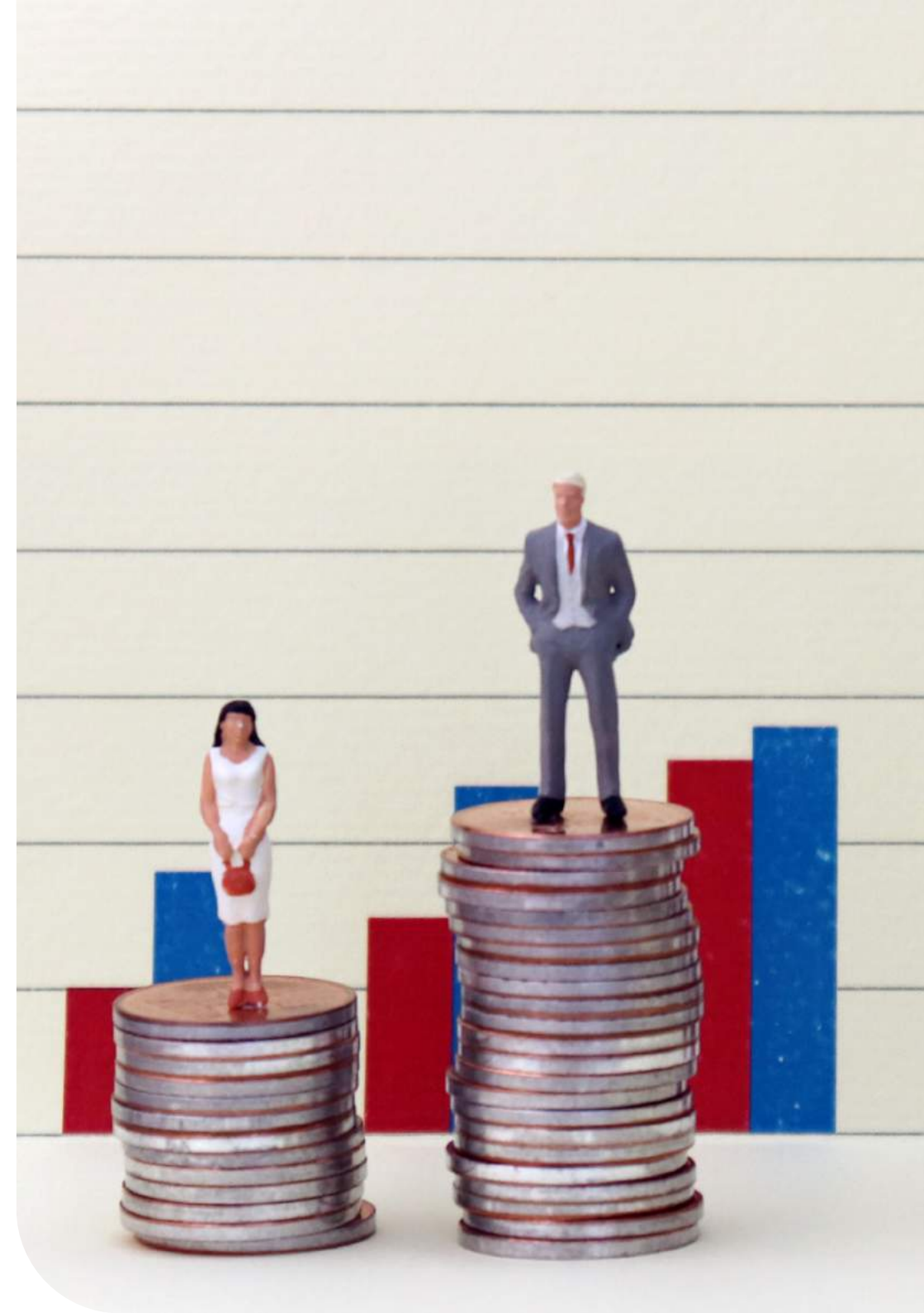
Men are less likely to seek mental health support

Why does the Gender Pay Gap matter?

- Attracting a wider talent pool to recruit from
- A more loyal workforce
- Lower staff turnover costs
- Less danger of lost productivity and lack of business continuity due to staff turnover
- Better customer relations
- Improved brand reputation
- Good for UK economy – £150bn could be added to the UK's annual GDP by 2025

What do employers have to publish?

- Overall Gender Pay Gap - mean and median
- Overall Gender Bonus Gap - for those receiving them
- Proportion of male and proportion of women receiving them
- Number of men and women at different pay quartiles - to get a sense of where employees are in the pipeline.



What is the Gender Pay Gap?

Unequal pay

Paying men and women differently for the **same job**

VS

Gender gap

Difference in **average** pay between men and women

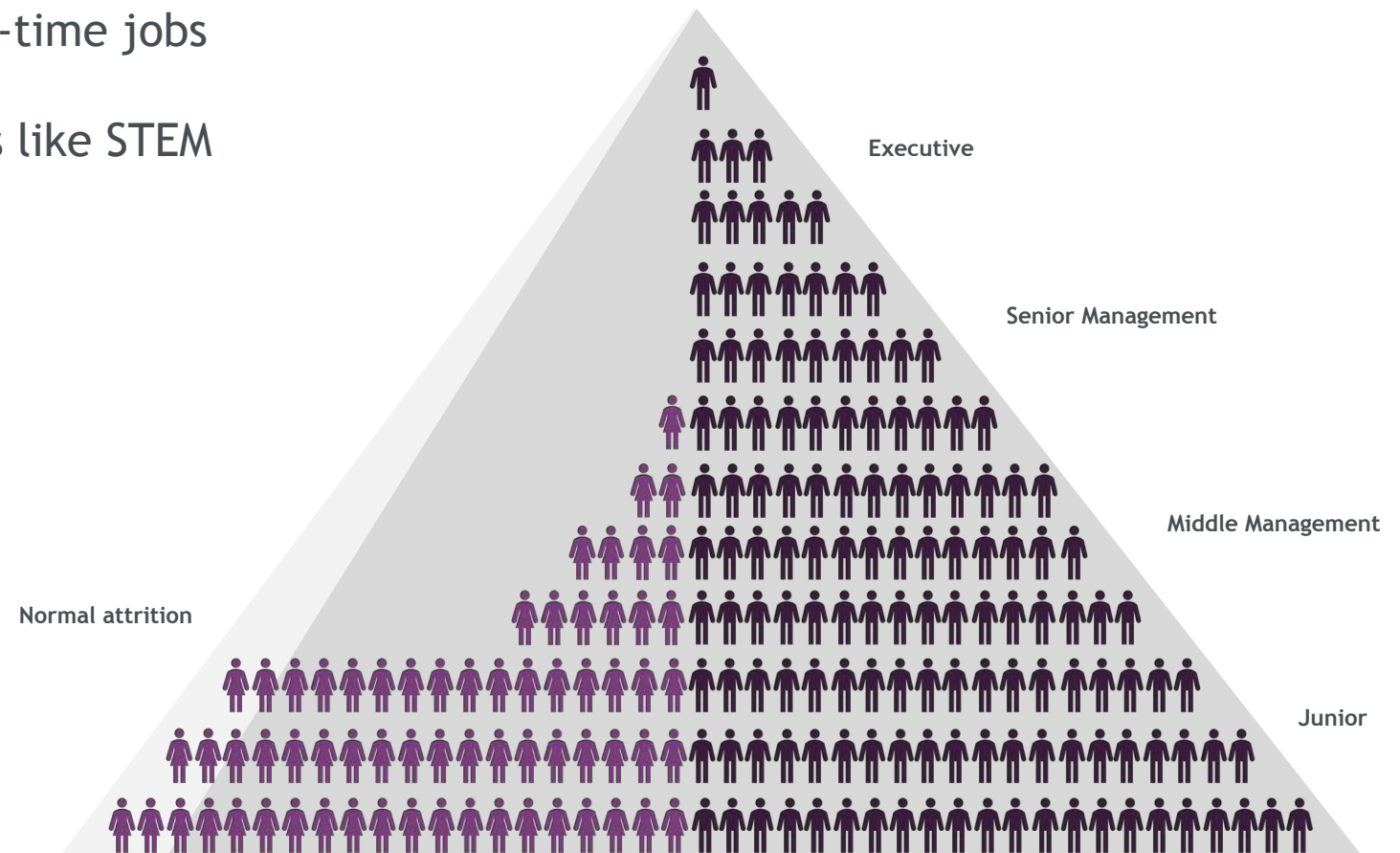


Illegal in the UK for
nearly 50 years



Why causes the Gender Pay Gap?

- Too many women are concentrated in lower paying sectors, occupations (e.g. the 'five Cs') and working in poorly paid part-time jobs
- Too few women work in the more lucrative sectors like STEM
- Too few women get to the top
- And women are of course much more likely than men to take time out of the labour market to start a family, look after children or other family members.



Source: Your loss: How to win back your female talent, 2010.

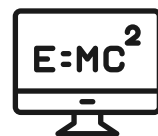
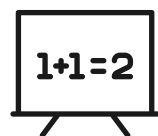
Societal challenges

A-level choices

Science and maths are essential for a wide range of careers and carry a wage premium: those working in science or technological careers are paid on average 19% more than other professions.



Science and maths: Only 42% of students took at least one maths or science A-level.



52%
of boys



35%
of girls

Degree level choices

Only 16% of full-time undergraduate entrants to engineering and technology courses in 2015/16 were female.



Employment level outcomes

Women make up 22% of all people working in STEM occupations.

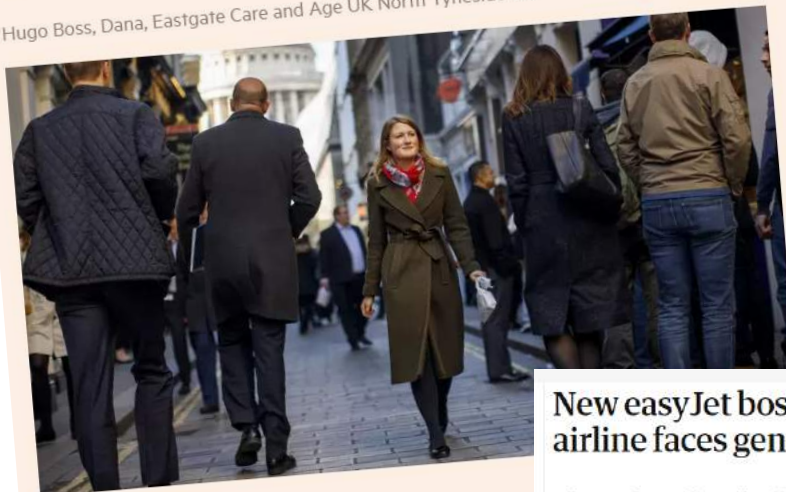


70% of women with STEM qualifications were not working in relevant industries.

What the public will see

Gender pay gap data altered by companies

Hugo Boss, Dana, Eastgate Care and Age UK North Tyneside change submissions



© Tolga Akmen/FT

Billy Ehrenberg-Shannon and Aleksandra Wisniewska in London DECEMBER 7, 2017

Four UK companies, including Hugo Boss, have altered their gender pay gap data since first submitting them to the government, following a [Financial Times investigation](#) last week.

The four were among 16 companies that initially reported a zero gender pay gap, which was implausible as there was no gap between what they paid their male and female staff exactly the same, that is they had a zero gap measured by both the mean and the median, a result that is statistically improbable and highly inaccurate, a Financial Times analysis has found.

Cluster of UK companies reports highly improbable gender pay gap

Data from 16 of 311 groups disclosing so far show zero difference on two measures



New rules require UK companies to report their gender pay differences but an examination of the data reveals highly improbable and inaccurate statistics

New easyJet boss takes salary cut as airline faces gender pay gap

Johan Lundgren voluntarily reduces salary to that of his predecessor, Carolyn McCall



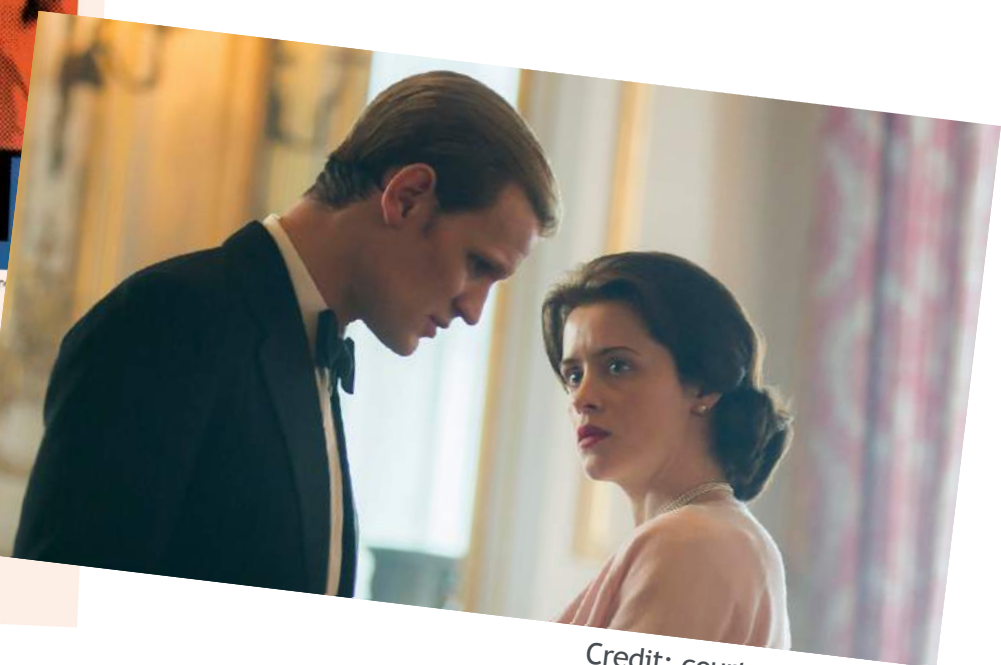
▲ Johan Lundgren took over as easyJet chief executive on 1 December. Photograph: easyJet/PA

The new easyJet chief executive, Johan Lundgren, has voluntarily taken a £34,000 pay cut to match the salary of his predecessor, Carolyn McCall.

Aleksandra Wisniewska and Sarah Gordon in London DECEMBER 7, 2017

Companies that have submitted gender pay gap data to the government have reported numbers that are statistically improbable and highly inaccurate, a Financial Times analysis has found.

Among the 16 companies that reported a zero gender pay gap, with more than 250 employees, reported that they paid their male and female staff exactly the same, that is they had a zero gap measured by both the mean and the median.



Credit: courtesy of Netflix

Challenges and talent





Next steps

Next everywoman webinars on the Gender Pay Gap:

- Gender Pay Gap - Meaningful action plans - 7th November 12.30 GMT
- Gender Pay Gap: Focusing on what has impact - 30th January 12.30 GMT



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everywoman everywhere