



every
woman

Gender Pay Gap Reporting: what has impact

The UK experience

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The current gender pay gap is 17.9%

For every pound earned by the British male, British women earn just under 80 pence

Women now earn 17.9% less than men, down only .5% from 18.4% last year - its lowest level ever

The rate for full-time workers has dropped from 9.1% to a low of 8.6%



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 (shown as a %)



Illegal in the UK for nearly 50 years

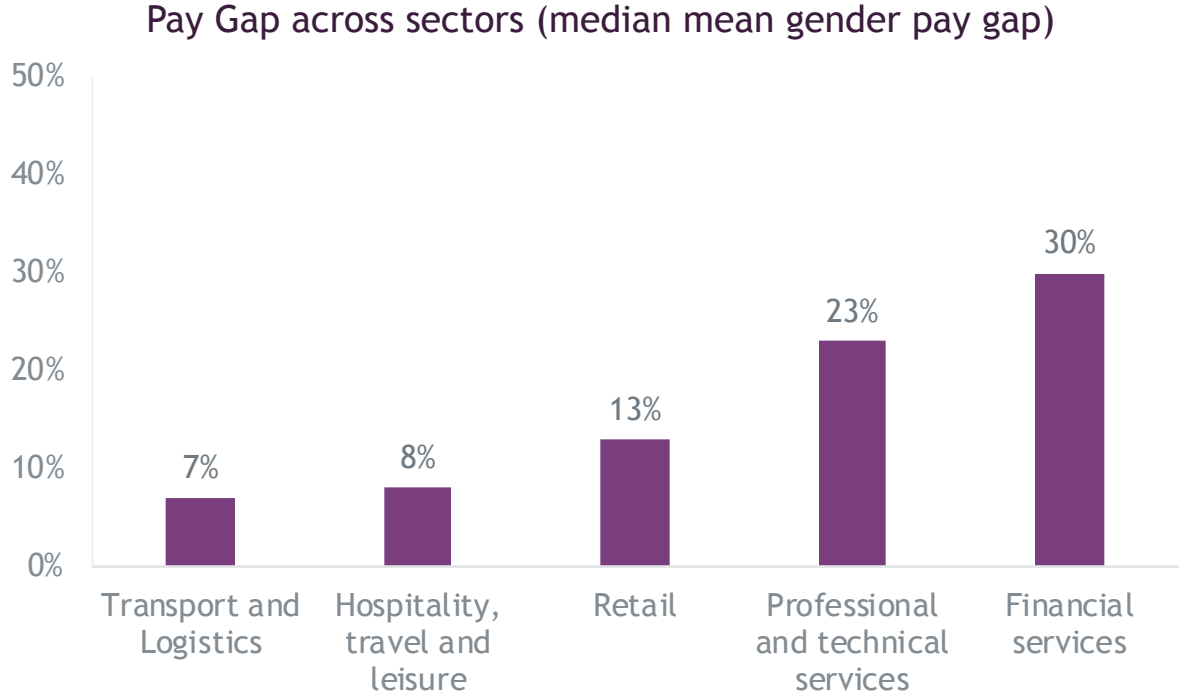
What causes the Gender Pay Gap?

- 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.

One size doesn't fit all?



Source: PwC “Gender Pay Gap, Spotlight on...”, “Mandatory Gender Pay Reporting - The Story so Far”, “Women in Tech Time to close the gender gap”

 @everywomanUK @GateleyPlc
#GenderPayGap



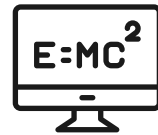
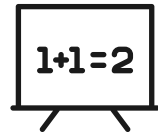
Societal challenges

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 are the benefits to employers?

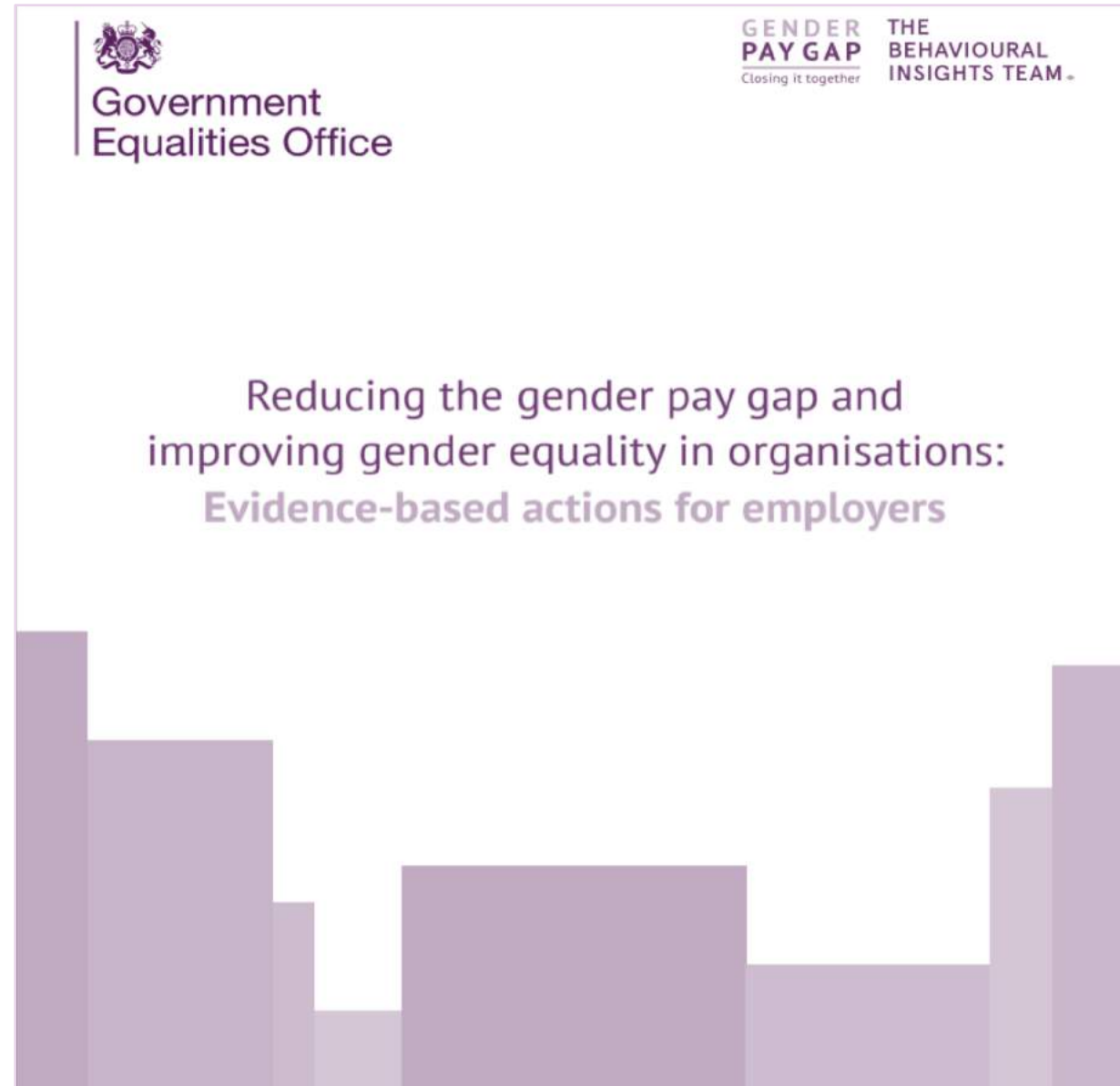
- Attracting a wider talent pool to recruit from
- A more loyal workforce
- Lower staff turnover costs
- Less danger of lost productivity and lack of business continuity due to staff turnover
- Better customer relations
- Improved brand reputation
- Good for UK economy – £150bn could be added to the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

What do employers have to publish?

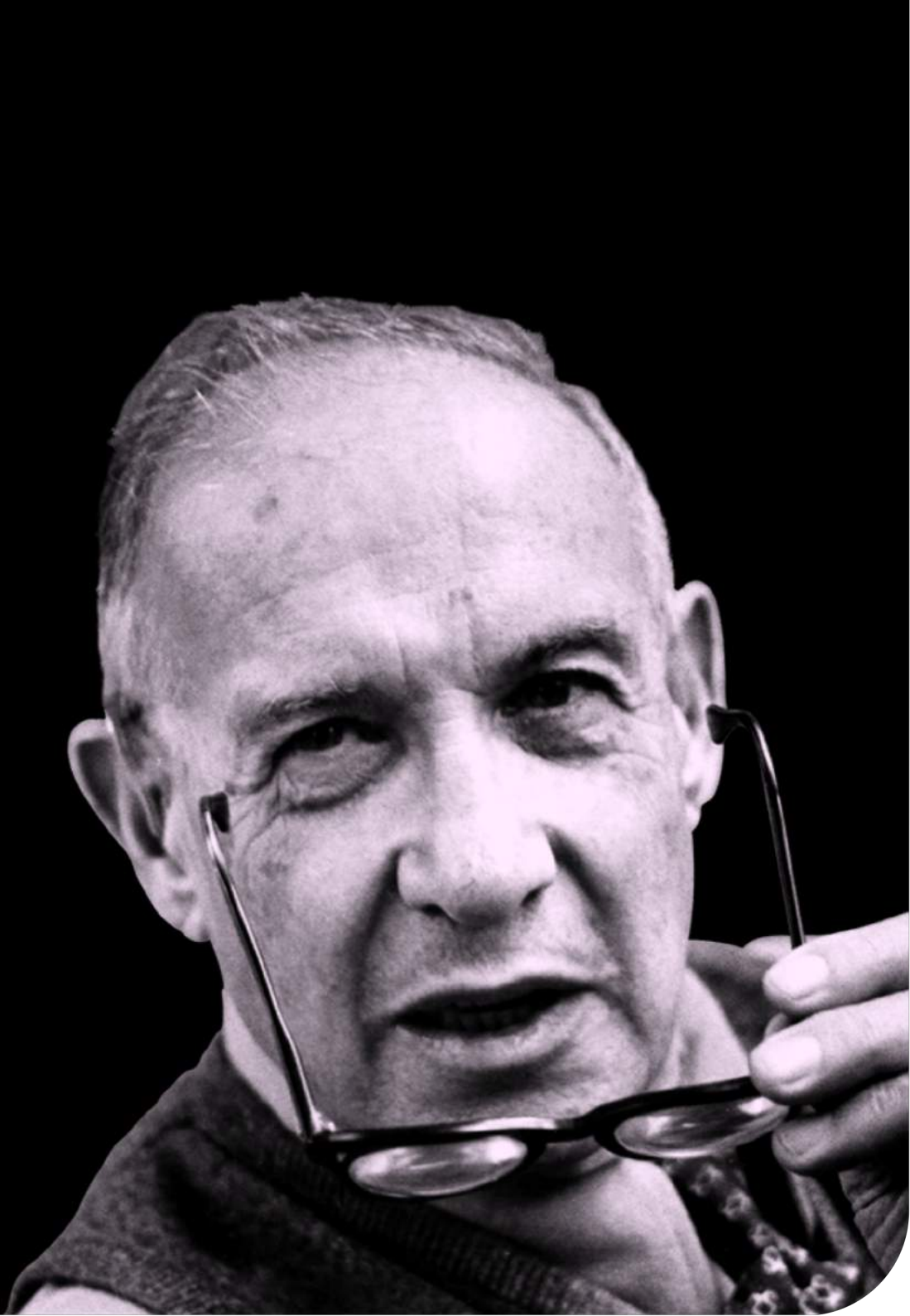
- Overall Gender Pay Gap - mean (average) and median (middle)
- Overall Gender Bonus Gap - for those receiving them
- Proportion of male and proportion of women receiving them
- Number of men and women at different pay quartiles - to get a sense of where employees are in the pipeline.



Sectors need to take a tailored approach? Behavioural Insights:



https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/731288/Gender-Pay-Gap-actions_.pdf



“Culture eats strategy for breakfast!”
~ Peter Drucker

Unconscious bias - we have all done it.

Office of National Statistics Tool: find out the gender pay gap for your job:

Financial accounts managers

Women are paid **25.6%** less than men



£16.46 per hr (£29,882 year)



£22.12 per hr (£44,192 year)

Women hold **55%** of these jobs



Financial managers and directors



Women are paid **31.3%** less than men



£24.79 per hr (£44,221 year)



£36.07 per hr (£72,732 year)

Women hold **41%** of these jobs





Next Steps

Action plans and narratives

30th January - 12.30 GMT
Gender Pay Gap: Meaningful Action Plans



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