



Sam Smethers, Chief Executive
Gender Pay Gap Conference 2016
#genderpay2016
@fawcettsociety
@Samsmethers

Productivity

The economy will perform better...

- £150 billion + in 2025
- 840,000 more women in work
- 35% from women in more productive sectors

Mckinsey the Power of Parity 2016

Productivity

Your business will perform better...

- Higher financial performance
- Better board performance & decision-making
- Best person for the job

(McKinsey, Catalyst)

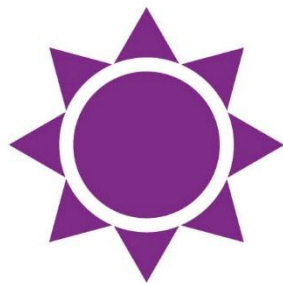
Fairness

^{150 YEARS}
Fawcett 
Equality. It's about time.

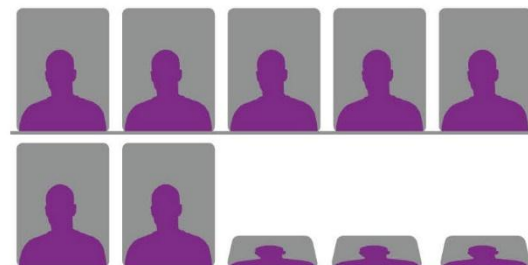


Nearly 9 in 10

men want the women in their lives to have equality of opportunity with men. **Support for equality of opportunity is higher amongst older men**



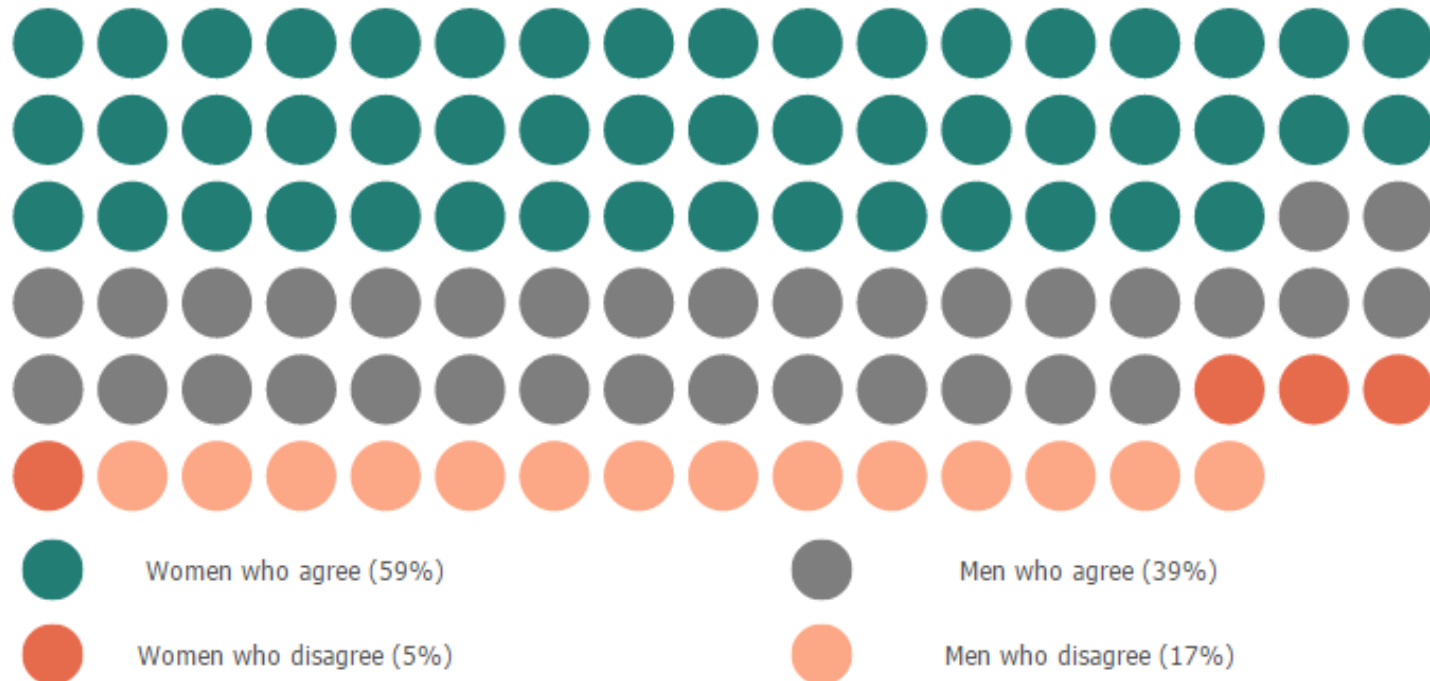
39% – over a third of men believe that they would benefit if we had a society where men and women are more equal



7 in 10 men believe a more equal society between women and men would be better for the economy

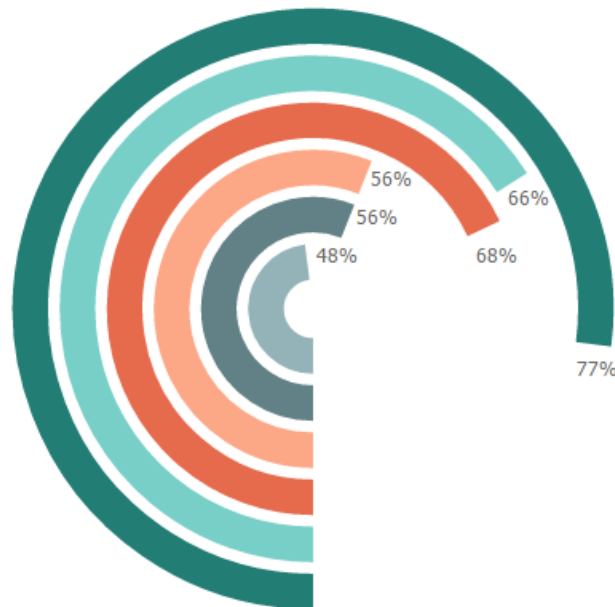
Competitiveness

"It matters to me that my employer takes steps to reduce their gender pay gap"



Whose job is it?

Whose responsibility is reducing the gender pay gap?

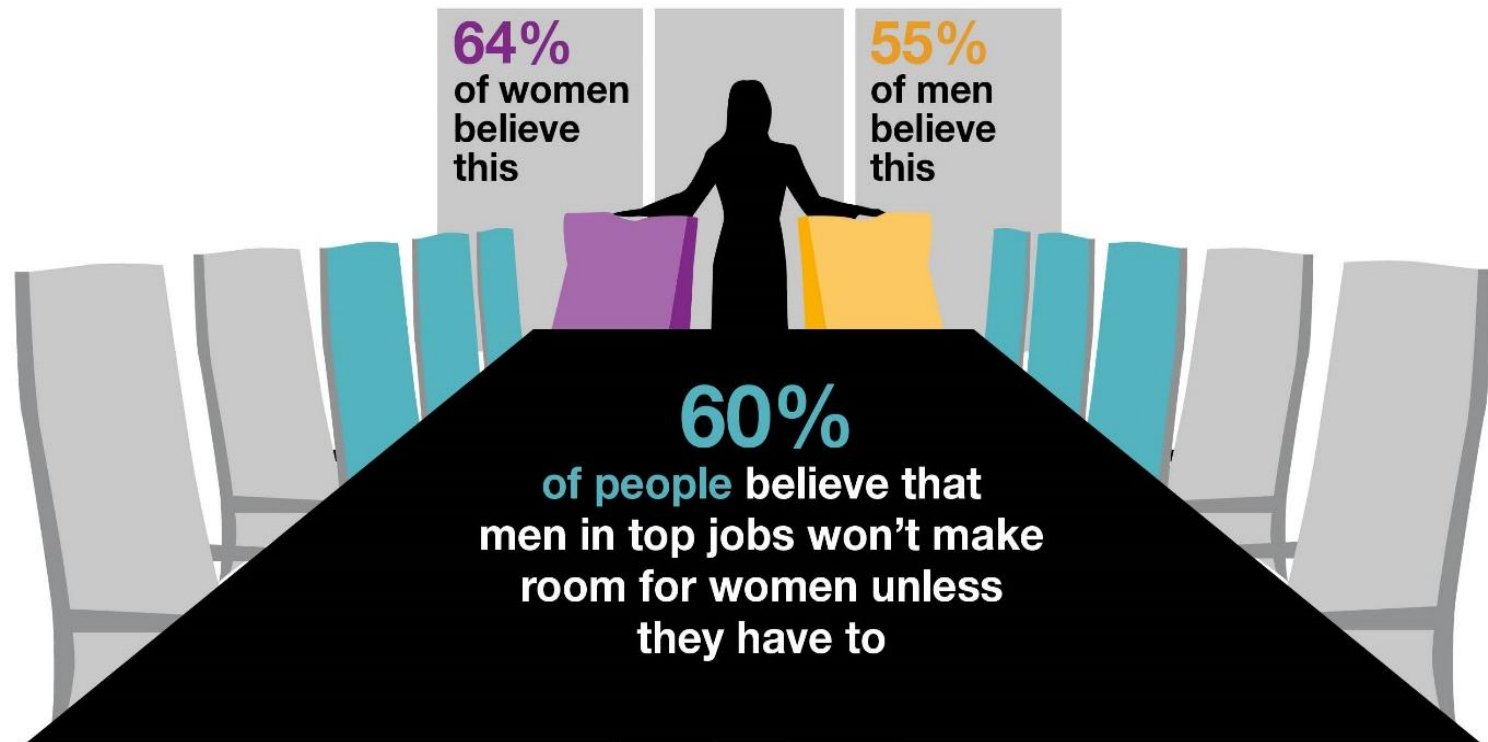


■ Employers (Women) ■ Employers (Men) ■ Government (Women) ■ Government (Men)
■ Ordinary People (Women) ■ Ordinary People (Men)

Barriers - culture

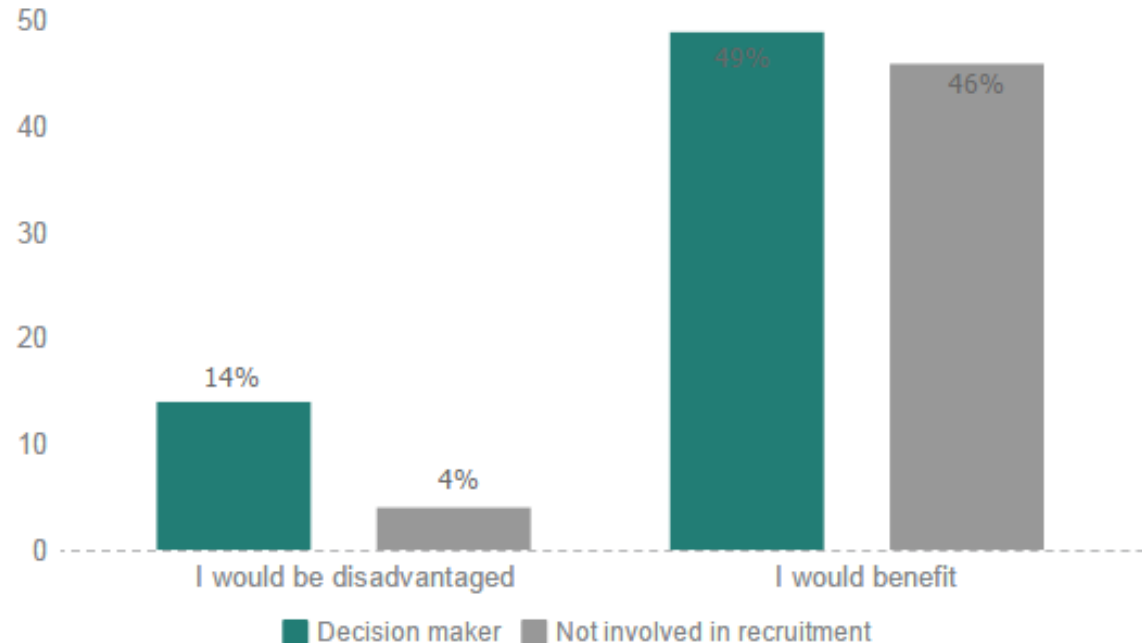


Barrier bosses



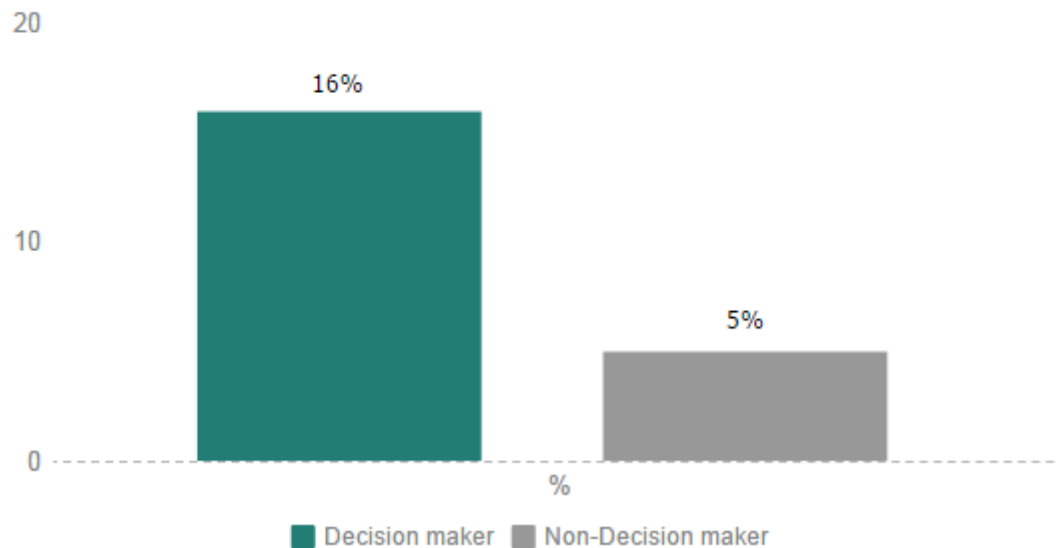
Barrier bosses

In a society where men and women are more equal...

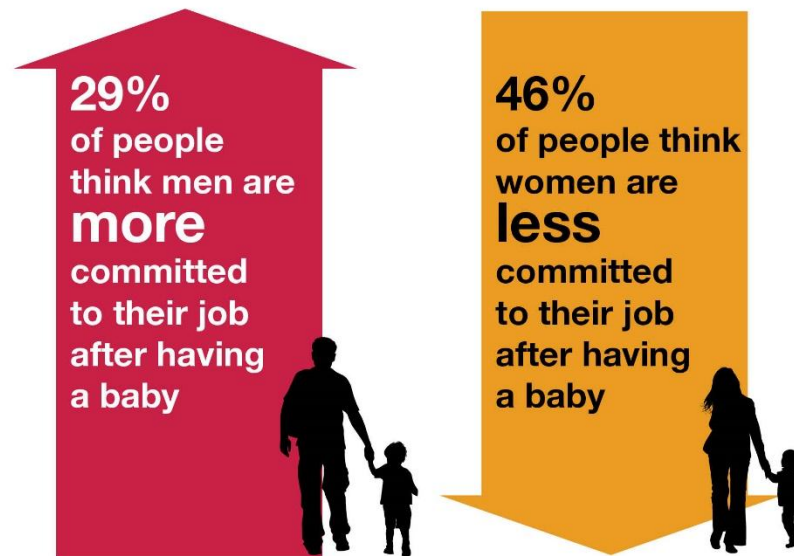


Barrier bosses

"I do not want the women in my life to have equality of opportunity with men"



Barriers - attitudes



Old stereotypes about working parents persist

Where are you?

Informed

Employment law? I know what the law/policy says but I don't agree with it.

I will make sure we know what is required & implement the policy [despite reservations]. OR
I believe it is the right thing to do

Poor practice

Good practice

I don't know what the law requires or what the policy says. But we don't worry about all that here.

We're pretty good here. I'm sure we haven't got anything to worry about.

Uninformed

References



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