

How to understand and tackle gender pay gaps!

The Gender Pay Gap Conference
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Gender Pay Disparities

‘Pay disparity results from a combination of differences in the ways men and women are employed. These factors include employment segregation (by sector, occupation, workplace hierarchy, contract type (permanent/casual, full or part time or fixed hours), the undervaluing of ‘women’s work’, access to training and routes to progression, the unequal division of labour between paid and unpaid work, labour market structuring on the assumption of gender roles regarding childcare and adult dependent care in the working age years, and pay discrimination’
(Parken, Rees and Baumgardt, 2009)

What and Why

- Gender Pay gaps are a consequence of gendering of society/economy – employ a no blame exploratory approach
- But gendered employment inequalities can be reinforced/reproduced within organisations – changes can be made
- Policy: Welsh Specific Equality Regulations 2011 – ‘Gender Pay Gap Duty’ – examine occupation, grade, hours, contract type and pay in combination
- WAVE: To understand how the uneven distribution of men and women in the employment structure contributes to gender pay gaps
- To support employers with analysis and interpretation of

Step 1 – Employment Overview

- 5,000 employees overall
- 3 Departments/ 4 Divisions / 5 contract types
- 3800 women, 1200 men: 76%/ 24%
- 30% of all jobs are full time (PFT)
- 52% of all jobs part time (P PT, P PT X/ T PT X, P PT TT/ T PT TT)
- 18% of jobs are Casual (which sort of casual?)

Worked example not actual data

Step 2 – Analyse gender and working pattern

- Stock of jobs
- Worked example – men are 24% of employees but hold 54% of all full time jobs
- Women hold 92% of all part time contracts and 72% of all casual contracts
- Employment distribution
- FT work = 60% of men's employment, 18% of women's (add age analysis)
- PT work = 65% of women's employment, 16% of men's
- Casuals = 19% of men's employment, 16% of women's

Step 3 - Gender Distribution by Contract Type and Working Pattern (another worked example not actual data)

	OPEN- ENDED	OPEN- ENDED	OERF	OERF	FIXED TERM	FIXED TERM
	FT	PT	FT	PT	FT	PT
MALE	54%	15%	43%	0.0%	43%	34%
FEMALE	46%	85%	57%	100.0%	57%	66%

Employer Case Studies: Summary Findings (Parken 2015)

- All had undertaken Job Evaluation and Gender Pay audits – low or no hourly in grade pay gaps
- Key factors:
- Men over-represented in share of Full Time and Permanent jobs – route to progression = highest paid roles and senior positions
- Women over-represented in ‘women’s work’ - low banded, part time and in temporary, fixed term, casual contract types
- Women more likely to hold 2+ jobs to build earnings.

- Progression issues for women working part time in low and high grades
- Question choice to work on a part time basis, time spent in this working pattern, working additional unpaid hours, assumptions about aspiration, opportunities to progress?
- GPGs = the combined impact of working in different jobs, different grades, contracts and working patterns

Change Actions Underway

- Actions owned by a senior WAVE management team and situated as workforce development and planning issue
- Horizontal Segregation
- Job swapping/shadowing – Bank and admin/ IT
- Generic Services Roles
- Working Patterns/Contracts Segregation
- Casual workers to permanent contracts
- Vacancy Control Panel considers gender and working pattern as part of JE
- PT in Bands 1 and 2- progression/aspiration/skills
- Train Line Managers re welfare transfers

Private Sector GPG Reporting requirements

- Learning from WAVE suggests that to prompt action there is a need to explore:
- Gender distribution within occupations and grades
- and Working Pattern
- and Contract type in combination
- Test assumptions re part time hours and 'choice', part time working and progression, multiple jobs/casual hours etc.
- Move beyond analysis of pay gap to view of organisation/workforce: planning and development to prevent GPGs reproducing in each generation

Sources of information

(Parken 2015) WAVE Employer Case Study Reports
(Parken, A., Pocher, E., and Davies, R., 2014) *Working Patterns in Wales: Gender, Occupations and Pay*, Source: ONS, APS 2004-2010

- <http://www.cardiff.ac.uk/research/explore/research-units/women-adding-value-to-the-economy-wave>

Equal Pay Barometer

- <http://www.wavewales.co.uk/equal-pay-barometer/>