

Pivotal Issues in Gender Pay:

Myths & misdirected effort.

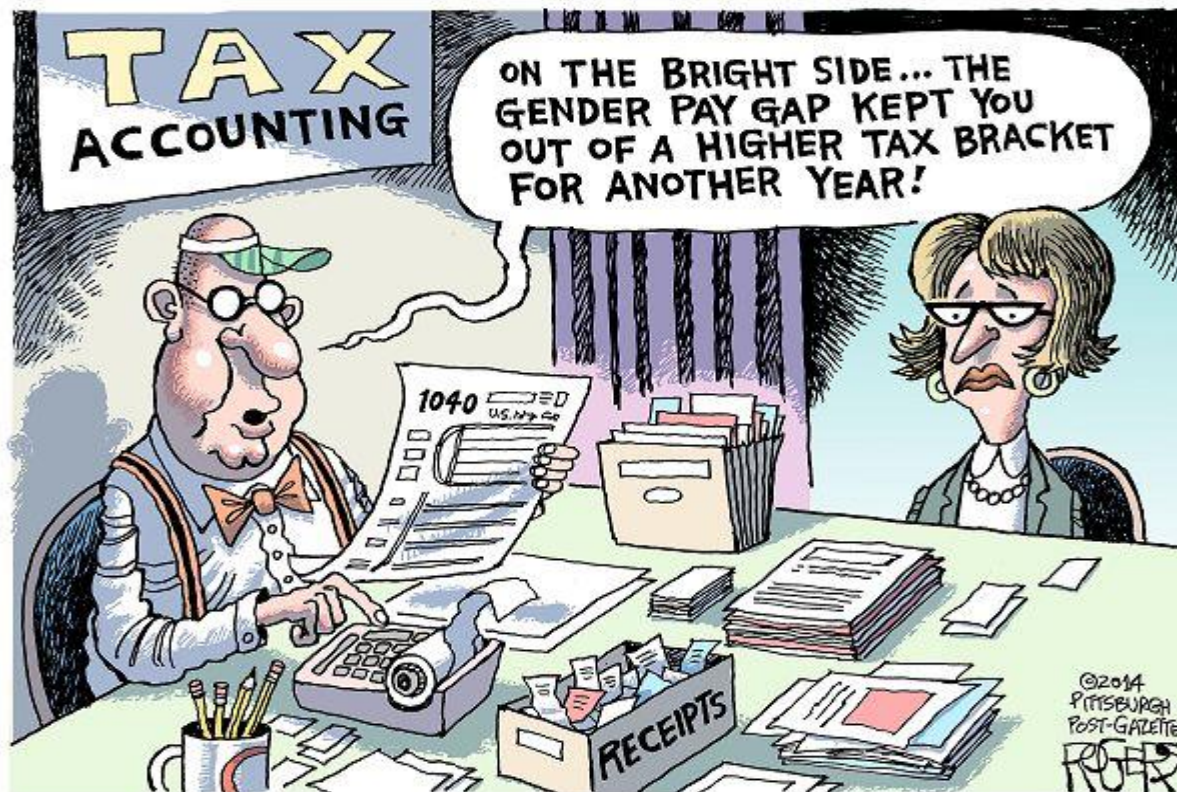
- Professor Carol Woodhams
- Exeter Business School.

Myth 1. The gender pay gap is
the same as/ implies unequal pay



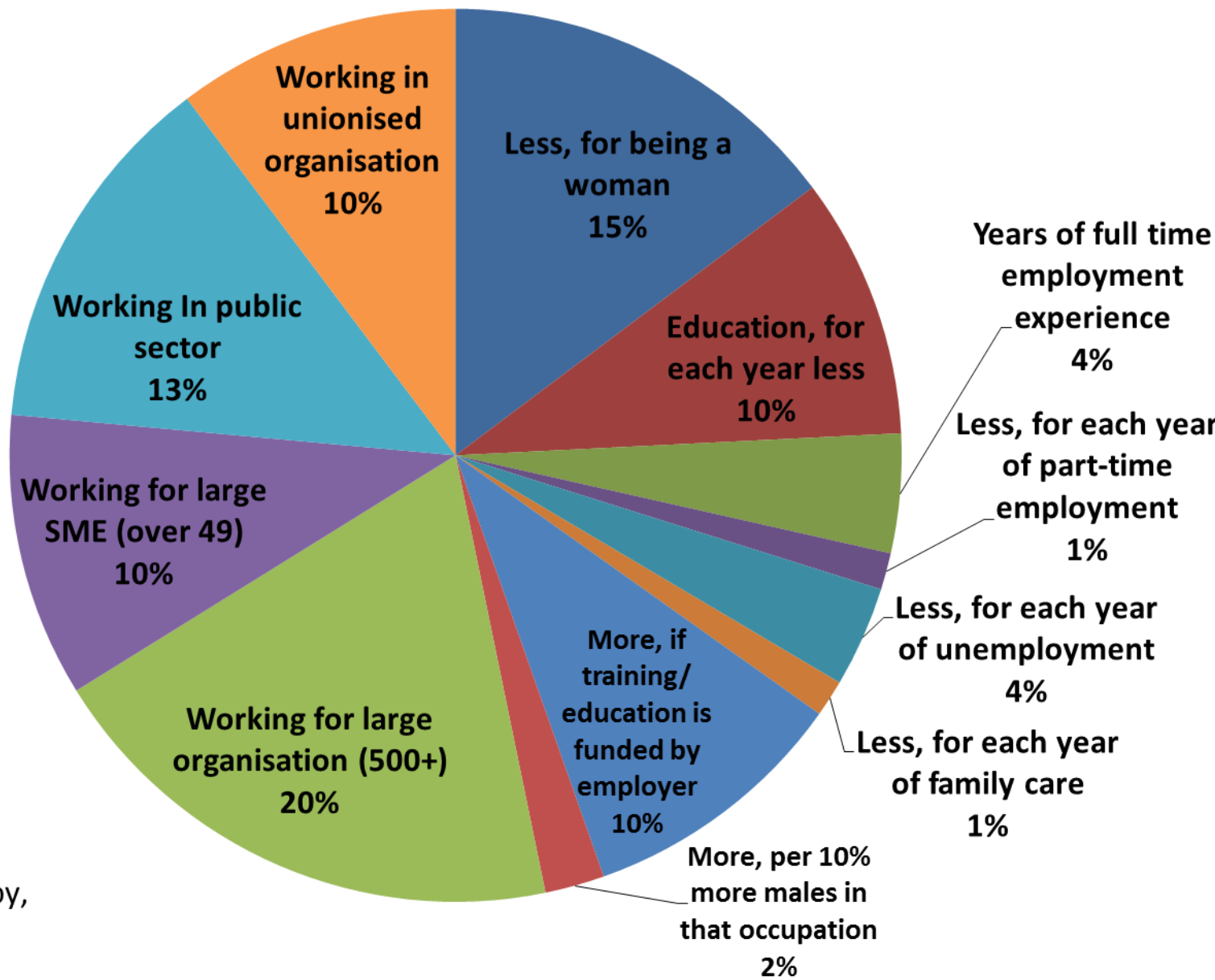
2. The gender pay gap doesn't exist

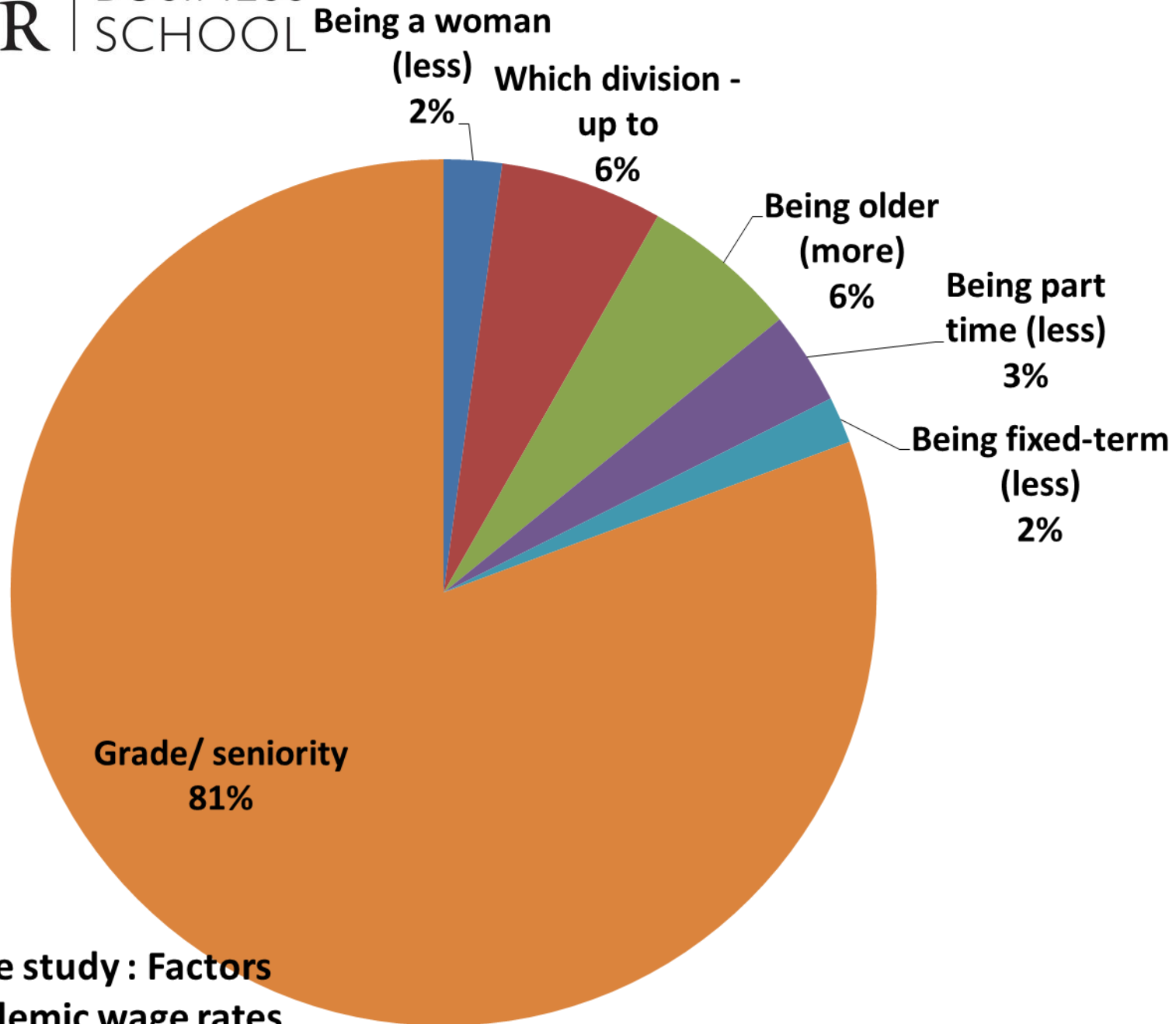
3. Women are the architects of their own downfall



4. The fight for pay equality has long since been won

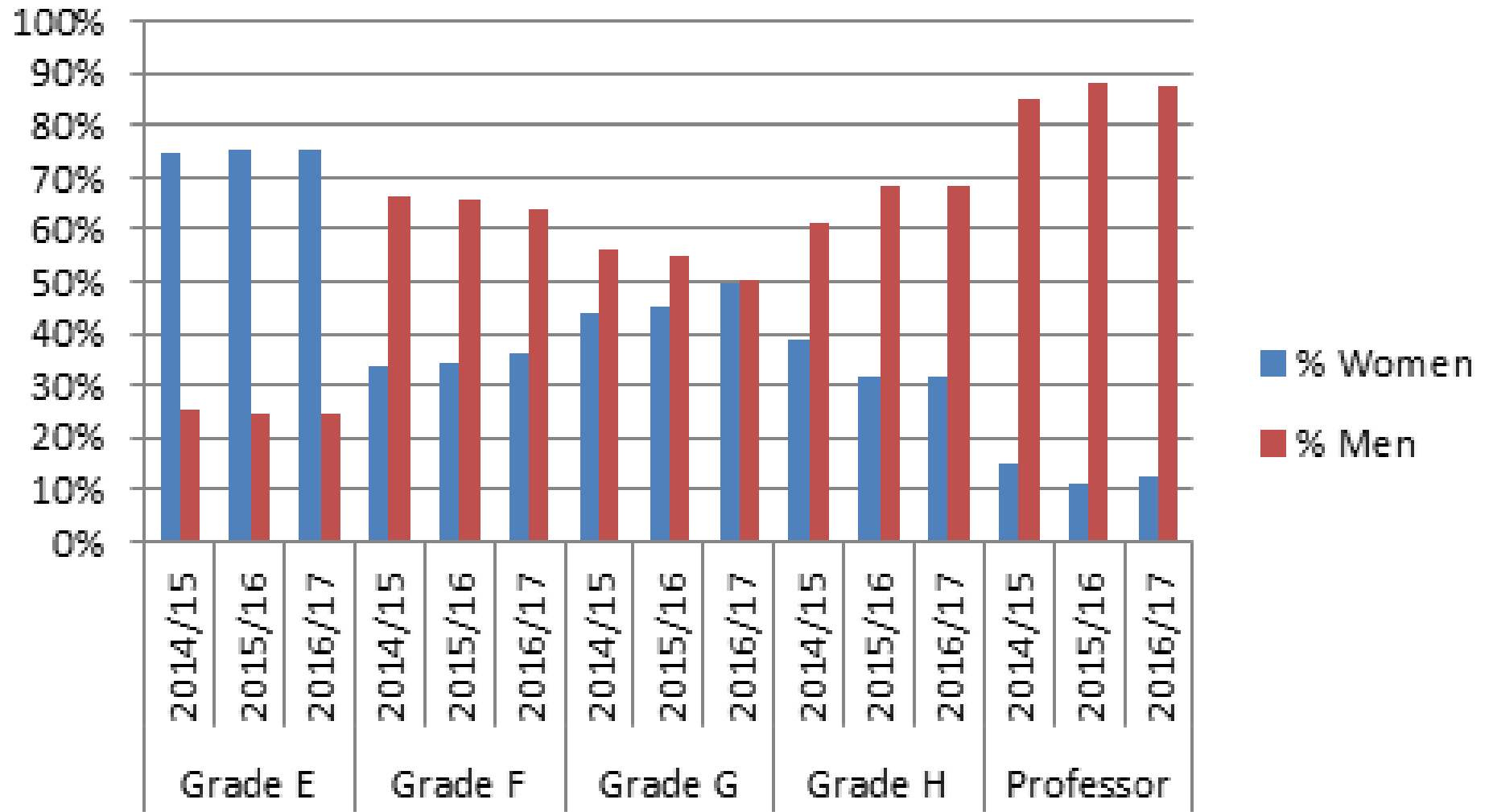






**University case study : Factors
predicting academic wage rates**

Proportion of academic staff by grade and gender



5. Gender Pay Gap reporting will alleviate the gap



Report your gender pay gap data

Use this service to report the pay gap between men and women in your company. You must do this if your company has 250 or more employees.

You need to register and activate an account to use this service. You'll be sent a PIN by post within a week to do this.

Once your account is activated, you can add:

- percentage calculations and data comparing men and women's pay in your company
- details of a senior person in your organisation who's responsible for the data

Elsewhere on GOV.UK

[Gender pay gap reporting: overview](#)