



Gender Pay Gap Conference 2017

October 2017

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www.fawcettsociety.org.uk



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facebook.com/FawcettSociety

About us

The leading UK charity
campaigning for gender equality &
women's rights.

Campaigning for over 150 years.



Why close the pay gap?

£150 billion + in 2025

840,000 more women in work

35% - women in more productive sectors



Mckinsey Power of Parity 2016



Why gender equality & diversity?

Good for business

Better decision-making

More efficient labour market

Best person for the job

Represent customers & communities

The right thing to do



GPG reporting

250 staff +
Collect data in April 2017
Publish by April 2018
League tables?
Mean and median, pay and bonuses
Gender split in staff by quartiles
Enforcement?



GPG reporting

Transparency?

Accountability



Unequal pay

Equal work

Equal value

WOMEN
Like men,
only cheaper.



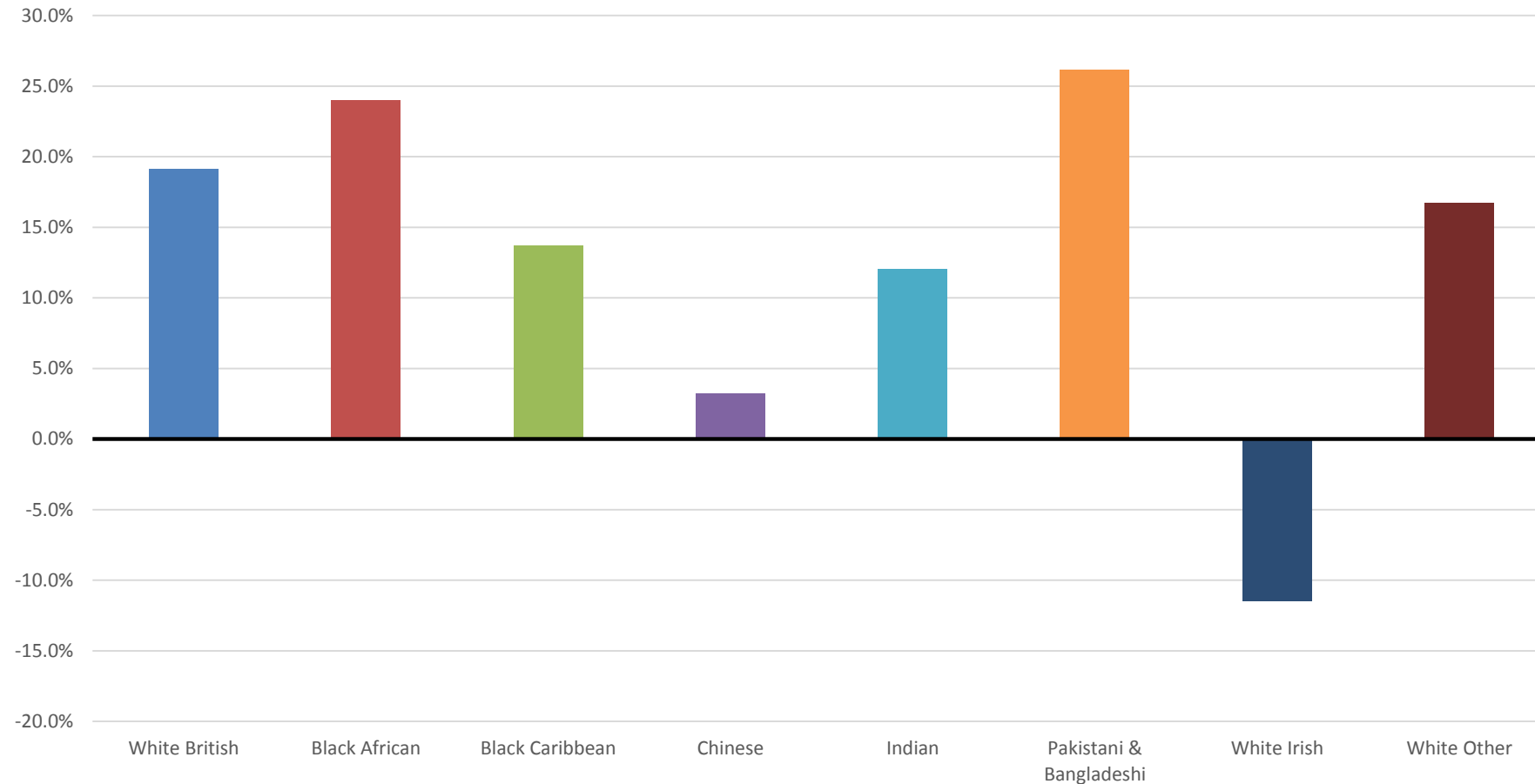
Unequal pay?

B | B | C



Gender pay gap by ethnicity

Fig. 2 - Aggregate Gender Pay Gap With White British Men by Ethnicity (2010s)

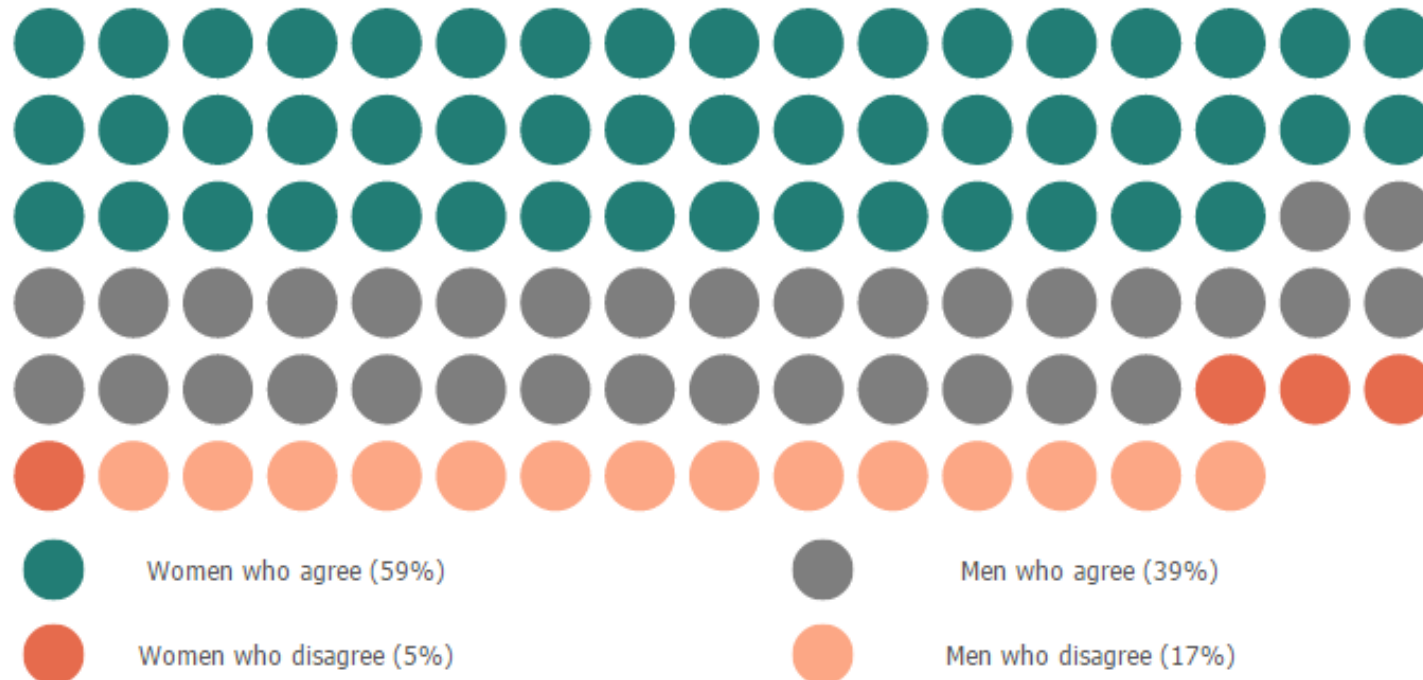


Fawcett Gender pay gap by ethnicity 2017



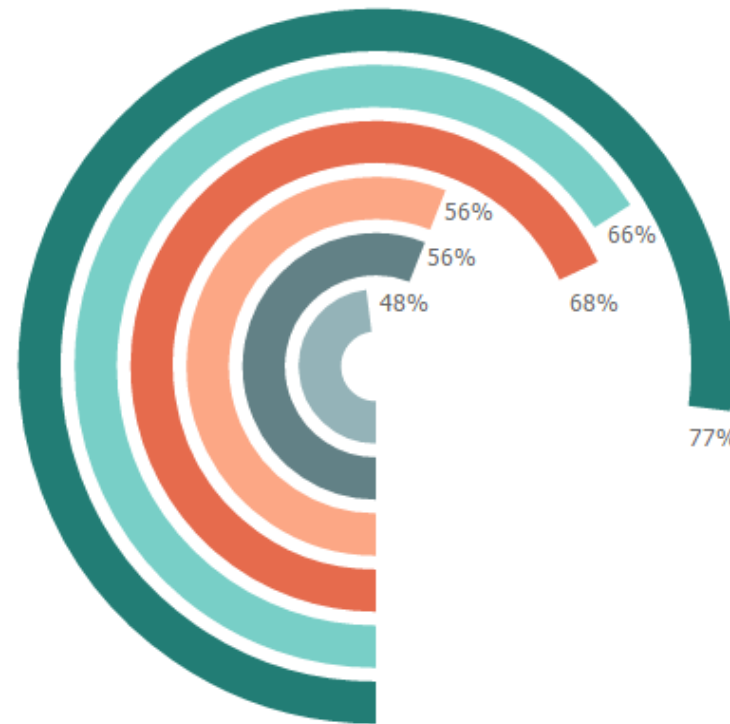
Public opinion

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



Public opinion

Whose responsibility is reducing the gender pay gap?



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

Fawcett State of the Nation 2016



Proactive action

Data analysis

Communication

Action plan



Finding solutions

Recruitment & progression

Policy & practice – job design, leave, flexibility

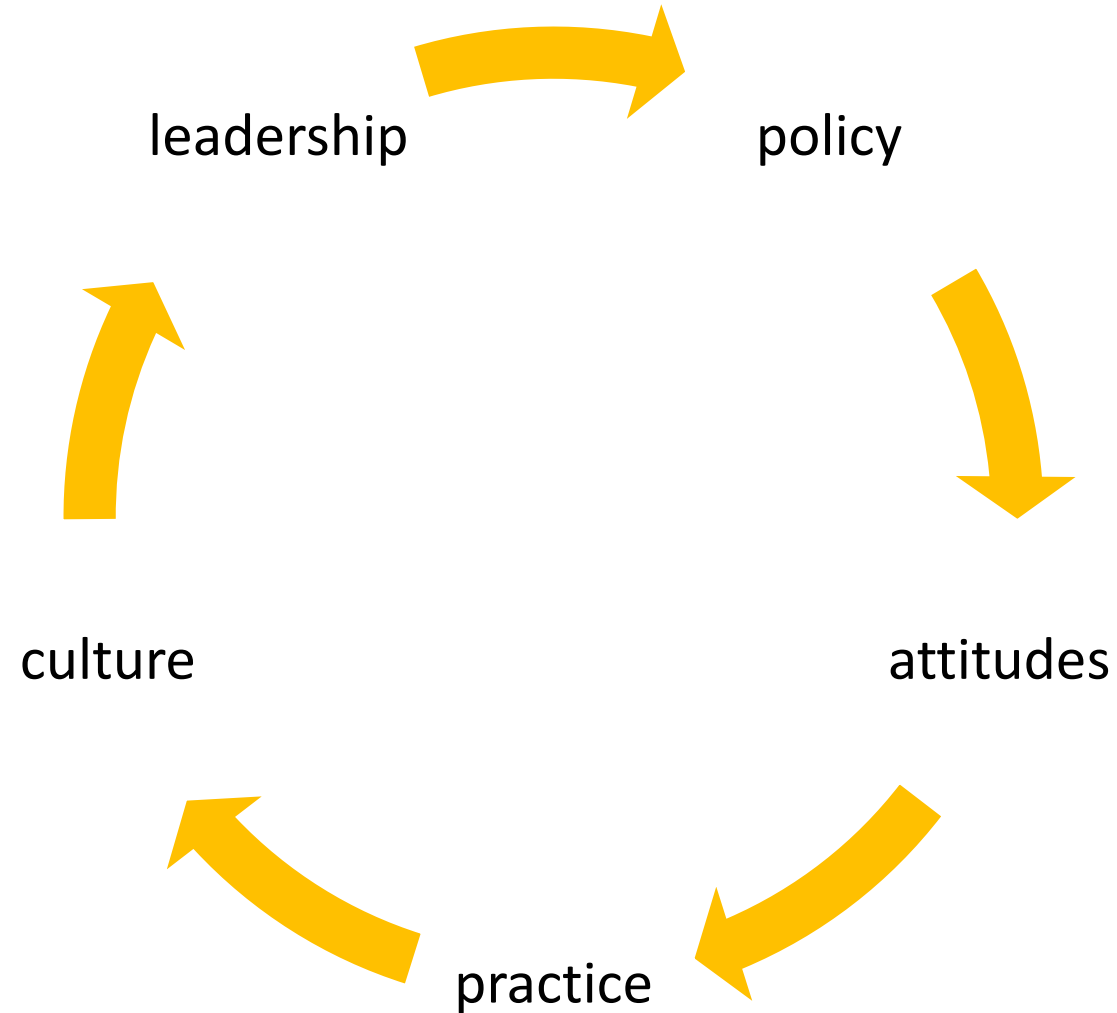
Attitudes

Leadership & role models

Culture



Finding solutions



Communication matters



B B C



Next steps

COMMUNICATING YOUR GENDER PAY GAP

A guide to navigating gender pay gap reporting,
prepared by the Fawcett Society and Golin

