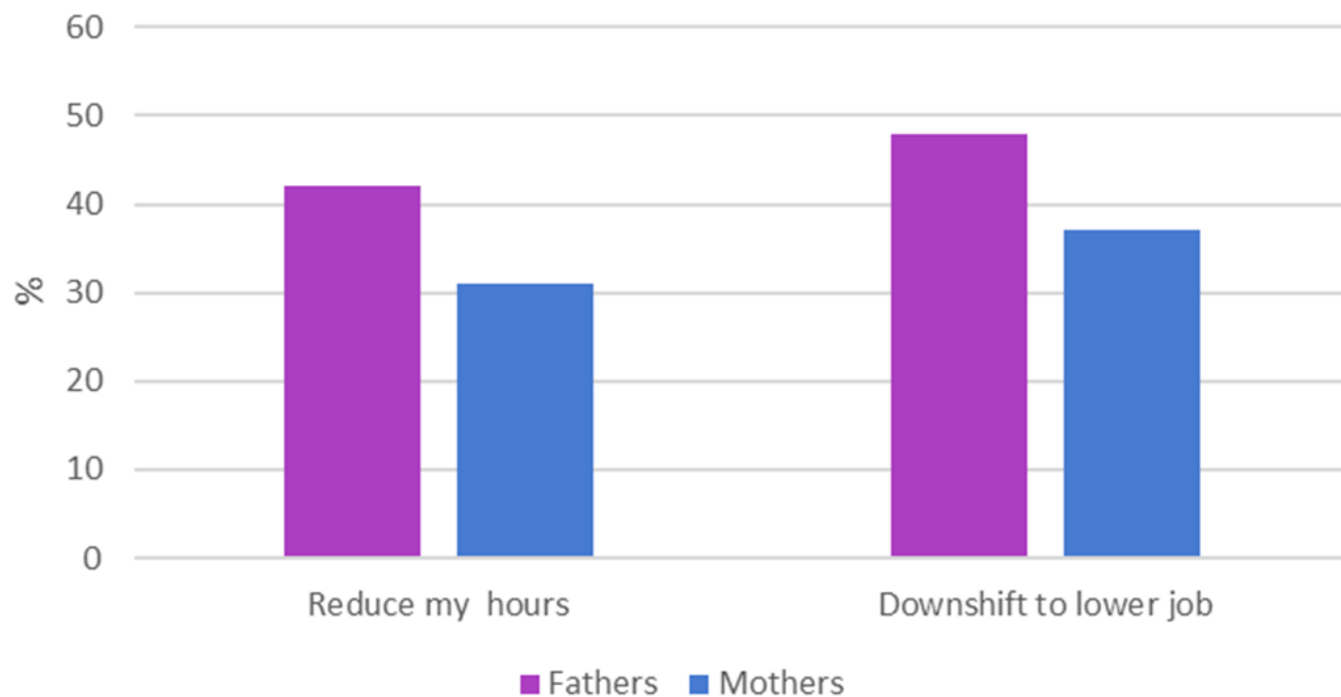


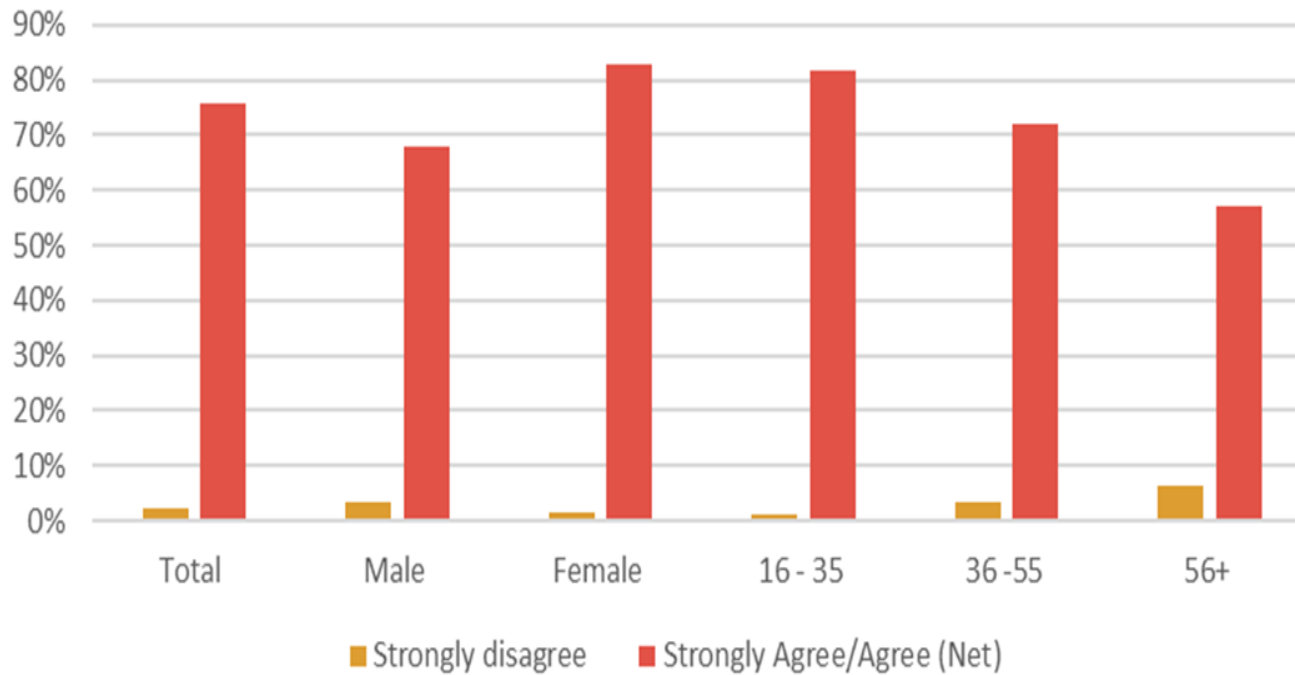
Gender Pay Gap roots and solutions

Sarah Jackson
CEO Working Families

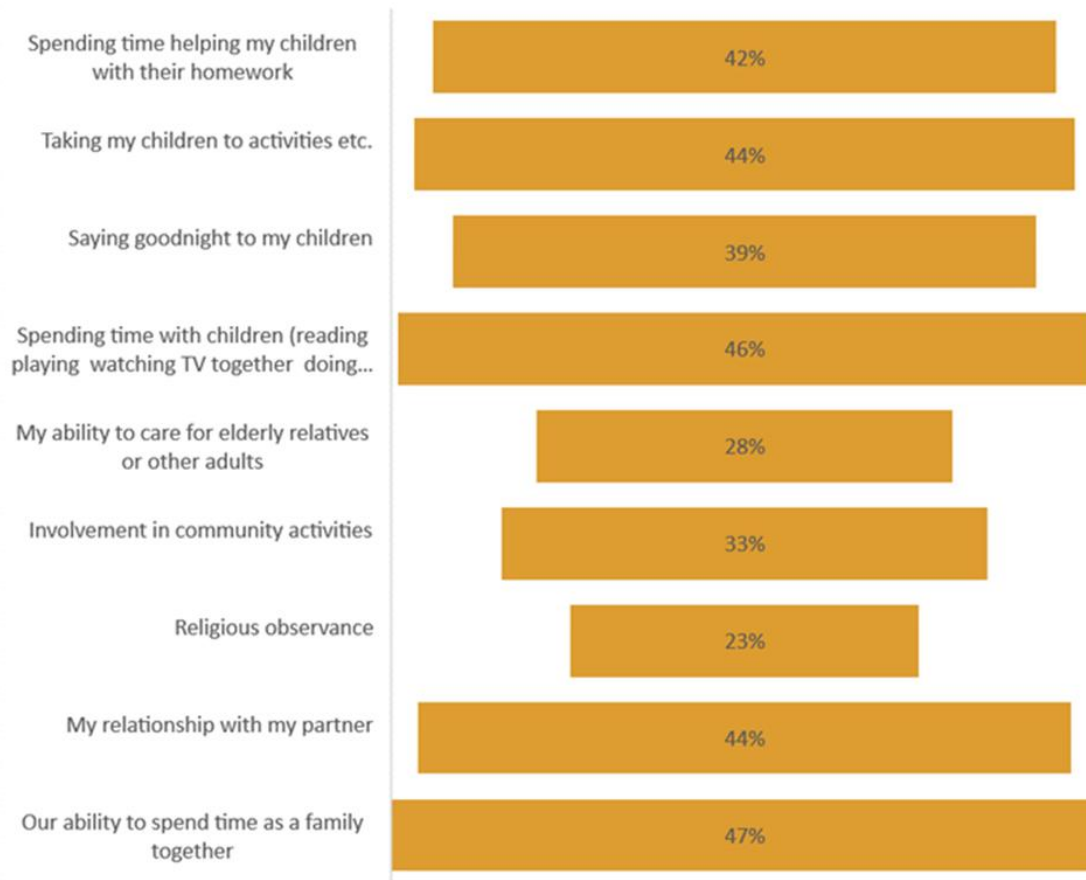
Intentions of millenials, next two years



I would consider my childcare before taking a new job or promotion



Work affecting family life often/all the time



What actions have parents taken?

Mothers

- ▶ No to promotion 10%
- ▶ No to new job 11%
- ▶ Put off applying for a new job 20%
- ▶ Looking for more supportive employer 10%
- ▶ New job that suits family life better 15%

Fathers

- ▶ No to promotion 10%
- ▶ No to new job 11%
- ▶ Put off applying for a new job 17%
- ▶ Looking for more supportive employer 11%
- ▶ New job that suits family life better 12%

What's to be done?

- ▶ 1 understand your organisational culture *and create a great one*
- ▶ 2 eliminate the parenthood penalty
- ▶ 3 add the flex factor

1 Create a great corporate culture

- ▶ Short term: why might parents feel worklife balance is incompatible with organisational values?
- ▶ Medium term: how is work designed and organised - *make this a necessary competence for line managers*
- ▶ Long term: career prospects are not dependent on working extra hours - presenteeism banished

2 Eliminate the parenthood penalty

- ▶ Short term: info about statutory parental rights and organisational policies clearly signposted, easily accessible, well communicated
- ▶ Medium term: design, promote and encourage policies on properly paid time off to help manage work and home. Benchmark!
- ▶ Long term: support line managers to ensure commitments to family friendly working fully aligned

3 Add the flex factor

- ▶ Short term: do you know how flex is really working beyond policy? Is it effective?
- ▶ Medium term: use *Happy to Talk Flexible Working* to recruit for human-sized jobs
- ▶ Long term: make flex a reality - review all roles internal and external for their flex potential - managers justify why *not* flex

On every job ad...



**happy to
talk flexible
working**



working families

changing the way we live and work

Working Families

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