

**150 YEARS**  
**Fawcett**   
*Equality. It's about time.*

**Sam Smethers, Chief Executive**

closing the gender pay gap

@fawcettsociety

@Samsmethers

# summary

## Gender pay gap

- What is it and why does it matter?
- What do you have to do?
- What are you likely to find?
- How should you communicate it?

# What is it?

## Gender pay gap

- Difference in hourly pay between women and men (f/t, p/t, mean, median)
- Not the same as unequal pay
- Complex with multiple causes

# Productivity

The economy will perform better...

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

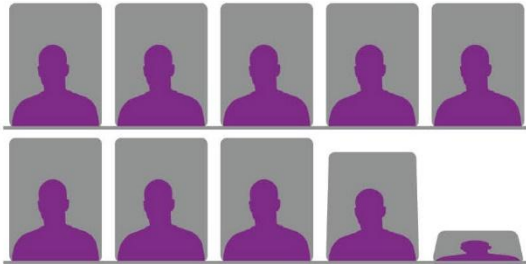
# Productivity

Your business will perform better...

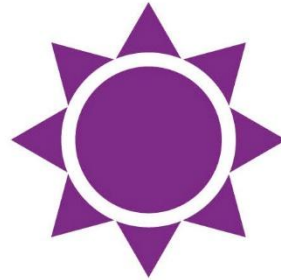
- Higher financial performance
- Better board performance & decision-making
- Best person for the job

(McKinsey, Catalyst)

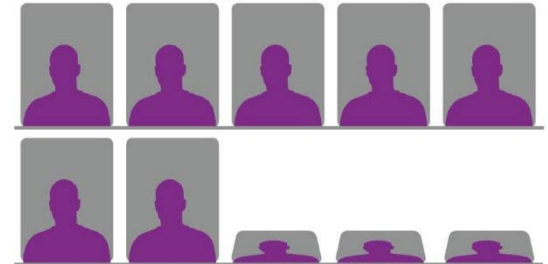
# Fairness



**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**



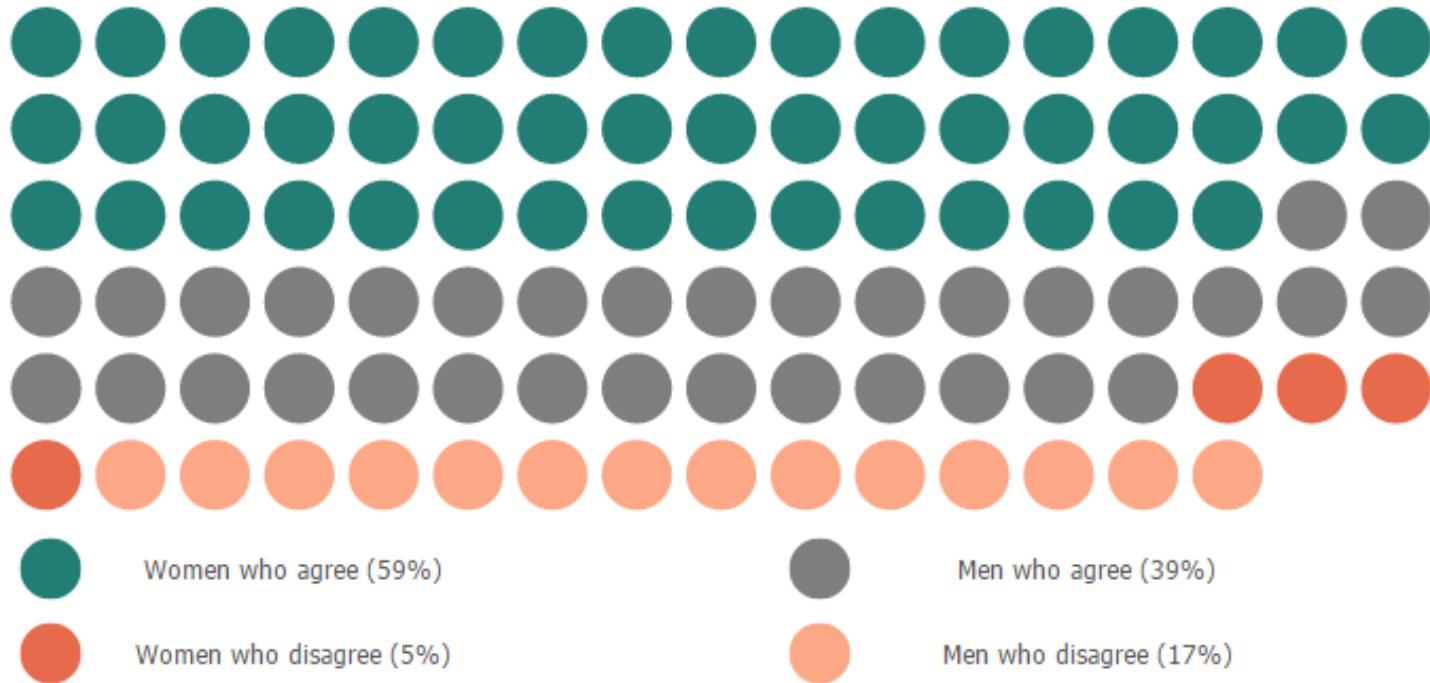
**39%** – over a third of men believe that they would benefit if we had a society where men and women are more equal



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

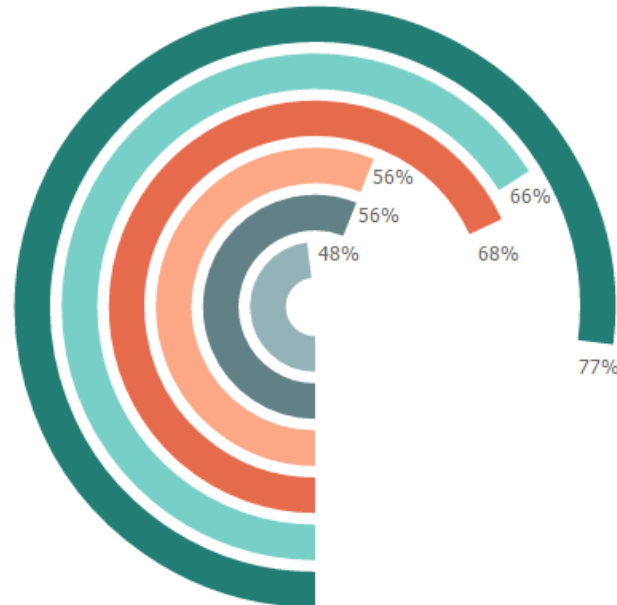
# Competitiveness

"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)



# Transparency?

- Is GPG reporting 'transparency'?
- Data remains in the employers' hands
- Accountability not transparency

# New regulations

What will you be required to do?

- If you have 250 staff or more
- Collect data in April 2017
- Publish your pay gap by April 2018
- Mean and median f/t pay gaps
- Mean & median bonus gap
- proportion of women & men receiving a bonus
- Gender split in staff by quartiles
- Keep data for 3 years & repeat annually

# New regulations

What should you do?

- Comply with the regulations
- Look afresh at your data and your organisation
- Understand the story it is telling you
- Set out an action plan to close the gap
- Look for hotspots
- Manage internal and external communication

# New regulations

What are you likely to find?

- Women concentrated at lower levels
- Women and men segregated by role – poss equal value issue?
- Bonuses favouring men
- Pipeline problems
- Practice issues eg informal decision making

You may find pay discrimination. If so, correct it.

# New regulations

What do you need to think about?

- culture, attitudes & practices
- Equality & inclusion
- Flexibility, pay and leave
- People development
- Bullying, harassment
- Recruitment and retention

# communication

## What should you do?

- Understand the gap and why it's there
- Be open and honest
- Focus on action to close it not the gap itself
- See it as an opportunity
- Be on a journey & take people with you

# 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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