

GENDER PAY GAP

Closing it together



Government
Equalities Office

Equal Pay vs Gender Pay Gap?

Equal Pay

Paying men and women differently for work of equal value



Unlawful in the UK for over 45 years



Vs

Gender Pay Gap

Difference in average pay between men and women



So what is the Gender Pay Gap in the UK?

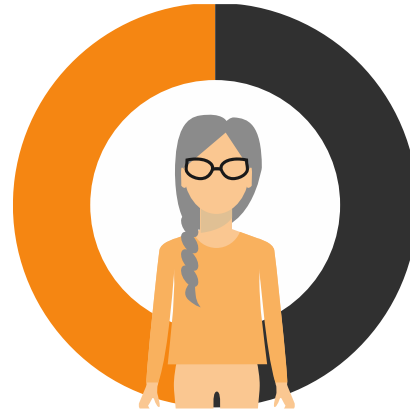


18.4%

Overall, women working in the **UK** are paid on average

18.4% less

than men in the UK




Women working **full-time** in UK are paid on average

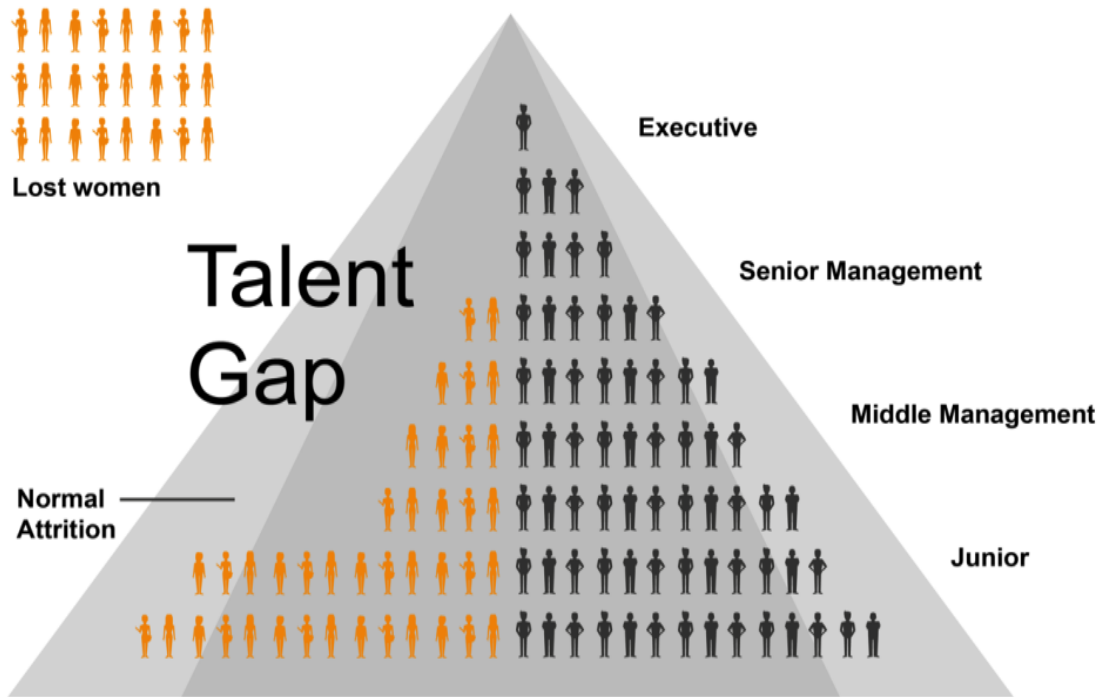
9.1% less

than men in the UK

And what should we do about it?

- **Analysis**
 - **Identify where and why the gap exists**
 - **Develop policy solutions where possible**
 - **Shine a light on performance of organisations**
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What causes the gender pay gap?



Women are of **much more likely than men to take time out of the labour market** to start a family, look after children or other family members

Fewer women get to the top

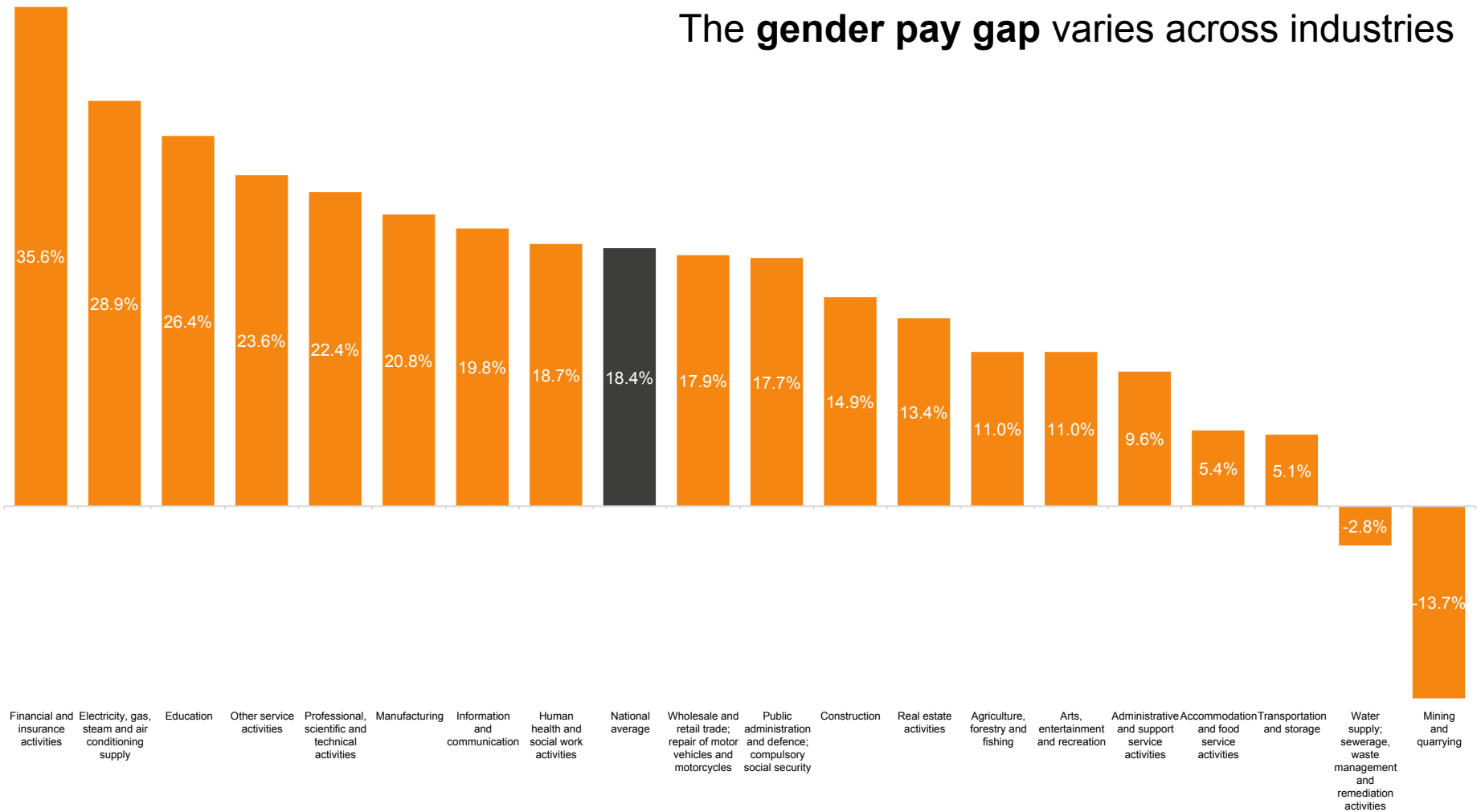
Women are concentrated in lower paying roles and occupations (e.g. cleaning, catering, caring, cashiering and clerical) and **lower paid part-time jobs**

Fewer women work in the more lucrative science, technology, engineering and maths (STEM) based sectors

Stereotypes and workplace culture

Some sectors have bigger gaps than others

The gender pay gap varies across industries



Women in Science, Technology, Engineering, Maths (STEM)



Progress made but more to do

Girls outperforming boys in all GCSE STEM subjects since 2013

18% more women taking STEM A levels since 2010

Girls and boys performing similarly in STEM A levels since 2013

25% more women accepted onto full time STEM undergraduate courses since 2010



Government action

Investing in programmes to encourage take up in STEM subjects and courses

Substantial spending commitments in Autumn Budget on maths/digital/technical education.

Raising awareness of range of STEM careers e.g. **STEM ambassadors**

Working with industry to challenge **perceptions**; show background, gender, education are not barriers

Shining a light

- **Legislation**
 - **Guidance**
 - **Massive awareness raising exercise**
 - **Design and develop website**
 - **Technical support to organisations**
 - **Over 10,000 organisations have published**
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- A decorative horizontal bar at the bottom of the slide, composed of several vertical rectangular segments in various shades of orange and brown, creating a textured, abstract effect.

Scope of requirement

- **Organisations with 250 employees or more**
 - **Public, private and voluntary sector**
 - **Publish on a Government website**
 - **And their own public-facing website**
 - **Encouraged to publish further data and an action plan**
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What employers have to publish


- Their mean gender pay gap
- Their median gender pay gap
- Their mean bonus gender pay gap
- Their median bonus gender pay gap
- The proportion of men in the organisation receiving a bonus payment
- The proportion of women in the organisation receiving a bonus payment
- The proportion of men and women in each quartile pay band



What data do organisations use?

- Employers work from the 'snapshot date' of 5 April 2017 (and annually thereafter) **31 March for the public sector**
- Employers with 250 or more employees on this date will be subject to the reporting requirements
- The deadline for publishing information was **4 April 2018** or **30 March for the public sector**

Where and how often?

- Employers must publish the information **annually** in English on their **searchable UK website** that is accessible to employees and the public, together with a **written statement** confirming that the information is accurate (CEO/Director/Partner sign-off)
 - Required to **retain this information online for three years** in order to demonstrate progress
 - Importantly, employers must **upload the information to the Government's website** in order to be compliant with the legislation
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What happens if employers don't report?

- Employers who fail to report on time will be in breach of the regulations and subject to legal action from the Equality and Human Rights Commission
- For private sector employers this will mean investigation under section 20 of the Equality Act 2006
- This could ultimately lead to court orders and unlimited fines
- In 2018/19 the EHRC are aiming to have initiated enforcement action against 100% of employers who have not reported
- The EHRC are required to publish details of their investigations



So what have we learned (or, let's have some fun)

- [Portal](#)

Resources for Action Planning

- **Actions for employers** – toolkit for employers to close the gap
www.gov.uk/government/publications/closing-the-gender-pay-gap-actions-for-employers
- **The Pipeline Effect** – Women’s Business Council toolkit for enabling women to progress and achieving gender balance
<http://womensbusinesscouncil.co.uk/toolkits/>
- **Viewing data and narratives from other organisations**
www.gender-pay-gap.service.gov.uk/Viewing/search-results



Key websites and resources

- **Registration for reporting**
www.gov.uk/report-gender-pay-gap-data
- **Acas-GEO guidance on gender pay reporting** via campaign page or
www.acas.org.uk
- **Closing it together** – gender pay gap reporting campaign page
www.genderpaygap.campaign.gov.uk/
- **Viewing service**
www.gender-pay-gap.service.gov.uk/Viewing/search-results