Gender Pay Gap
Closing it together
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

**Gender Pay Gap**
- Difference in average pay between men and women
Overall, women working in the UK are paid on average 18.4% less than men in the UK.

Women working full-time in the 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
What causes the gender pay gap?

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

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.

Fewer women get to the top.
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
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
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
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

- **The Pipeline Effect** – Women’s Business Council toolkit for enabling women to progress and achieving gender balance
  [http://womensbusinesscouncil.co.uk/toolkits/](http://womensbusinesscouncil.co.uk/toolkits/)

- **Viewing data and narratives from other organisations**
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