

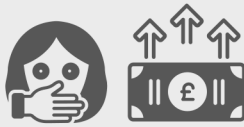
EQUAL PAY



Legal Requirement (since 1970)

PROBLEM

- ? Lack of systems and process
- ? Negotiations left to managers – lack of structure



WHAT CAN WE DO?

- ✓ Equal Pay Analysis
- ✓ Routine testing
- ✓ Equal Pay on Strategic Plans
- ✓ Managers assessed on performance
- ✓ Stop pay negotiation
- ✓ Strong defined pay bands
- ✓ Pay transparency
- ✓ Process for having your pay assessed

PAY INEQUALITY

Organisations

Discrimination & Sexism

Labour Market History

Recruitment diversity

Career progression

Social 'Choices'

WHAT'S HAPPENING?

- ? Childcare, maternity and caring keeping women out of work disproportionately
Childcare costs, financial decision to work a key factor in returning. Only 2% of men do shared-parental leave in the UK Often packaged as women's 'choices'
- ? Career breaks have affect on progression to senior roles due to reduced work time and experience but unconscious bias also affects career progression of women disproportionately
- ? Lack of process for recruiting diverse teams leads to long term shortages of women to create balance
- ? Direct discrimination and sexism still a factor – particularly where unequal pay is still present

Functional & Societal

Sectors that women work in

Types of Jobs women do



Social 'Choices'

WHAT'S HAPPENING?

- ? Social norms push men and women into different roles – statistically roles that women do are paid less
- ? Social norms push men and women into different sectors – statistically the sectors that women go into are paid less



WHAT CAN WE DO?

- ✓ Encourage men into roles and sectors socially expected to be for women
- ✓ Change education systems to balance entrants into the workforce to choose non-standard roles and sectors

TOP 5 THINGS TO DO TO CLOSE ORGANISATIONAL PAY GAPS



- ✓ Target 'zero pay gaps' on your strategic plan
- ✓ Conduct regular pay equity analysis
- ✓ Ensure men, women and other genders have the same pay & benefits for shared parental, adoption, surrogacy leave etc as each other
- ✓ Calculate and publish your gender pay gap statistics
- ✓ Form a male ally group

THE 'REAL' GENDER PAY GAP



Women not in paid work

Unreported Work

Women work fewer hours

PT work leads to zero pay increase over time

WHAT'S HAPPENING?

- ? Significant number of women leave work for caring roles. No longer in any statistics and dependant on their partner
- ? Unreported employment not included in the statistics. It may affect women disproportionately
- ? Between 30-50% of women work part time after having children. Even with equal pay their earnings are less overall

WHAT CAN WE DO?

- ✓ Collect data on unreported work, review patterns
- ✓ Legislation to add unpaid work to GDP
- ✓ Balance legislation to ensure men have the same rights for maternity/shared parental leave etc
- ✓ Use-it-or-lose-it legislation on shared paternity leave to move the dial and normalise men taking career breaks for caring roles
- ✓ Encourage organisations to do regular pay progression analysis on employees working non-standard hours and contracts

