

GENDER PAY GAP

Closing it together



Government
Equalities Office

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The Government Equalities Office

The Government Equalities Office works towards an inclusive society and an end to discrimination, by:

Reducing the gender pay gap

Tackling gender inequality in society

Improving outcomes for LGBT people

**Ensuring a world class equalities
framework**

Other government departments are responsible for
policy around:

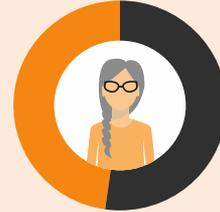
Race, Disability, Age, Religion, Pregnancy & maternity

What is the Gender Pay Gap?

Overall, women working in the UK are paid on average

17.9% less

than men in the UK



Women working full-time in UK are paid on average

8.6% less

than men in the UK

Equal Pay vs Gender Pay Gap?



Unequal Pay

Paying men and women differently for the same work

Unlawful in the UK for over 45 years



Vs

Gender Pay Gap

Difference in average pay between men and women



What causes the Gender Pay Gap?

Occupational segregation
14%



Women are less likely to progress to senior roles, comprising 40% of senior managers and under 30% of FTSE execs.

Industrial segregation
21%



Women tend to work in **lower paying, female dominated sectors**.

Unobserved factors:

- *Gender stereotypes*
- *Discrimination*
- *Individual choices*

25%



Gender stereotypes which can influence decisions throughout women's lives

Gendered discrimination and **sexual harassment** in the workplace.

Labour market history
40%

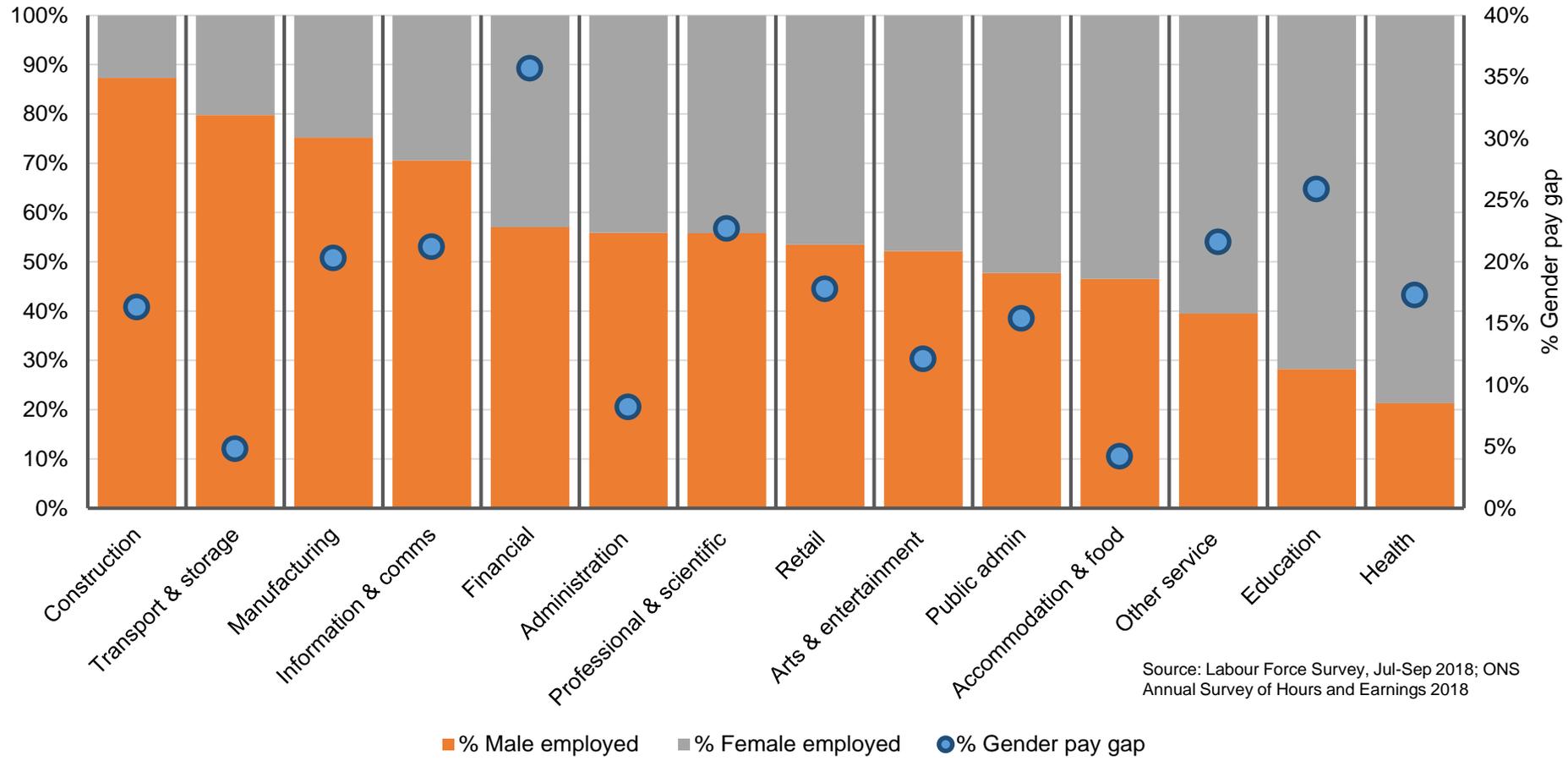


women spend more **time out of work**, often for caring.

Women receive **on average a 2% p.a. reduction** in hourly wages for each year taken out of employment.

Different sectors face different challenges

Sectors with significant impact on national gender pay gap: education, health and retail are dominated by women, employing over 50% of all women in work, and tend to be lower paid.
Finance, tech/digital and **construction** are among the high profile and/or fast-growing sectors with high GPGs and/or significant gender imbalances in their workforces



Source: Labour Force Survey, Jul-Sep 2018; ONS Annual Survey of Hours and Earnings 2018

Partnering with business

- **Gender diversity is a competitive differentiator** – companies are more likely to have financial returns above industry medians
- Business In The Community gender pay gap research: **92% of 1,000** surveyed **would look at GPG** if deciding between two employers
- It is a legal requirement to report, but setting an **action plan** with **aspirational targets** will have business benefits
- Webinars, events and guidance to support businesses

Call to Action

- Produce an **action plan**
- Review recruitment practises
- Examine **women's progression**
- Look at job design
- Senior male role models and **agents for change**

Support for employers

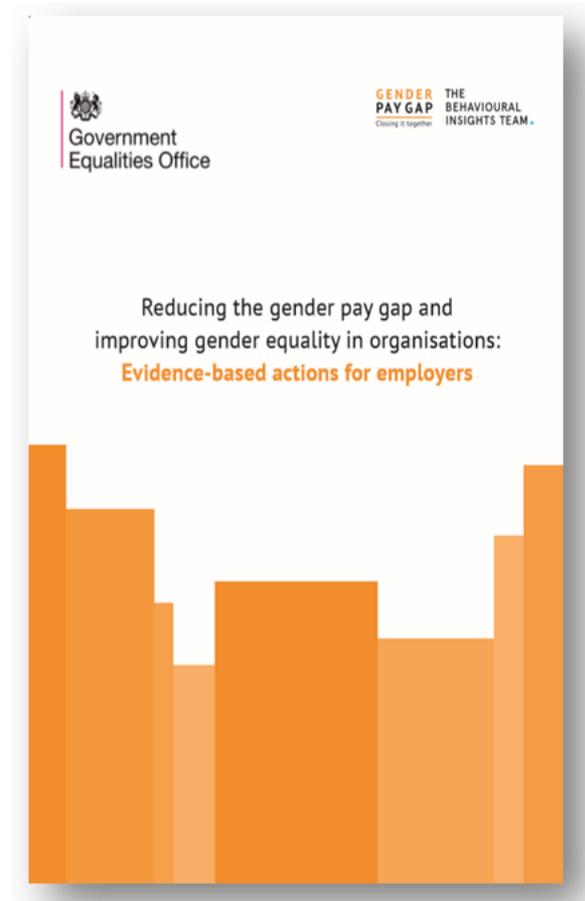
'What Works' guidance: evidence-based actions for employers

Reporting Guidance:

- www.acas.org.uk/genderpay
- www.gov.uk/guidance/gender-pay-gap-reporting-overview

Action Hub – Guidance, online viewing and reporting:

- <https://gender-pay-gap.service.gov.uk/>



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INSIGHTS TEAM**