



# GAPSQUARE

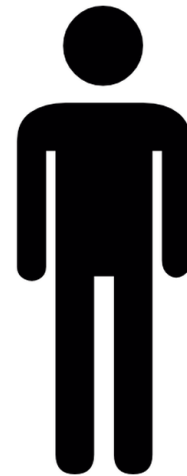
Leading gender pay gap solution

Dr. Zara Nanu  
[zara.nanu@gapsquare.com](mailto:zara.nanu@gapsquare.com)



# GENDER PAY GAP

- 217 years to close
- Globally set at 59%
- UK one of the highest in Europe – 18%



**Average male  
salary**

**V  
S**



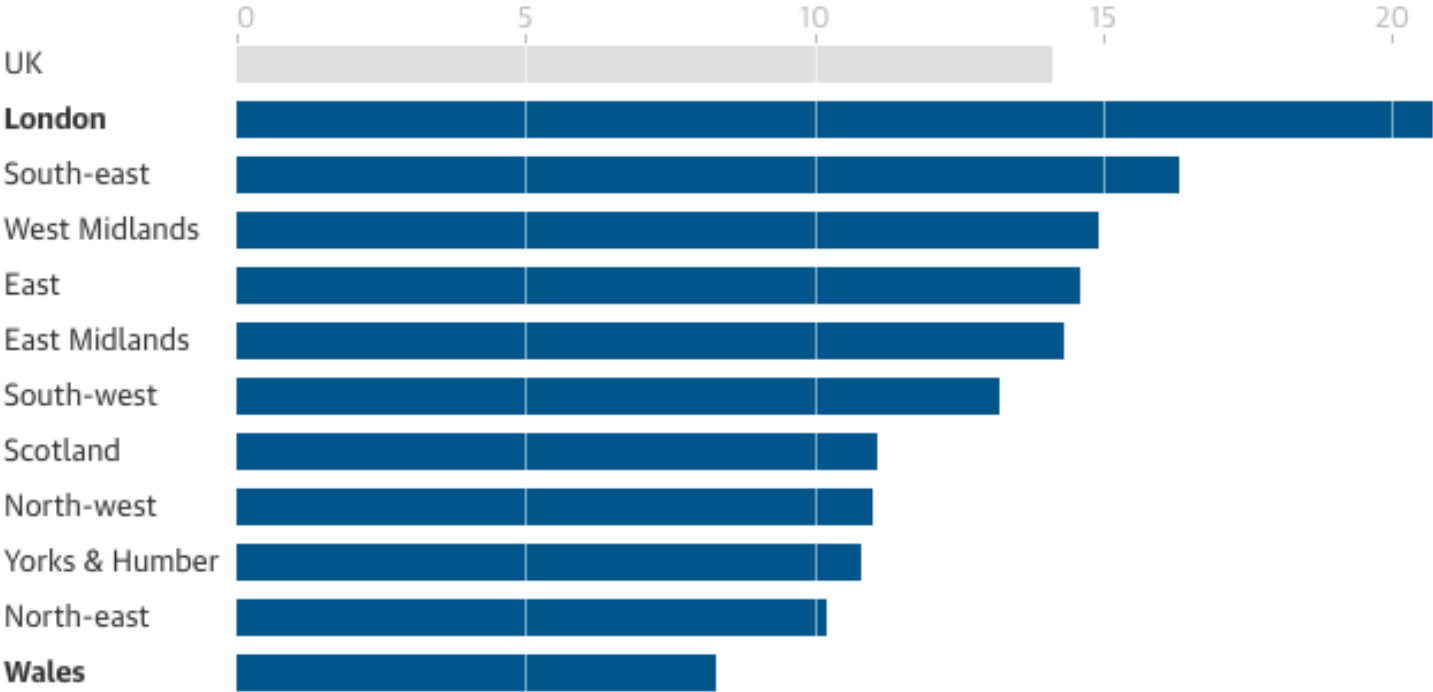
**Average female  
salary**



# GENDER PAY GAP IN THE UK

The gender pay gap is widest in London and narrowest in Wales

Gender pay gaps, %



Guardian graphic | Source: Fawcett Society



## WHY SHOULD WE CARE?

To beat inequality, close the gender gap: IMF chief



"A no-brainer": International Monetary Fund Managing Director Christine Lagarde says the best way to reduce economic inequality around the world is to close the gender gap between men and women in opportunity and pay AFP/CHIP SOMODEVILLA

# WHY SHOULD WE CARE?

## WAR FOR TALENT

- 62% new recruits will ask about a company's diversity policies and actions before accepting job;

## INCREASING BOTTOM LINE

- Companies with the highest representation of women have 35% higher return on equity and 34% higher total return to shareholders
- Diverse companies are 45% likelier to report market share growth, 70% likelier to report new market;
- 48 % higher EBIT.

## INNOVATION

- More likely to introduce radical new innovations into the market over a two-year period.

*SOURCES: HAYS, MCKINSEY, CATALYST, WEF, HBR*

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# HOW IS UK SOLVING THIS

## LEGISLATION:

- Mean gender pay gap
  - Median gender pay gap
  - Mean and median bonus gender pay gap
  - Proportion of men and women receiving a bonus payment
  - Proportion of men and women in each quartile pay band
- 
- March 2018 – public sector
  - April 2018 – private sector

# WHAT COMPANIES HAVE TO DO

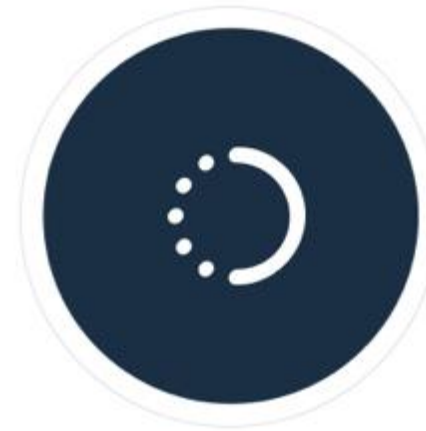
- **STEP 1:** Register on government portal
- **STEP 2:** Prepare the data from April 2017 (private sector); March 2017 (public sector)
- **STEP 3:** Get your key 6 figures
- **STEP 4:** Build a narrative (optional – GOOD PRACTICE)
- **STEP 5:** Report, communicate the numbers and your story – March 31, April 5 2018.

# WHAT COMPANIES HAVE TO DO



## Analyse data Report

Analyse key payroll and HR data



## Understand Data

Get key reporting figures as well as narratives  
+  
action plans to narrow gap



## Communicate

Communicate your message and share reports





# MAKE THE MOST OF DATA

- Pay – you can include any type of pay – weekly, monthly, hourly, or even yearly as long as you also indicate the worked hours for each employee. You can also upload already calculated HEXO (hourly rate excluding overtime)\*
- Gender \*
- Bonus – yearly bonus pay for the 12 months prior to the reporting period\*
- Department – name of departments
- Age – expressed in years
- Tenure – expressed in years



# MAKE THE MOST OF DATA

- Worked hours – based on the contract. If the employee does not have fixed worked hours, please refer to regulation guidance on ways in which you can calculate the worked hours
- FTE% - expressed as percentage of full time equivalent for your company or 30 hours
- Job level – can be grade or job title
- Ethnicity



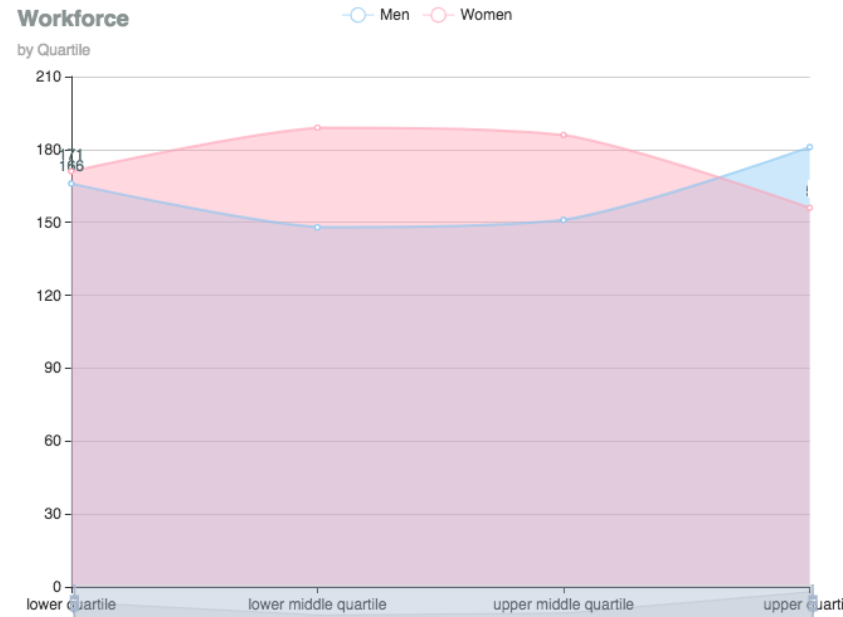
# LEGAL SECTOR

- Clustering of women in lower paid jobs (PA roles)
- Flexibility of work at lower paid roles
- Gender pay gap according to ONS data:
  - Legal professionals: 11%
  - Legal associate professionals: 13%
  - Legal secretaries: 24%
- As companies analyse their gender pay gap according to legislation – higher than 20%
- Age, part time work, flexible working, slow career progression.



# MEDIA SECTOR

- Female dominated sector
- Women across all quartiles



- Gender pay gap according to ONS data:
  - Media: 13.7%



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# **CLOSING THE GENDER PAY GAP 2034**

GREATER  
**LONDON**  
AUTHORITY



**DECKERS**  
— BRANDS —

CONDÉ NAST

**ZARA NANU**  
CEO

**ZARA.NANU@GAPSQUARE.COM**  
**[WWW.GAPSQUARE.COM](http://WWW.GAPSQUARE.COM)**