

**150 YEARS**  
**Fawcett**   
*Equality. It's about time.*

**Sam Smethers, Chief Executive**

Transparency driving productivity:

closing the gender pay gap

@fawcettsociety

@Samsmethers

# Productivity

The economy will perform better...

- £150 billion + in 2025
- 840,000 more women in work
- 35% from women in more productive sectors

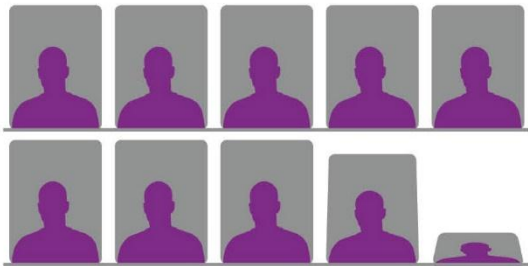
# Productivity

Your business will perform better...

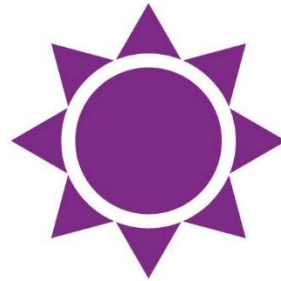
- Higher financial performance
- Better board performance & decision-making
- Best person for the job

(McKinsey, Catalyst)

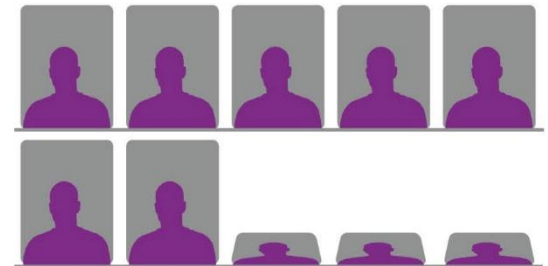
# Fairness



**Nearly 9 in 10** men want the women in their lives to have equality of opportunity with men. **Support for equality of opportunity is higher amongst older men**



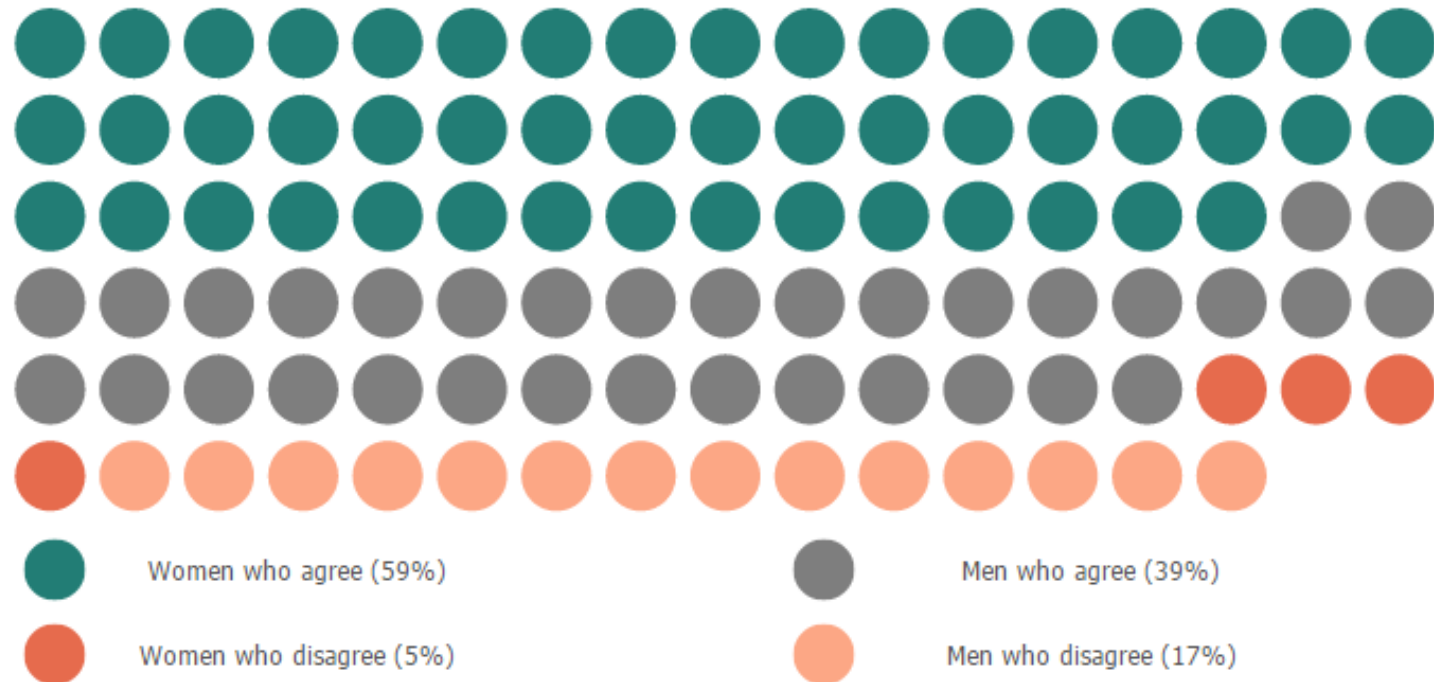
**39%** – over a third of men believe that they would benefit if we had a society where men and women are more equal



**7 in 10** men believe a more equal society between women and men would be better for the economy

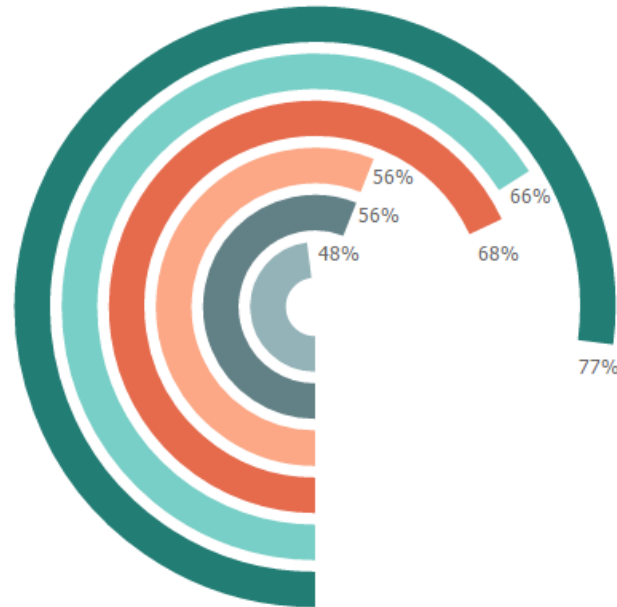
# Competitiveness

"It matters to me that my employer takes steps to reduce their gender pay gap"



# Whose job is it?

Whose responsibility is reducing the gender pay gap?



■ Employers (Women) ■ Employers (Men) ■ Government (Women) ■ Government (Men)  
■ Ordinary People (Women) ■ Ordinary People (Men)

# transparency

- Is GPG reporting 'transparency'?
- Data remains in the employers' hands
- Accountability not transparency

# New regulations

What will you be required to do?

- If you have 250 staff or more
- Collect data in April 2017
- Publish your pay gap by April 2018
- League tables?
- Mean and median, pay and bonuses
- Gender split in staff by quartiles



# New regulations

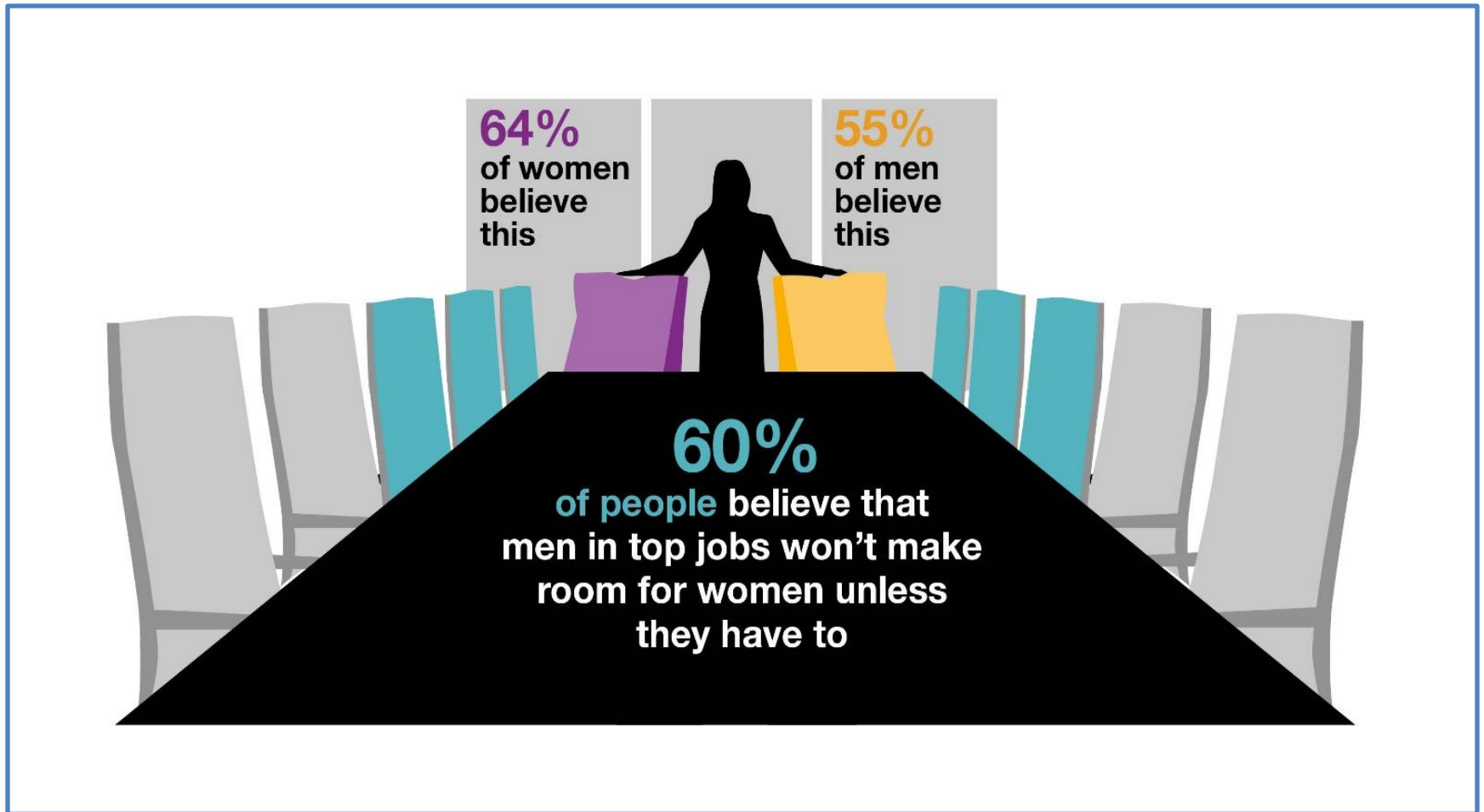
What should you do?

- Comply with the regulations
- Look afresh at your data and your organisation
- Understand the story it is telling you
- Set out an action plan to close the gap
- Look for hotspots
- Manage internal and external communication

# Barriers - culture

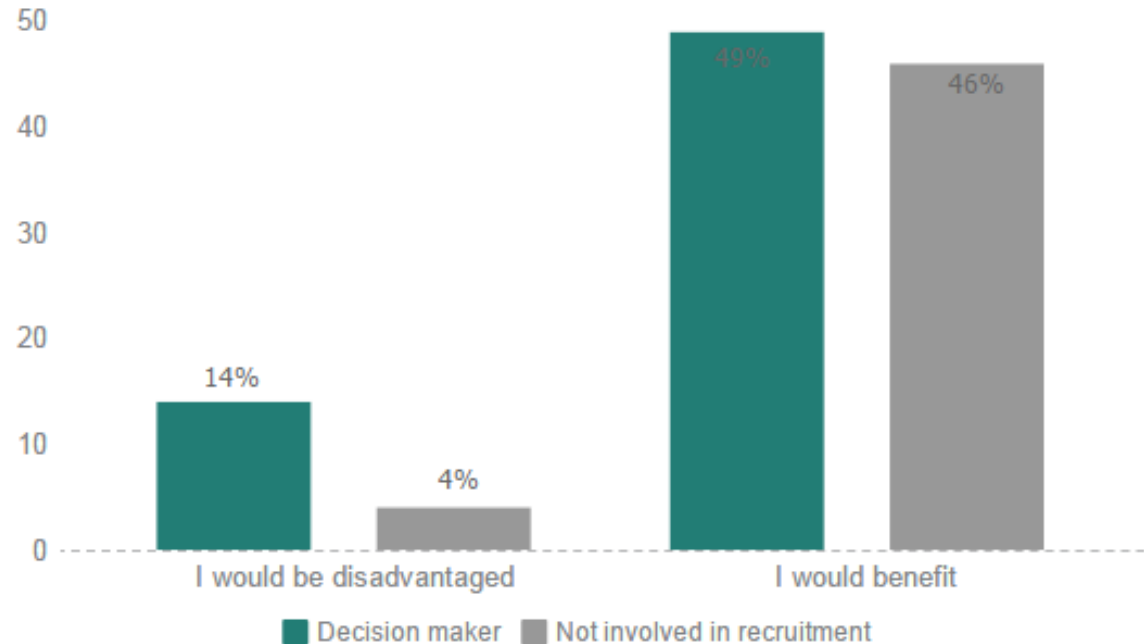


# Barrier bosses



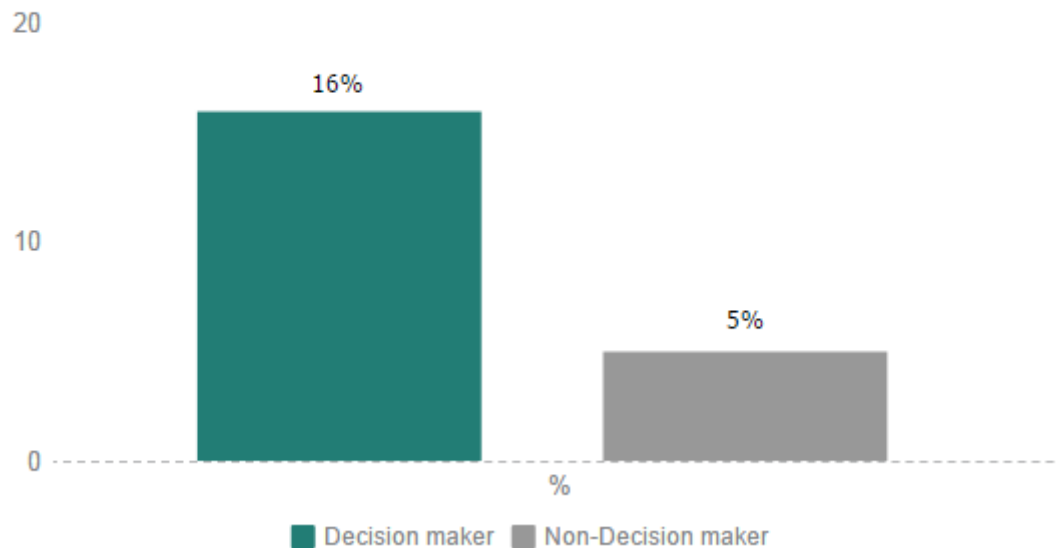
# Barrier bosses

In a society where men and women are more equal...

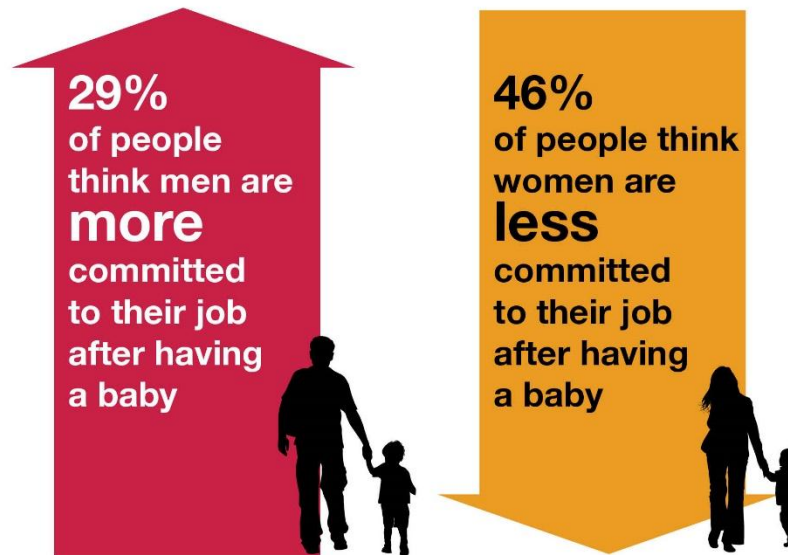


# Barrier bosses

"I do not want the women in my life to have equality of opportunity with men"



# Barriers - attitudes



**Old stereotypes about working  
parents persist**

# Where are you?

**Informed**

Employment law? I know what the law/policy says but I don't agree with it.

I will make sure we know what is required & implement the policy [despite reservations]. OR I believe it is the right thing to do

**Poor practice**

**Good practice**

I don't know what the law requires or what the policy says. But we don't worry about all that here.

We're pretty good here. I'm sure we haven't got anything to worry about.

**Uninformed**

# Fast Forward Network



If you:

- want to drive productivity
- want to do more than the minimum
- want to partner with the leading independent authority on the gender pay gap

Join our Fast Forward Network



# Fast Forward Network



We will:

- Consult you and tailor our offer
- Provide expert advice and support
- Give you the opportunity to be cited as 'best practice'

# References



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