



HM Government



Key moments since 2016



*'If you're a woman,
you will earn less
than a man'*

July 2016



Introduction of
our gender pay
gap reporting
regulations

April 2017



Report your gender pay
data

First year of reporting
triggered a national
discussion into the
causes behind the
gender pay gap

April 2018



Launch of our
Roadmap, Case
for Change and
Gender Equality
Monitor

July 2019



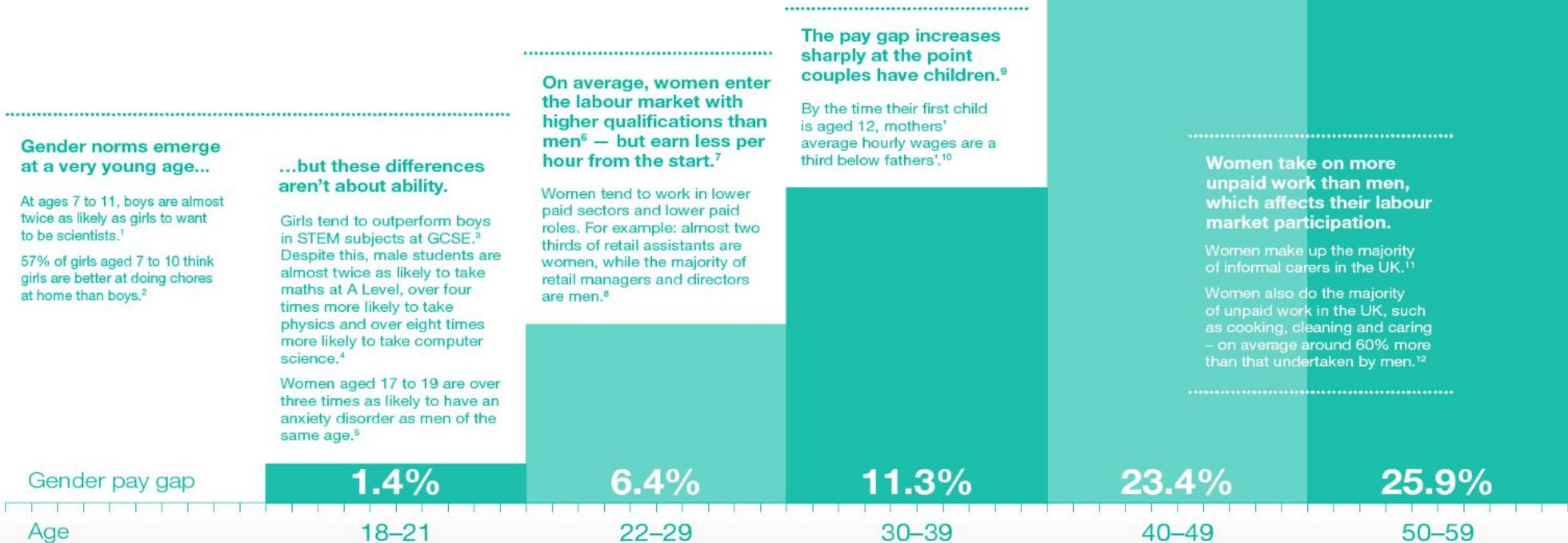
How are we driving change?

- The Gender Pay Gap is now at 17.9% - the lowest ever, but still not acceptable.
- In the last two years, 100% of the c10,000 UK employers identified as being in scope of gender pay gap regulations published their data.

But what does that really mean for gender equality?



The gender pay gap builds throughout a woman's life resulting from seemingly innocuous decisions...



Gender norms emerge at a very young age...

At ages 7 to 11, boys are almost twice as likely as girls to want to be scientists.¹

57% of girls aged 7 to 10 think girls are better at doing chores at home than boys.²

...but these differences aren't about ability.

Girls tend to outperform boys in STEM subjects at GCSE.³ Despite this, male students are almost twice as likely to take maths at A Level, over four times more likely to take physics and over eight times more likely to take computer science.⁴

Women aged 17 to 19 are over three times as likely to have an anxiety disorder as men of the same age.⁵

On average, women enter the labour market with higher qualifications than men⁶ — but earn less per hour from the start.⁷

Women tend to work in lower paid sectors and lower paid roles. For example: almost two thirds of retail assistants are women, while the majority of retail managers and directors are men.⁸

The pay gap increases sharply at the point couples have children.⁹

By the time their first child is aged 12, mothers' average hourly wages are a third below fathers'.¹⁰

Women are over three times more likely to work part-time than men.¹³

Jobs available part-time tend to be less well paid with fewer opportunities for progression.¹⁴

These differences add up over the life course: because women earn less, they save less.

Women aged 55 to 64 are almost 20% less likely to have a private pension, and those who do have almost 40% less wealth held in them.¹⁵

Women take on more unpaid work than men, which affects their labour market participation.

Women make up the majority of informal carers in the UK.¹¹

Women also do the majority of unpaid work in the UK, such as cooking, cleaning and caring — on average around 60% more than that undertaken by men.¹²



Tackling limiting attitudes to gender

Education and choices



67% of girls aged 11–21 think that women do not have the same chances as men.

Increasing girls' participation in **science, technology, engineering and maths (STEM) subjects** at school, further education and higher education.

Research to improve the gender balance of education outcomes for boys and girls by trialing different ways to support teachers, early years professionals and parents to tackle stereotypes.

Provide **improved advice and support in schools**, including challenging gender stereotypes.

Public messaging and expectations



Over half of girls aged 7-10 in a recent survey reported that gender stereotypes changed their behaviour in terms of what they wear, saying what they think, what sport they do, and how much they participate in class.

Working with the advertising industry to **reduce gender stereotypes in UK advertising**, including developing a barometer to measure prevalence of harmful stereotypes.

Working with the UK media sector to **improve gender representation** and promote positive gender portrayals.

Delivering research and a **tool on what works to engage men and boys on gender issues** and how best to tackle gender stereotypes in relationships, work and wider communities.



Promoting entry and progression in work

Gender pay gap



In 2018, for every £1 received by the average UK man, the average UK woman was paid just over 82p.

Review **our reporting requirements** to see where we can go further to help employers understand the barriers to women in their workforces and hold them to account.

Enhance the service for employers reporting their data on the online gender pay gap reporting service and ensure the information is presented in a user-friendly way.

Progression from low paid roles



Women are over 50% more likely than men to work in low paying jobs.

Create evidence-based guidance and advice to employers, based on the findings of our **Workplace & Gender Equality research programme** and **Gender & Behavioural Insights Programme**.

Launch a **national campaign for employers**, supporting them to understand how to help employees balance work and care and progress.

Work with sectors to take action at a sector-level, supported by a refreshed **Women's Business Council**.

Improving representation



Women occupy only 25% of Board members in FTSE 250 companies.

Supporting the work of the **Hampton-Alexander Review** to increase the number of women working at the most senior levels of the FTSE 350.



Supporting parents and carers to balance work and care

Parents



By the time their eldest child is 12, a mother's average hourly earning are a third below the father's.

Consult on high level options for reforming existing entitlements to **parental leave and pay policies**.

Improve access to **information** parents want and need around **childcare support, parental leave and family friendly policies**.

Consult on increased employer transparency around **flexible working** and **parental leave and pay policies**.

Informal carers and returners



Office for National Statistics estimates the value of unpaid childcare and adult care to the economy at **£411 billion per year**.

Improve **signposting, clarity and consistency of information** for informal carers and work with employers to improve carer support.

Support employers to provide **quality flexible working** for all, including piloting innovative approaches in small organisations and sectors with high numbers of low paid employees.

Deliver **public sector returner programmes** and encourage the private sector to set up their own returner programmes.



Economic well-being later in life and strong foundations for the future

Financial capability and pensions pay gap



Of the 1.7 million people who are financially struggling in retirement, 70% are women.

Work with the **Money and Pensions Service** to explore what works to improve women's financial outcomes.

Update the online divorce process to include a behavioural nudge and improved guidance to ensure that couples are aware of and can consider the benefits of pensions sharing.

Improve communications from the pension industry, Pensions Regulator, and Money and Pensions Service to better support women to plan and save for greater security in retirement.

Legislation



20% of mothers said they experienced harassment or negative comments related to pregnancy or flexible working from their employer/colleagues.

Review enforcement of **equal pay legislation**.

Take action following consultation on workplace **sexual harassment** legislation.

Taskforce to **tackle pregnancy and maternity discrimination**.