



The Power of Transparency

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The Daily Telegraph

Firms shamed over women's pay

Cameron pits himself against business leaders by forcing them to reveal salary differences between the sexes

Steven Swindford
POLITY POLITICAL EDITOR

More than 250 staff to publish the average salaries of their male and female staff members.

The Confederation of British Industry, which represents employers, warned that publishing the gap in pay between men and women could be "misleading" and said it preferred a voluntary approach.

The Prime Minister said he wanted "reverse the pressure we need for change" to help drive up women's wages and close the salary gap between the sexes "within a generation".

He has set out plans to force all UK-based companies that employ more than 250 employees to publish the average salaries of their male and female staff members.

The policy represents the latest in a series of clashes between Mr Cameron and business leaders, after George Osborne, the Chancellor, announced a move that industry experts claimed would make running business more expensive.

Announcing the move ahead of a speech today, Mr Cameron said: "We will make every single company with 250 employees or more publish the gap between average female earnings and average male earnings. That will cast sunlight on the discrepancies and create the pressure we need for change, driving women's wages up."

"This goes back to what we announced at the Budget last week. Our aim is to fundamentally rebalance our economy - to transform Britain from a high-welfare, high-tax, low-pay economy into a lower-welfare, lower-tax, higher-pay society."

In the last parliament, the Conservatives initially favoured a voluntary approach to closing the gender pay gap, amid concerns about the imposition of red tape on businesses. The Coalition launched a voluntary disclosure initiative in September 2014, which involved a draft of companies signed up to. Only a handful, however, went on to voluntarily publish information on their gender pay gap.

Shortly before the election, the Coalition agreed to measure to force companies to publish information on the pay gap in a move championed by Nick Clegg, the former Liberal Democrat

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Harper Lee takes a first look at her 'new' Mockingbird novel



Britain faces £1bn bill for Greek bail-out

By Matthew Holthouse in Brussels

BRITAIN will be liable for almost £1 billion of emergency loans to Greece after Jean-Claude Juncker tore up "black and white" deal to protect taxpayers from eurozone bail-outs.

George Osborne, the Chancellor, will today fight off the proposal to let the EU budget to help save Greece from financial collapse.

Details of the plan to use first funds to secure loans to the Greeks at the end of 17 hours of non-stop negotiations between eurozone leaders. The deal struck says that Greece will have to pay back the money in exchange for an €8.6-billion bank loan and a further bail-out package worth up to €56 billion.

But shortly after the details of the deal were announced it emerged from all 28 EU member states, including Britain.

The move contradicts a previous agreement that British taxpayers never again be exposed to eurozone debt. The episode will fuel



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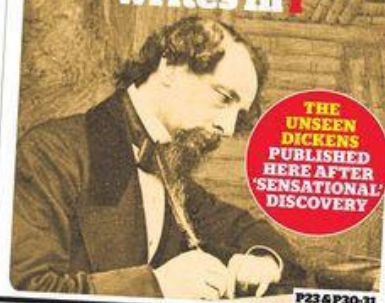
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SPECIAL REPORT, PAGES 4

Pay women more: UK's sexist firms face public shaming

» Large companies will be forced to reveal their gender pay gap

» Prime Minister hopes initiative can

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Gender Pay Gap

- overall gender pay gap fallen slightly to 17.9%.
- Full-time gender pay gap down to 8.6%
- Full-time GPG is close to zero for those aged between 18 and 39 years, then widens from 40 years.
- The overall GPG widens from 30 years.

Impact of mandatory reporting

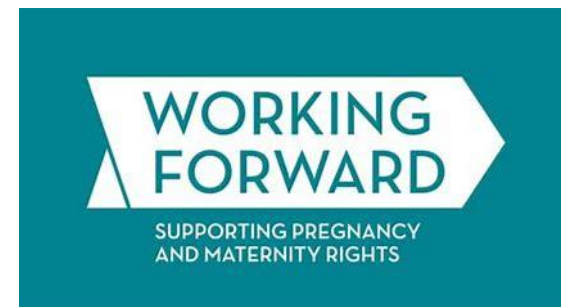
- Voluntary scheme for gender pay gap reporting - "*Think, act, report*"
- 280 businesses signed up to "a campaign to show a company's commitment to gender equality in the workplace"
- 5 businesses voluntarily published their data.
- In the first year of mandatory GPG reporting 10,000 employers published their gender pay gap.

Gender Pay Gap – views of employees

- Two thirds of women would consider taking a job based on an organisation's gender pay gap.
- Over one-half of women would be less likely to recommend their present employer as a place to work if they had a gender pay gap.
- Around half of women say a gender pay gap would reduce their motivation in their role and their commitment to their employer.
- Women, people aged 16-34 and ethnic minorities were most likely to be influenced by a gender pay gap

So what can employers do to close their gender pay gap?

- Offer jobs on a flexible basis at all levels.
- Encourage men to work flexibly and take up parental leave.
- Support returners with their career progression.
- Set targets for representation of groups at different levels and effectively use positive action.
- Use fair and transparent processes to reduce bias in recruitment and promotion decisions
- Monitor and report on progress.



Using narratives alongside pay gap figures

- Only half of employers we analysed produced a narrative
- Only one in five had an action plan and only 11% had targets
- How do employers, customers, or shareholders understand what these figures mean, or your intention to tackle inequality in your workplace?

What's next....

Consultation on:

- Mandatory ethnicity pay reporting
- Publication of parental leave and pay policies
- Disability pay gap reporting?

How to prepare

- Improving self-identification rates of staff:
 - Telling people why you need the data and how it will be used
 - Gathering the data at multiple times (recruitment, staff surveys, mid-year reviews)
 - Developing communications campaigns that show your commitment to reducing inequalities or driving representation

Thank you

Any questions?