

The road to equal pay: where next?

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About Fawcett

- The UK's leading campaign for equality between women and men
- Trace our roots back to 1866, to Millicent Fawcett's peaceful struggle for women's votes
- Vision: a society where women and our rights and freedoms are equally valued and respected and where we have equal power and influence in shaping our own lives and our wider world

About this presentation

- **The gender pay gap**
- **...in context**
- **Equality Act: a missed opportunity**
- **The gender power gap**
- **What next for equal pay?**

The gender pay gap

Women earn less, own less and are more likely to live in poverty

What's the gap?

- Full-time pay gap stands at 15.5%
- Rises to 33% in the City of London and 55% in the financial services industry
- Four times as many women in part-time work
- 64 % of lowest paid workers are women

What are the causes?

- Direct discrimination
- ‘Motherhood penalty’
- Lack of responsibility on employers
- Women’s worth undervalued in the workplace
- More women in part-time work
- Lack of pressure to implement change

The broader picture

- **64% of low paid workers are women**
- **40% of ethnic minority women live in poverty**
- **Retired women earn on average just over half the income of retired men**
- **Women are more likely to depend on state support to boost their income**

...in context

Women face a 'triple Jeopardy' of cuts

1. Cuts to jobs
2. Cuts to services and benefits
3. Women to 'fill the gaps'

What will this mean for women?

- **Rising female unemployment – where will the women go?**
- **Growing, not decreasing, gender pay gap**
- **Reduction in women's incomes**
- **Reduction in women's financial independence**
- **Increase in domestic and volunteering responsibilities**

Equality Act 2010: a missed opportunity

Section 78

- **Gender pay audits (section 78)**
 - Focus on large companies
 - Only if voluntary action fails
 - 3 year lead-in time
- **Puts responsibility on employer to tackle pay gap**
- **Voluntary action has failed**
- **What gets measured gets done**

No action on equal pay

- **Government “will not commence, enact or repeal section 78”**
- **Kicked into long grass**
- **Non-implementation is a step backwards**
- **But the clause is not gone for good**
- **Forthcoming Government consultation could address equal pay auditing**

Where next for equal pay?

Tackling the motherhood penalty

- Extending the right to request flexible working
- Parental leave proposals
- Organising work to suit modern families
- Challenging workplace assumptions
- For every month a father takes off in the first year of a baby's life, the mother's future earnings rise by 7%

Changing the system

- Legislation that is fit for purpose
- Education and IAG services that dismantle gender stereotypes

Protecting what we have

- **Red Tape challenge**
- **Ensuring that there is no regression on hard fought gains for women's equality**

What you can do...

Take action!

- **Join Fawcett to support our work**
- **Join our e-newsletter and keep up to date with our campaigns and ways to get involved**

To join Fawcett, for more on our campaigns...

www.fawcettsociety.org.uk

To contact me....

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