



Government
Equalities Office

National Strategies to Advance Gender
Equality in the Workplace:

Unlocking women's economic potential

It's not men and women being paid differently for work of the same value (that's been illegal since 1970)



It is the difference in average pay between men and women – we express this as a percentage, relative to men's pay.

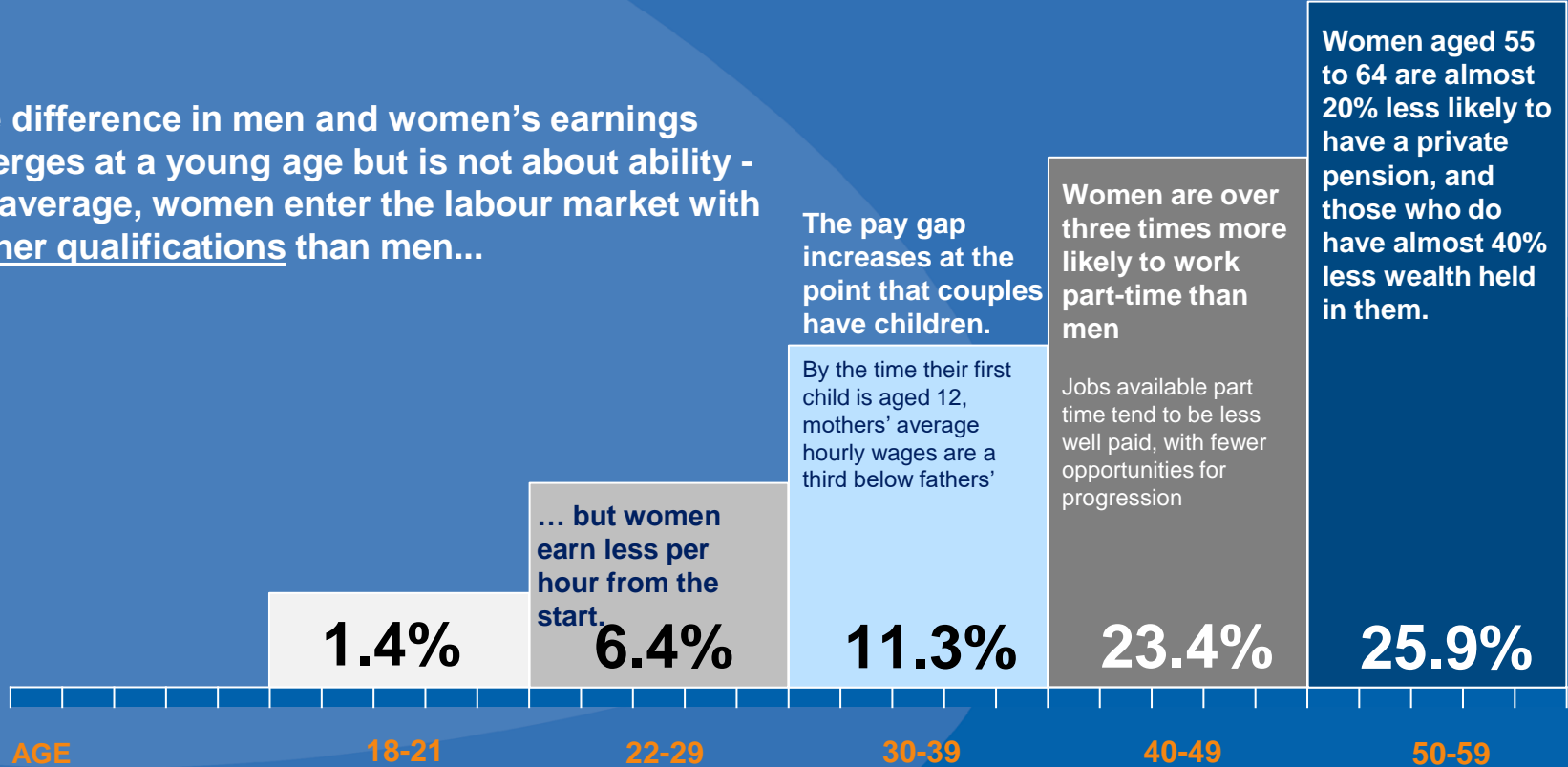
The current UK Gender Pay Gap is 14.9%.

What is the Gender Pay Gap?

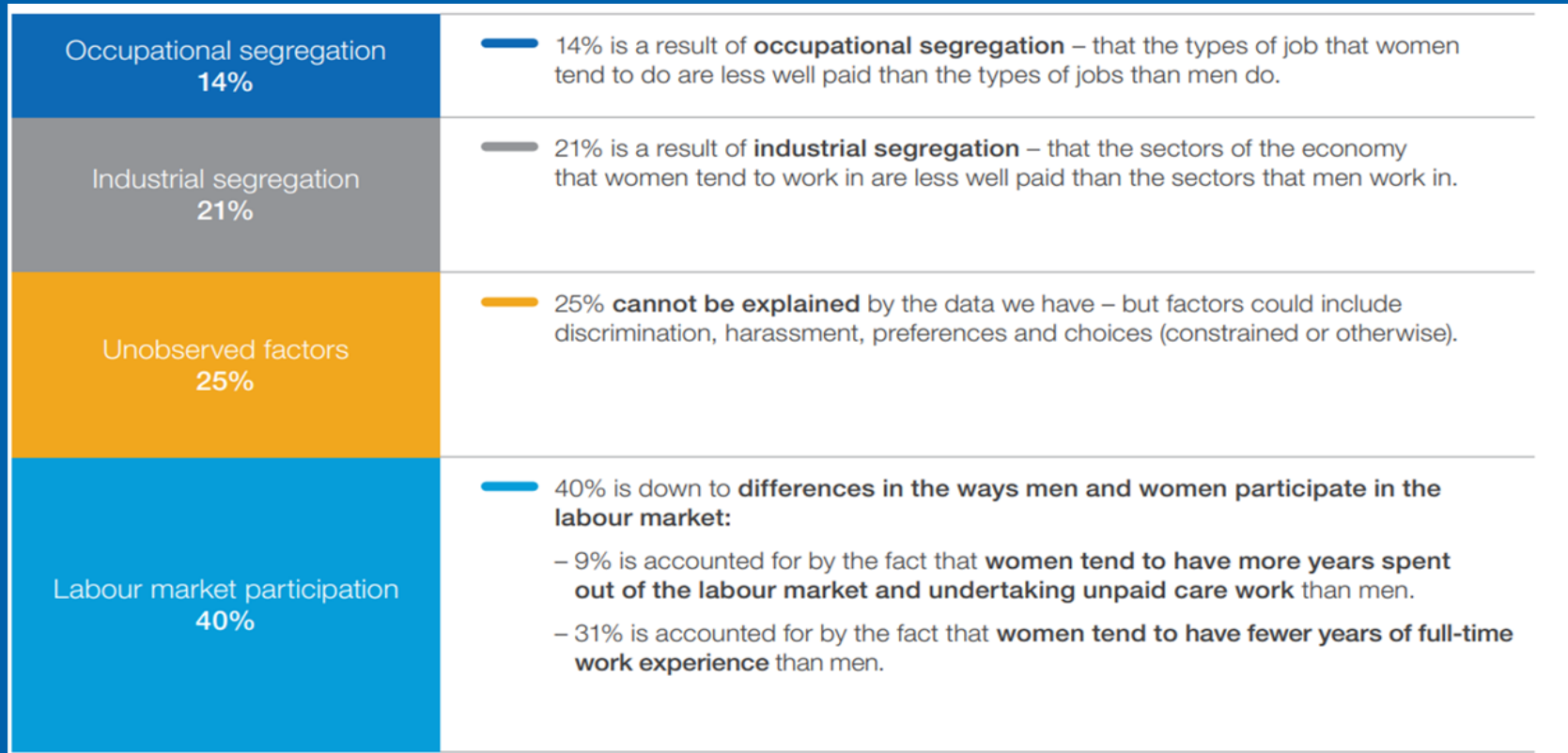


The gender pay gap builds throughout a woman's life

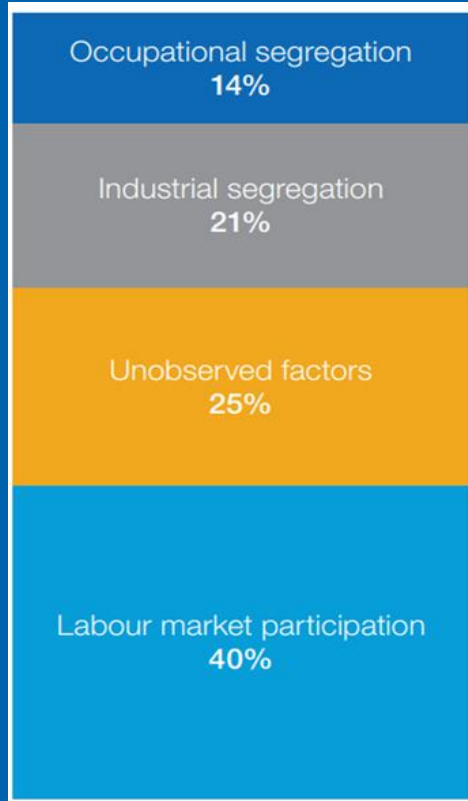
The difference in men and women's earnings emerges at a young age but is not about ability - On average, women enter the labour market with higher qualifications than men...



What drives the gender pay gap?



What does this tell us?



Even when controlling for known factors, a gender pay gap still persists.

Number of years in education is not a driver of the gender pay gap. In fact, it is a “protective factor” and decreases the GPG for women compared to men.

Businesses can help close some of the gap, but there is still considerable work for government:

- **Shared parental leave** and **childcare provision** can reduce the inequalities in labour market participation;
- **Flexible working** can allow parents to continue to progress in their careers;
- Creating **safe and inclusive workplaces** can reduce occupational and industrial segregation.

Source: Olsen et al. 2018. These figures are taken from page 24 of that document, but reweighted so that percentage figures relate only to the gap (i.e. protective factors are excluded).

Unlocking women's economic potential

Benefits for business

- At a sector level, work to address the gender pay gap and improve gender equality can help to **address sector-wide issues**, such as skills shortages, talent attraction and staff retention
- A diverse workplace **contributes to a more creative, innovative and productive workforce**
- For individual organisations, it can help them **attract the best available talent** and ensure that they can keep pace with evolving pressures.
- **Conscious consumerism** is growing and employers are aware that consumers want to see themselves represented in the companies they choose to spend their money with
- Reducing gender gaps in labour market participation, Science, Technology, Engineering and Maths (STEM) qualifications and wages, could **increase the size of the UK economy by around 2% or £55 billion by 2030**

Benefits for women

- Clearly setting out job requirements, benefits and salary scales - **applying on an even playing field**
- Offering senior roles on more flexible terms allows women to **progress while managing caring commitments**
- Encouraging more men to take up flexible working and share parental leave would help **change the perception** that doing so indicates a de-prioritisation of your career.
- Making **more inclusive workplaces** including eliminating sexual harassment
- Giving employers and manager the tools to ensure **reproductive health issues are not a barrier to success**

Legislative measures

- **Protection from Redundancy (Pregnancy and Family Leave) Bill** - Extend maternity protections period to also cover a period of time after parents return to work - 18 months from birth
- **Worker Protection (Amendment of Equality Act 2010) Bill** - extends protection against sexual harassment in workplace, including by third parties
- **Employment Relations (Flexible Working) Bill** - extends rights to request flexible working

Women's Health Strategy for England - 10-year ambitions in the workplace

- health conditions and disabilities are no longer a barrier to women's participation or a positive experience in the workplace.
- women experiencing women's health issues such as period problems, endometriosis, fertility treatment, miscarriage and menopause can speak openly and feel well supported in their workplaces.
- through information and awareness, workplace colleagues feel better equipped to support their female colleagues.
- employers feel well equipped to support their female employees - greater recognition there is no 'one-size-fits-all' approach and that needs will vary by different workplace settings and relationships.
- Public sector employers lead the way in tackling taboos and supporting women's health in the workplace.
- employers are better informed on the potential impact of caring responsibilities on participation in the workplace and other aspects of carers' lives.

Actions so far:

- Women's Health Ambassador - Professor Dame Lesley Regan
- Menopause Employment Champion - Helen Tomlinson
- Health and Wellbeing Fund 2022 to 2025 - women's reproductive wellbeing in the workplace

Safer workplaces

Tackling violence against women and girls strategy:

- legal protections and to prompt employers to take action to prevent harassment: proactive duty to take 'all reasonable steps' to prevent employees from experiencing sexual harassment and harassment by third parties (for example, customers or clients)
- Backed by a statutory Code of Practice produced by the Equality and Human Rights Commission

Supporting Employers' Initiative on Domestic Abuse

Targeted action - building the evidence base

Women- Led High Growth Enterprise Taskforce

- Chaired by Anne Boden, Founder and CEO of Starling Bank
- Support women entrepreneurs, tackle investing barriers, challenge outdated gender stereotypes, and increase the number of women-led high-growth businesses.
- Look beyond London, opening up opportunities for women, wherever they are, whatever their age or background.

STEM Returners Pilot

- STEM ReCharge pilot - employability support, sector-specific refresh training, and work opportunities to technology and engineering returners.
- Support and training for STEM employers, helping them benefit from the wealth of talent.
- Builds on insight from the 25 returner programmes - guidance for employers on how to support returners and a toolkit for returners available via the GOV.UK website.

Find out more

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Look at employers' GPG data:

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