

# Winning on equal pay

## #EqualPay50



Workers' Union  
REMEMBER  
REMEMBER  
THE PETTICOAT  
STRIKE  
1968

Workers' Union  
GIVE US  
RECOGNITION  
NOT  
EMPTY  
PROMISES

Transport and General  
Workers' Union  
ITS NOT  
PIN MONEY  
WE HAVE  
TO LIVE  
ON IT

Transport and General  
Workers' Union  
EQUAL  
VALUE  
FOR  
EQUAL  
WORK

FORD MACHINISTS SAY  
WE WANT RECOGNITION  
FOR OUR SKILL



# Equal Pay Act 1970

## CHAPTER 41

### ARRANGEMENT OF SECTIONS

**Section**

1. Requirement of equal treatment for men and women in same employment.
2. Disputes as to, and enforcement of, requirement of equal treatment.
3. Collective agreements and new structures.

# Gender inequality



# Equal pay and the gender pay gap

## Historical factors:

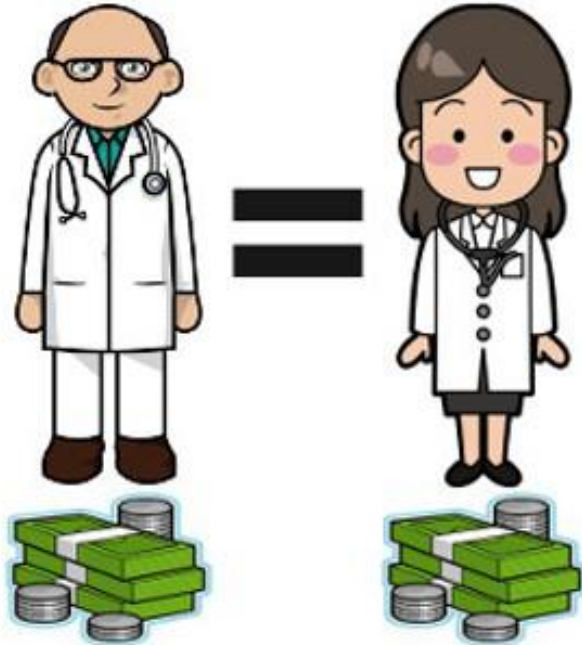
- Partial job segregation, 'gendered' perceptions of the value of jobs
- Part time jobs are historically undervalued
- Discrimination in appointments

Failing to pay women the same reward as men for doing '*like work*', '*work of equal value*' or '*work rated as equivalent*'

The combined impact of these 'historical', and 'structural', factors combined with unequal pay comprise the gender pay gap

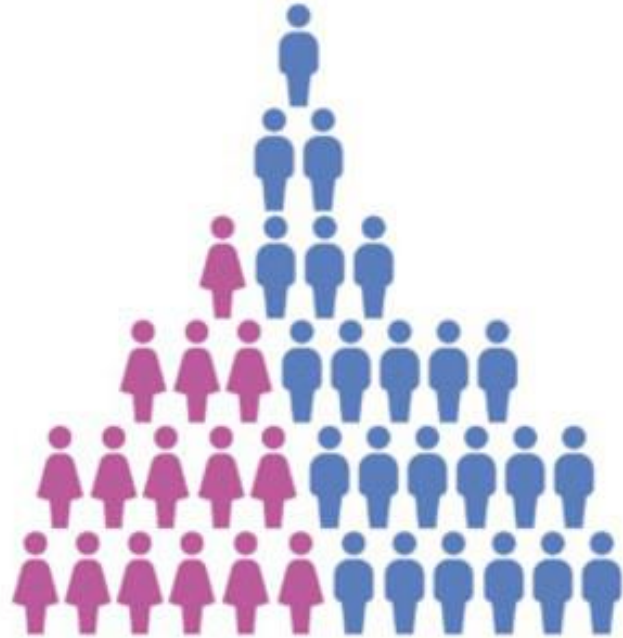
# Unequal pay

When men and women performing like work, work rated as equivalent, or work of equal value are not paid the same.



# Partial job segregation

The pattern that sees disproportionately more women at the bottom, and disproportionately more men at the top of an organisation.

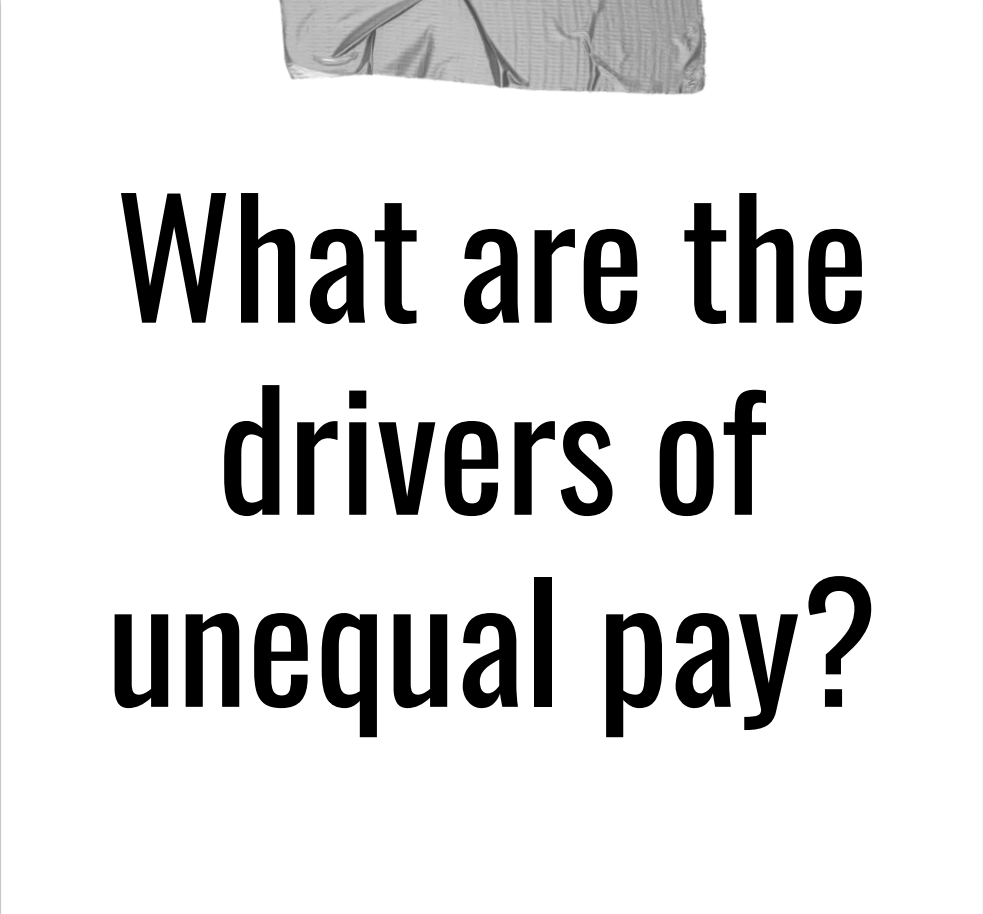


# Girlguiding's Aviation badge for Brownies

easyJet is the sponsor of Girlguiding's Aviation badge for Brownies. The badge was announced in March 2018 to get more girls interested in aviation, to challenge gender stereotypes, and to encourage more girls to consider a career as a pilot.

The Aviation badge was launched as part of Girlguiding's new programme, its biggest ever overhaul of badges and activities. Over 7,000 Brownies have so far achieved the Aviation badge or are working towards it. To earn the badge, girls are challenged to think of 40 things that fly and put their engineering skills to the test, creating their own aircraft experiments with





**What are the  
drivers of  
unequal pay?**



# High risk factors

- Lack of structures
- Flexibility (bias, etc.)
- Starting pay on appointment
- Discretionary pay awards

# The wrong structures

- Long overlapping pay grades
- Performance related pay (forced ranking)
- Different pay structures within the same business
- Different non-pay terms

# External factors

- Women's disproportionate role as carers
- Gendered role of the labour market
- Gendered socialisation
- Benchmarking



# CARNIVAL CORPORATION & PLC

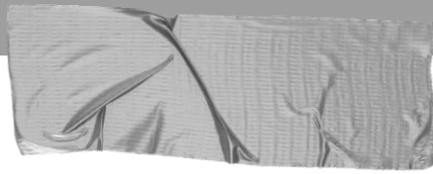
- ❑ **Gender pay gap = 43%**
- ❑ **Women “stopped earning” on 26<sup>th</sup> July**
- ❑ **Lifetime earnings lost = £587,250**

Source: The Equality Trust, 2019



# easyJet

- ❑ **Gender pay gap = 54%**
- ❑ **Bonus pay gap = 58%**
- ❑ **Lifetime earnings lost =  
£730,350**



# Gender bonus gaps

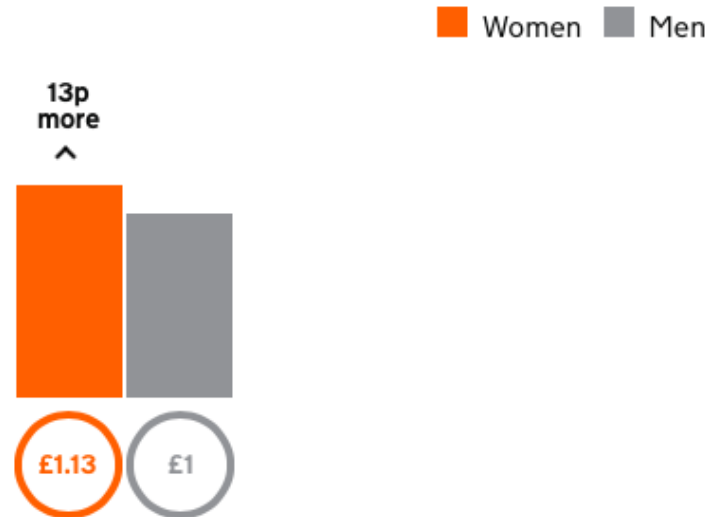
- ❑ **Reckitt Benckiser Ltd 84%**
- ❑ **Quadrant Catering 100%**

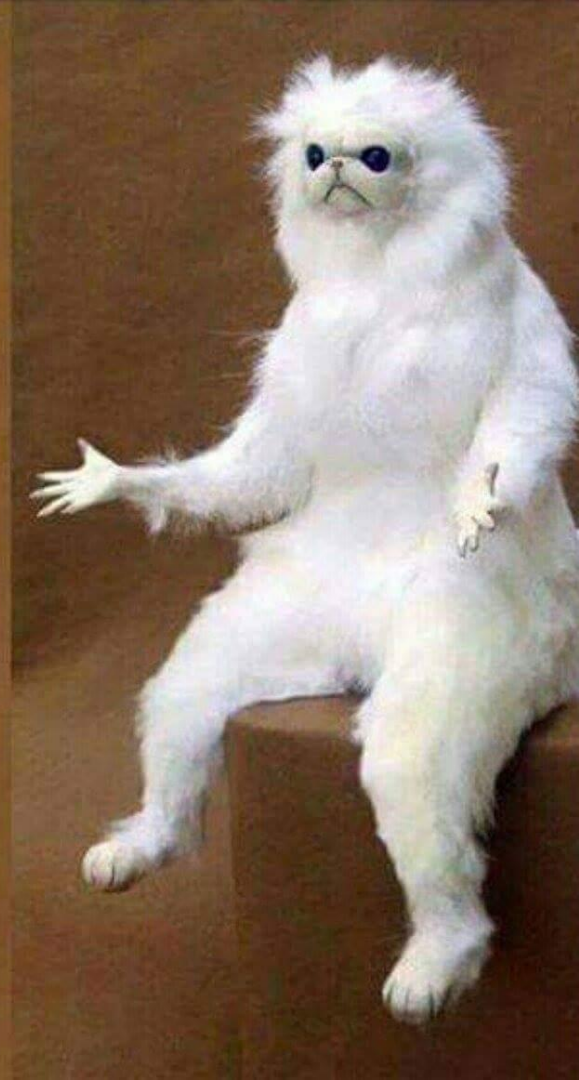
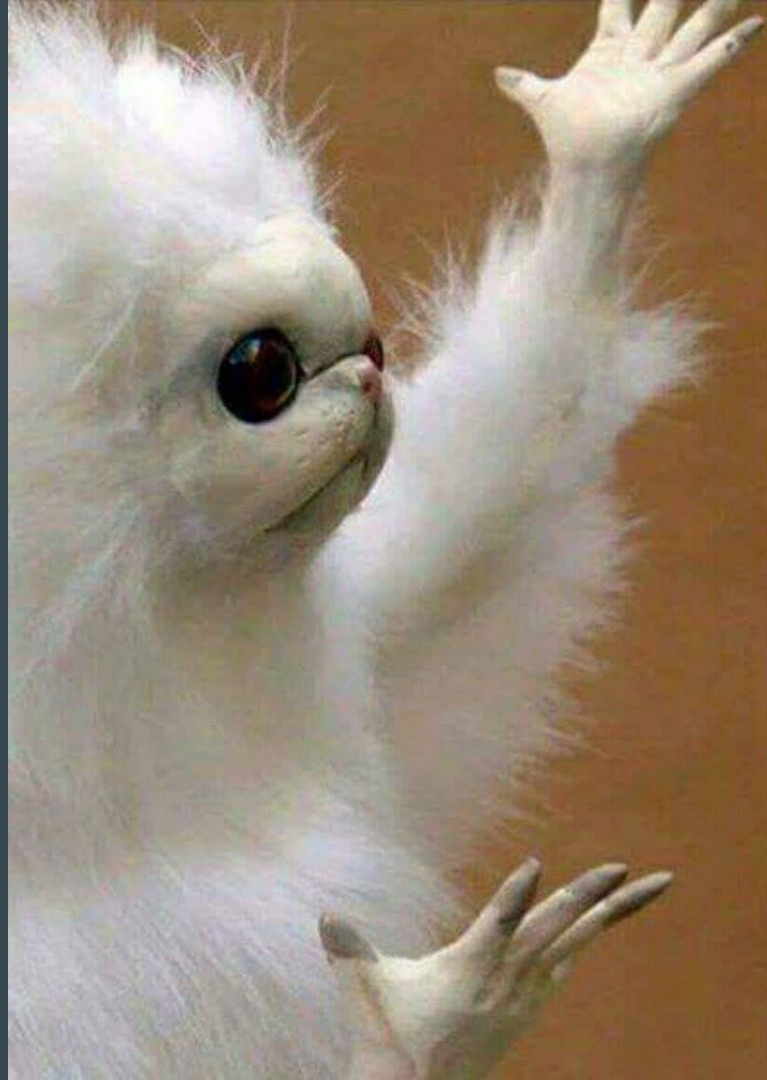
Source: The Equality Trust, 2019

# A word of caution: Tesco Maintenance

## Hourly wages pay gap

In this organisation, **women earn £1.13** for every **£1** that men earn when comparing median hourly wages. Their median hourly wage is **13.3% higher** than men's.







# The role of trade unions?

*“Okay, you can have gender pay equality, but we will have to cut the pay of men ... they are your members too aren't they?”*

# Individual solutions?

- Very few women will take their employer to tribunal
- So it is cheaper and easier for employers to do nothing (except pay off individual women)
- The problem is unresolved, but the system is 'not in crisis'



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# Players

Women's groups

Politicians

Grassroots movements

Regulators

Lawyers

Shareholders

Academics

Trade unions

Civil society

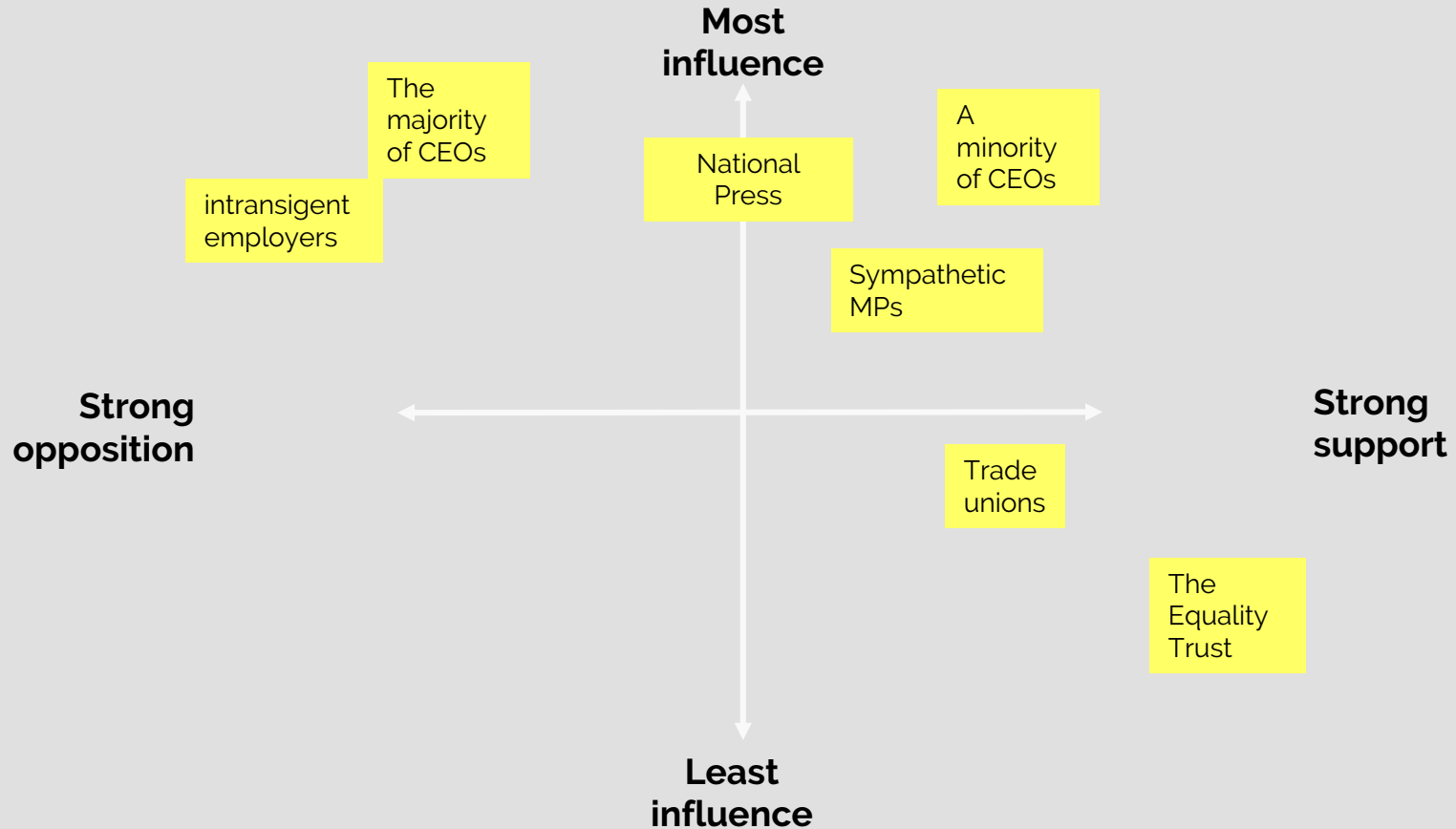
Workers

Businesses

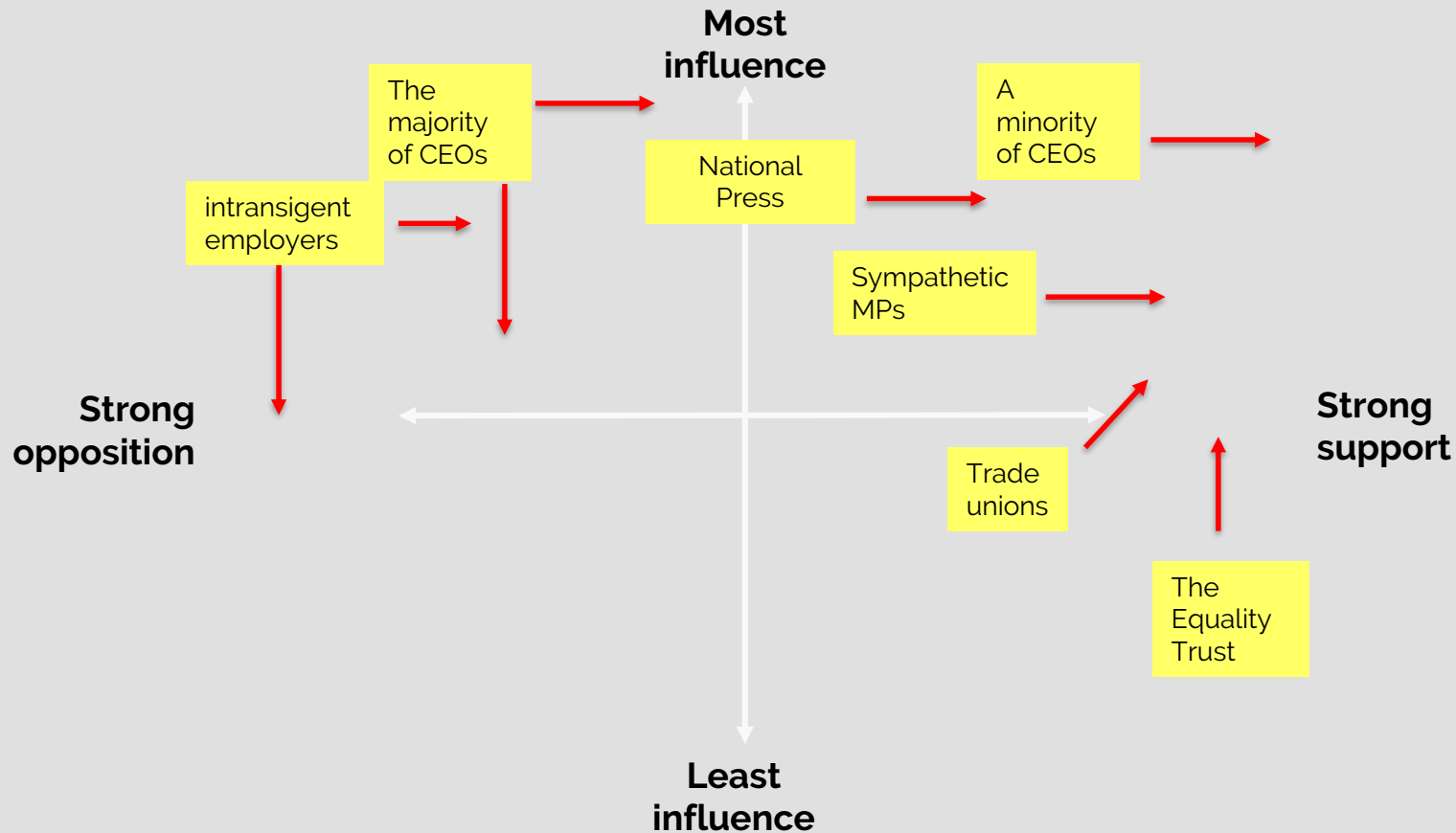
Human rights orgs

Students

# Power mapping to win equal pay



# Power mapping to win equal pay





**EQUAL PAY**

**ADVICE SERVICE**

**EQUAL PAY ADVICE SERVICE**

 THE EQUALITY TRUST

# From Pin Money to Fat Cats: Pay Inequality in the FTSE 100

**Part of The Equality Trust's 'PAY TRACKER' series**

*An analysis of CEO pay and gender pay gaps within the FTSE 100 companies*

29<sup>th</sup> May, 2019





25 FTSE 100  
companies have  
already engaged  
with us.  
Several have  
committed to  
equal pay audits.

# Calculate your potential lifetime earnings loss

## What could be your potential lifetime earnings loss as a result of the gender pay gap?

Our new calculator provides you with an estimate of just how much women working in UK companies with more than 250 employees, could lose, over 45 years of working life - your potential lifetime earnings loss.

Simply input your salary and company into our calculator to see how much you could lose over a lifetime of work as a result of your company's gender pay gap (as reported under the gender pay reporting duty).

# For example...

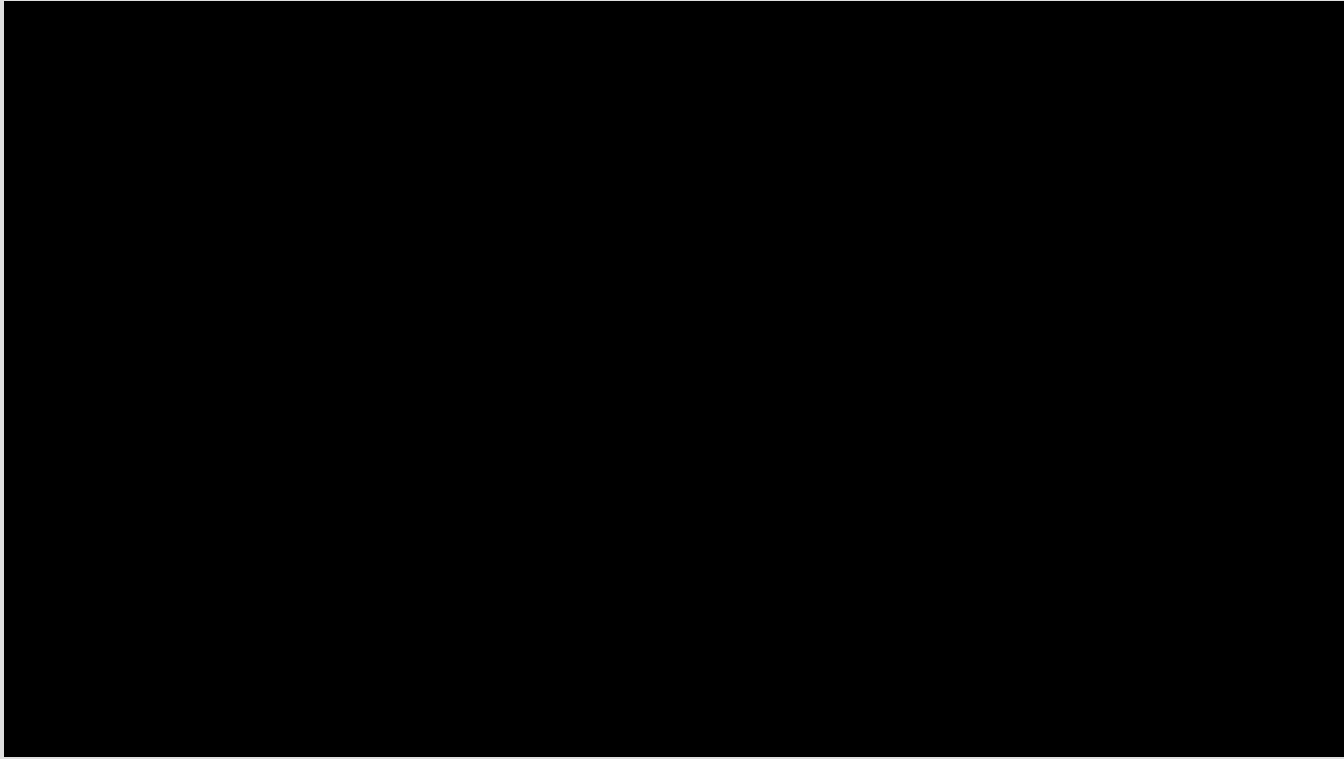
Based on the gender pay gap at SHELL RESEARCH LIMITED, the lifetime earnings loss for women at your pay is estimated to be\*

**£485,100**

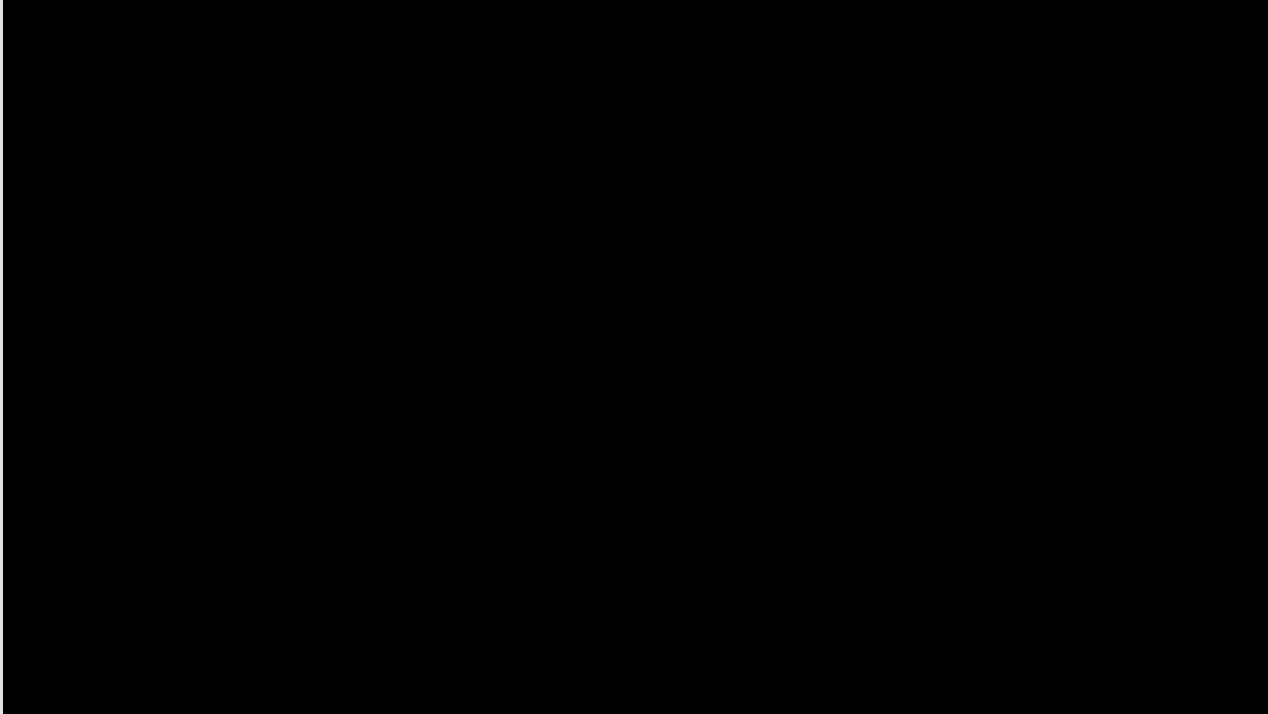
The date in the year when women working at SHELL RESEARCH LIMITED effectively cease to be paid is

**10 September**

# Creative campaigning: #BanknotesForWomen



# Building power: regional conferences and training



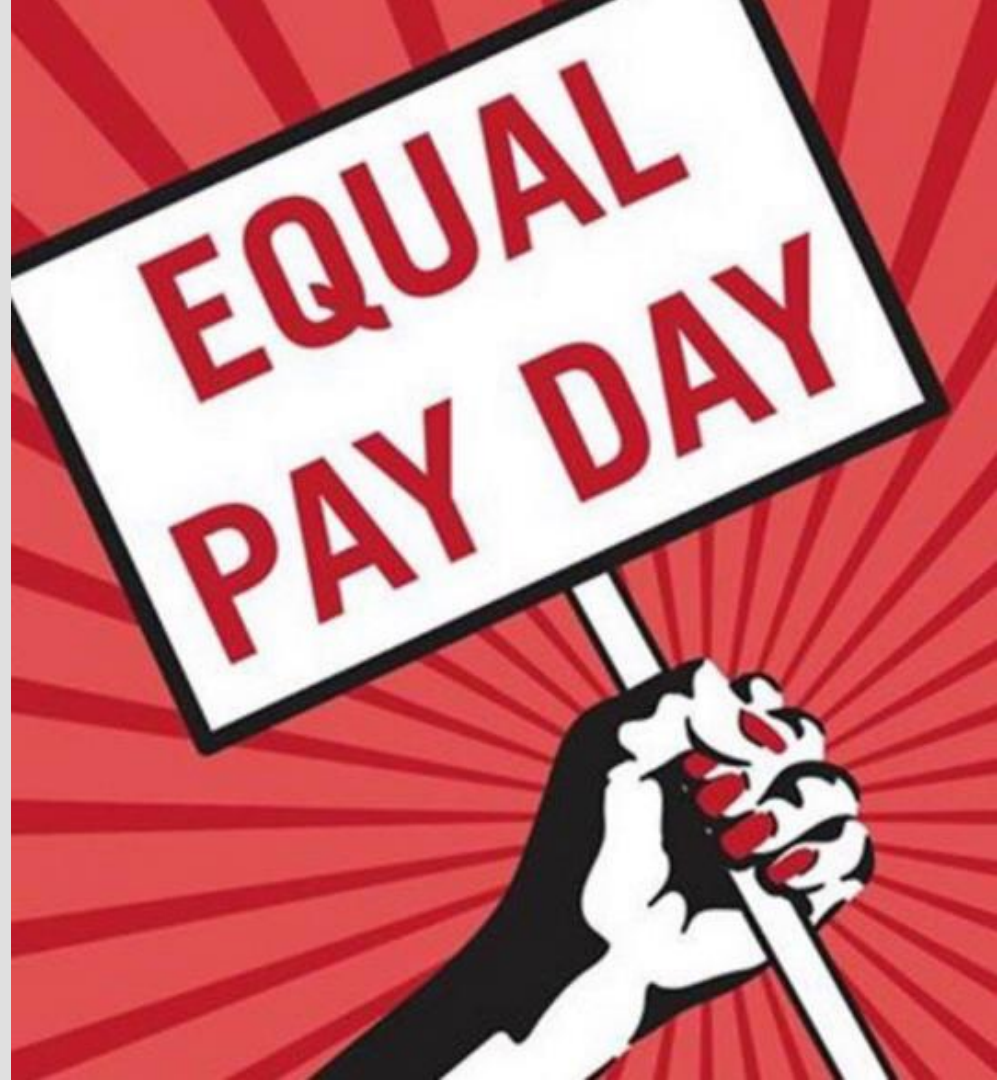
**Let's make  
some noise!**



# Equal Pay Month

November 2019

- ❑ The month when the average women start “working for free”
- ❑ Raise awareness of the gender pay gap
- ❑ Call for companies to undertake an Equal Pay audit



# International Women's Day

Sunday 8th March 2020



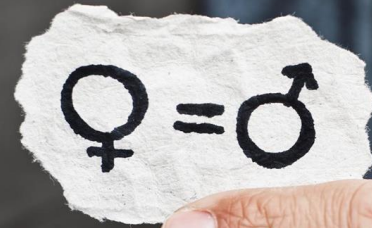




50th anniversary of the passage of the Equal Pay Act 1970  
Friday 29th May 2020

# The role of men?

- ❑ The importance of centring women's leadership, voices and experiences
- ❑ Building support from male allies - men are disproportionately in positions of power
- ❑ Greater gender equality benefits everyone





**50 years is  
long enough.**

Visit [bit.ly/equalpay50](https://bit.ly/equalpay50)

- Find out your potential lifetime loss
  - Read our “fat cats” report
- Sign up for updates and get involved
- Links to advice from the Fawcett Society and your local Citizens Advice or Law Centre

**#EqualPay50**