

WHAT HAS CREATED THE GENDER PAY GAP?

Why do I earn nearly 20% less than him, for doing the same (or similar) job?

In the main, men don't take career breaks, which means they gain more work experience.

A large proportion of women take career breaks at one point or another, usually to start a family, therefore they gain less work experience than men.

The majority of fathers take, at most, two weeks off for paternity leave.

New mothers take between 6–12 months off on maternity leave in most instances, some for several years.

Men are not usually the main carer for their children.

Women are usually the main carer for children, which leads to the next point . . .

Men tend to work full-time for their whole career.

There are much higher numbers of women working part-time, usually due to parenting commitments, which is usually lower paid in comparison to full-time work.

Evidence shows that men tend to be more confident in the workplace and more likely to push themselves forward for promotion and ask for a pay rise.

Recent evidence also showed that women do ask for pay rises but are less likely to be given a pay rise than a man.

Men don't usually suffer from any gender discrimination in the workplace.

Women still suffer from conscious and unconscious discrimination. Corporate attitudes as to what a man can be asked to do, and what he will expect to be paid, compared with a woman, continue to differ markedly.

There are more men in higher-paid occupations, such as executive or director roles, and manufacturing and engineering.

Women are disproportionately employed in poorly paid jobs such as cleaning, catering, and caring roles.

Overall men have a 'better education' but more importantly, they take qualifications in 'male subjects' like science, maths and engineering, which tend to result in higher paid careers.

Whilst girls perform better at school than boys, males do better at degree level. Women are still drawn (or pushed) towards 'female subjects' which tend to be lower paid.

**The Gender Pay Gap stands at 18.1% in the UK.
How and what can we do to improve this figure?**

But more importantly for your business or organisation, how can you find out what your Gender Pay Gap is, and how can you work to improve and eradicate it?

Menzies Law offers a Gender Pay Gap Audit and Advice Service – for more information visit menzieslaw.co.uk