

25 August 2015

Women continue to face discrimination at all levels of society – yet another example is today's research published by the CMI¹ showing that women managers work free for 1hr 40 m every day.

More alarmingly, the current 23% gender pay gap for men and women of all ages and in all professions actually worsens at senior level and becomes wider as women grow older.



Photo caption: Members of BPW UK lobbying at the United Nations in New York during CSW59, on this year's UK Equal Pay Day 11 March 2015

BPW UK National President, Lynn Everson warns: *"Everyone needs to worry about the gender pay gap because it is impacting on morale, health, company profits and the performance of the UK economy. If women aren't properly remunerated for the work they do, they will not feel obliged to perform to the very best of their ability. This undermines productivity and causes stress and resentment, resulting in a potential loss of talented female employees to competitors operating transparent pay policies and empowering every member of its workforce."*

What is BPW doing to reduce the Gender Pay Gap?

Business & Professional Women (BPW) UK has been campaigning on **Equal Pay** since its foundation in 1938. Every year BPW members all over the world mark Equal Pay Day (EPD) which varies from country to country, according to the national Gender Pay Gap. EPD marks the day on which women start to earn if both women and men start to work on January 1 of a given year.

So with 23% currently in the UK, the next Equal Pay Day is currently set for 29 March 2016, which is far worse than this year. The UK is falling behind its competitors in the EU, where the average Gender Pay Gap is 17%.

¹ <http://www.managers.org.uk/about-us/media-centre/cmi-press-releases/latest-pay-gap-data-reveals-women-work-for-free-1h-40m-a-day>

"Lack of confidence is a big problem among women managers at all levels of seniority," says Lynn Everson. "With a membership of women who are experts in their professions, BPW offers a safe and inspiring environment in which women can practise their skills in chairing board meetings, public speaking and presentations. Our informal catch-ups over a coffee or meal also provide valuable breathing space for women to simply chat over the challenges they face in their daily work – it's a simple way of boosting confidence."

BPW UK intends to expand these initiatives in challenging the stereotypes which are putting the brakes on the country's economic development. The lack of confidence starts as early as university or college, which is why BPW UK has just launched Student & Apprentice membership, in perfect time for the start of the new academic year.

The UK Government has confirmed the importance of Equal Pay in its Think, Act, Report campaign² and will be introducing legislation to make every private sector company with 250 employees or more publish the gap between its average male and female earnings. BPW UK also urges individuals and organisations to respond to the Government's Consultation "Closing the Gender Pay Gap" by 6 September 2015³



Photo caption: BPW UK Vice President Ros Horsley (left) and National President Lynn Everson (right)

Note for Editors:

Business and Professional Women UK is a Non-Governmental Organisation encouraging women to achieve their full potential in the workplace and in public life. BPW UK already has a number of achievements to its name, proving its continued relevance to women today.

Our successful lobbying with other groups has led to the Equal Pay Act in 1970 followed by the Equality Act 2010. Married women today are able to complete their own tax returns and the Finance Act 1988 introduced separate taxation for men and women. In part-time jobs, where women are over three times more likely to be working than men⁴, there is now access by part-time employees to company pensions.

BPW UK focuses on **Equal Pay, Gender Equality on Boards, Women in Public Life and Gender-Friendly employment practices.**

For more information:

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² <https://www.gov.uk/government/publications/think-act-report-3-years-on>

³ <https://www.gov.uk/government/consultations/closing-the-gender-pay-gap>

⁴ See: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/128778/think-act-report-annual-report.pdf