



Government Equalities Office

Closing the Gender Pay Gap

Responding to this Government consultation

Before completing this form, please refer to the Government consultation on closing the gender pay gap that provides background detail to all of the questions:

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

Depending on your views and experiences, it is estimated that this survey will take approximately 10-15 minutes to complete.

The closing date for responses is **6 September 2015**. Responses received after this date will not be considered.

Disclosure of responses

Information provided in response to this consultation, including personal information, may be subject to publication or disclosure in accordance with the access to information regimes (these are primarily the Freedom of Information Act 2000 [FOIA], the Data Protection Act 1998 [DPA] and the Environmental Information Regulations 2004).

The Government may publish responses received from organisations. If you want other information that you provide to be treated as confidential, please be aware that, under the FOIA, there is a statutory code of practice with which public authorities must comply and which deals, among other things, with obligations of confidence. In view of this it would be helpful if you could explain to us why you regard the information you have provided as confidential. If we receive a request for disclosure of the information we will take full account of your explanation but we cannot give an assurance that confidentiality can be maintained in all circumstances. An automatic confidentiality disclaimer generated by your IT system will not, of itself, be regarded as binding on the department. The Department will process your personal data in accordance with the DPA and in the majority of circumstances this will mean that your personal data will not be disclosed to third parties.

YOUR DETAILS

Please complete the following:

Name	Jo Field, External Relations Chair
Address	Women's Transportation Seminar (London)
Address 2	c/o CAMILLA WEEN, GOLDSTEIN WEEN ARCHITECTS
City	UNIT 56 15-17 INGATE PLACE, LONDON
Postal Code	SW8 3NS
Country	UK
Email address	wtslondonchapter@wtsinternational.org
Contact number	

Are you completing this consultation as an (tick one):

Individual	
Organisation	✓

If you are responding on behalf of an organisation, please complete the following:

Company name	WOMEN'S TRANSPORTATION SEMINAR (LONDON)
Company address	c/o CAMILLA WEEN, GOLDSTEIN WEEN ARCHITECTS
Address 2	UNIT 56 15-17 INGATE PLACE
City	LONDON
Postcode	SW8 3NS
Country	
Email	wtslondonchapter@wtsinternational.org
Contact number	
Number of staff in company	1 (and 14 volunteer board members)

Please select what type of company it is (tick one):

Business representative organisation/ trade body	<input checked="" type="checkbox"/>
Charity or Social Enterprise	<input type="checkbox"/>
Business	<input type="checkbox"/>
Legal representative	<input type="checkbox"/>
Local Government	<input type="checkbox"/>
Professional body	<input type="checkbox"/>
Public Sector	<input type="checkbox"/>
Trade Union or Staff Association	<input type="checkbox"/>
Other, please specify	<input type="checkbox"/>

YOUR RESPONSES

Q1: Publication of gender pay information will encourage employers to take actions that will help close the pay gap. Do you:

- Strongly agree**√
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

Do you want to provide any further comment in relation to your answer above (Q1)?

The Women's Transportation Seminar (WTS)'s aim is to promote and support the professional development and help maximise the potential of women working in the transport industry.

We are the go to place for transport industry employers who want to increase gender diversity in their workforce. We help employers in our industry to develop and enhance the careers of women in their workforce, to maximise retention and progression to senior levels.

We are the go to place for women working in the transport industry who want to develop professionally and enhance their careers. We support women in our industry and empower them to maximise their potential and build a network of contacts for personal and professional benefit.

Women are under-represented in the transport sector and according to EU data make up just 18 per cent of the workforce. We think publication of gender pay information will encourage employers to take action that will help close the pay gap. We think this will improve gender diversity, particularly in male dominated careers such as transport and engineering, by showing the workforce the employer is committed to supporting women and their careers.

Q2: Transparency on gender pay will have an impact on (tick as appropriate):

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Don't know
Encouraging girls and women to consider working in a wider variety of occupations and sectors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> √	<input type="radio"/>
Encouraging employers to develop their female talent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> √	<input type="radio"/>
Encouraging employees to take up flexible working or shared parental leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> √	<input type="radio"/>
Encouraging employers to support flexible working or shared parental leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> √	<input type="radio"/>
Encouraging employers to adopt good practice on how to manage/support a multigenerational workforce	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> √	<input type="radio"/>
Helping those who have a stake in the organisation such as investors, shareholders and clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> √	<input type="radio"/>
Helping employers to address equal pay in their organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> √	<input type="radio"/>

Q3: Employees or other interested parties (e.g. shareholders) may want to gauge how an employer's gender pay gap compares with similar organisations. How important do you think comparability is (tick one)?

- Not at all important
- Very unimportant
- Somewhat unimportant
- Somewhat important
- Very important
- Extremely important** ✓
- Don't know

Do you want to provide any further comment in relation to your answer above (Q3)?

It is particularly important for employees to have access to this information as it will allow them to compare companies and their commitment to supporting women in the workforce. A narrow or absent gender pay gap sends a clear signal to employees that the employer is committed to supporting women in its workforce, which is key to attracting women and improving gender diversity in male dominated industries such as transport.

Q4: Do you think the regulations should specify where the employer publishes their gender pay gap information - for example, a prominent place on their public website?

- Yes** ✓
- No
- Don't know

Q5: Which of the following measures showing the difference in the pay of male and female employees are you currently able to calculate from existing data and systems?

	Tick all that apply
An overall gender pay gap figure	<input type="radio"/>
Gender pay gap figures broken down by full-time and part-time employees	<input type="radio"/>
Gender pay gap broken down by grade or job type	<input type="radio"/>
None of the above	<input type="radio"/>

Q6: Do you think that any additional narrative information published by employers should be:

	Tick one
Voluntary and not set out within the regulations or non-statutory guidance	<input type="radio"/>
Voluntary, not set out within the regulations, but set out in the non-statutory guidance	<input type="radio"/>
Set out within the regulations	<input checked="" type="radio"/>
Other, please specify	<input type="radio"/>

Q7: How often do you think employers should report gender pay gap information?

	Tick one
Every year	<input checked="" type="radio"/>
Every 2 years	<input type="radio"/>
Every 3 years	<input type="radio"/>
Other	<input type="radio"/>

If you responded 'other' to Q7, please specify how often employers should report gender pay gap information below:

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Q8: What is your assessment of the costs of conducting gender pay analysis and publishing results?

	Actual Costs (£)	Estimated Costs (£)
Infrastructure (e.g. software)		
Training requirements		
Publication		
Other, please specify		
Total		

Q9: What is actual / estimated time taken by the lead person assigned to the activity of analysing and publishing a gender pay gap estimate?

	Actual Costs (£)	Estimated Costs (£)
Number of hours		

Q10: Private and voluntary sector employers in Great Britain with at least 250 employees may fall within the scope of the proposed regulations. Do you think this threshold is appropriate?

- Yes** ✓
- No
- Don't know

If you said 'no' to Q10, do you wish to provide any further comment below?

Q11: The cut off period for any calculation of the gender pay gap will need to be specified in the regulations. Which of the following do you consider preferable (tick one)?

- 1 January
- 6 April
- 1 October
- The year-end date for each organisation** ✓
- No preference
- Other

If you said 'other' to Q11, please specify which date you would prefer and why below:

Q12: The Government is considering a number of actions to help support employers implement the proposed regulations. How helpful do you think the following measures would be?

	Very unhelpful	Not very helpful	Neither helpful or unhelpful	Somewhat helpful	Very helpful	Don't know
Helping employers to understand the new regulations e.g. through workshops and seminars	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> ✓	<input type="radio"/>
Helping employers to calculate their organisation's gender pay gap e.g. through access to software	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> ✓	<input type="radio"/>
Helping employers with other types of supporting analysis e.g. analysis of representation of women at different levels within the workforce	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> ✓	<input type="radio"/>
Helping employers to address the issues identified by a pay gap analysis	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> ✓	<input type="radio"/>
Other, please specify	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q13: Do you think there are alternative ways to increase transparency on gender pay that would limit the cost for employers, for example reporting to the Government via the existing PAYE system?

- Yes
- No
- Don't know ✓

If you said 'yes' to Q13, what alternative(s) would you suggest?

Q14: Do you think that introducing civil enforcement procedures would help ensure compliance with the proposed regulations?

- Yes ✓
- No
- Don't know

Q15: What, if any, do you consider to be the risks or unintended consequences of implementing section 78?

Q16: Do you consider there are any risks or unintended consequences that warrant dropping or modifying the implementation of section 78?

- Yes
- No

If you said 'yes' to Q16, please explain why you think this is:

Q17: How do you think the Government can most effectively encourage young girls to consider the broadest range of careers?

We applaud the Government's approach in attracting young girls into careers in transport and engineering but there is still more to do.

We'd welcome more STEM ambassadors (all young people should have the opportunity to hear from a STEM ambassador) and the continued improvement of independent and effective careers guidance in the school environment.

We also recommend Government support early engagement and research with young people to ask them what would make 'male' careers such as transport and engineering more attractive to them. In our view, gaining a young person's perspective on what would be helpful to them is key to enabling young girls to consider as broad a range of careers as possible.

Government should also support and encourage businesses in the transport, engineering and infrastructure industries to highlight their female rising stars, to show young girls that this is a career available to them.

And Government publications should include a wealth of images and case studies of women doing jobs that are currently male dominated, to normalise these careers as being for women as well as men.

Q18: How do you think the Government can work with business to support women to return to work and progress in their career after having children?

The flexible working regulations are welcome and any encouragement and support the Government can give employers on making provision for flexible / offsite working is a huge incentive to support women returning to work after having children.

Support and encouragement for employers to offer enhanced maternity / paternity pay packages would also be welcome. We would like to see employers offering enhanced paternity pay packages and believe this is crucial for creating a sea-change to go alongside the shared parental leave legislation. Shared parental leave will only be a realistic option for most families if the father is entitled to some form of enhanced paternity pay in the same way that many companies offer enhanced maternity pay. We believe this is crucial in employers placing equal value on men and women in their workforce and reducing the gender pay gap.

Mentoring / coaching and employee education programmes are also helpful. We believe Government should encourage employers to have maternity / paternity leave buddy schemes in place. Recent research from the Equality and Human Rights Commission (<http://www.equalityhumanrights.com/pregnancy-and-maternity-discrimination-forces-thousands-new-mothers-out-their-jobs>) suggests 54,000 women may be forced out of their

jobs after having a baby. We believe peer mentoring and buddying schemes can help women to deal with the massive change in their lives and ensure they return to work after having a baby. These schemes should also include toolkits / guides for employers on managing pregnancy and maternity leave.

We also believe Government needs to improve awareness of the legislation to encourage employers to tighten up internal procedures and give women the confidence to take action if they experience pregnancy and maternity leave discrimination.

We also call on Government to support employers and raise awareness of the need to recognise and overcome unconscious bias towards females in the workforce, particularly in male-dominated industries. And we call on Government to recognise and overcome unconscious bias towards male employees who wish to take leave / work flexibly in order to care for children and other dependents.

Gender positive recruitment processes – Government could consider placing quotas on industries such as transport where females are under-represented or companies where the gender pay gap is vast.

Support and encouragement for employers to provide onsite childcare would also help to support women returning to work.

Finally, Government funding for organisations such as WTS would also be welcome. We help employers in the transport industry to develop and enhance the careers of women in their workforce, to maximise retention and progression to senior levels.

And we support women working in the transport industry and empower them to maximise their potential and build a network of contacts for personal and professional benefit. We do this mainly through events and training including:

- An extensive events programme including technical site visits, motivational talks from inspiring speakers and skills and career development workshops.
- An opportunity to build networks, contacts and relationships with like-minded professionals, many of whom are senior managers in the industry.
- Opportunities to influence our work programme and gain access to high level industry leaders and those in influential political positions.
- Support for programmes such as ours would help Government work with business to support women to return to work and progress in their career after having children.

Q19: How do you think the Government can make sure that older women are able to fulfill their career potential?

We would welcome support and promotion of 'Returnships', similar to internships but for older women, to enable women who have taken a break from their careers to return to the workforce and fulfill their career potential.

Thank you for your time in completing this consultation.

You may email or post your completed response as follows:

By email: GenderPayGapConsultation@geo.gov.uk

By post:

Gender Pay Gap Consultation
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