



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	Blossom Jackson
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Address 2	Greenford
City	Middlesex
Postal Code	UB6 9QY
Country	England
Email address	Blossom.jackson@sky.com
Contact number	0208 5756181

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

Individual	
Organisation	Methodist Women in Britain

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

Company name	Methodist Women in Britain
Company address	P O Box 9298
Address 2	
City	Loughborough
Postcode	LE11 9FY
Country	England
Email	admin@mwib.org.uk
Contact number	0300 0309873
Number of staff in company	Not a company

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

Business representative organisation/ trade body	N/A
Charity or Social Enterprise	Charity
Business	Promoting, Enabling and Equipping Women
Legal representative	N/A
Local Government	N/A
Professional body	N/A
Public Sector	NGO
Trade Union or Staff Association	N/A
Other, please specify	Religious- Methodist Women in Britain

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
- 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)?

If a woman is capable of doing the same job as a man, then she should receive the same pay. Inequality of pay, is an archaic system that should have been eliminated, long ago! It is a positive step towards fairness and sound economic sense. The same consideration, ought to be given to all women in the work place as is done for Civil Servants, where there is no pay gap.

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 checked="" type="radio"/> X	<input type="radio"/>	<input type="radio"/>
Encouraging employers to develop their female talent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> X	<input 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 checked="" type="radio"/> X	<input 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 checked="" type="radio"/> X	<input 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 checked="" type="radio"/> X	<input 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 checked="" type="radio"/> X	<input type="radio"/>	<input type="radio"/>
Helping employers to address equal pay in their organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/> X	<input 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 X
- Extremely important
- Don't know

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

Women receiving, 16.4% less than men on average across the European Union, is a travesty of justice.

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 X
- 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 checked="" type="radio"/> X

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"/> X
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"/> X
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	Not an employing organisation	
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	N/A Don't Know	

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?

All women who do the same job as men, for the same amount of time, should get equal pay. Providing they have the necessary skills set and education.

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 organization
 - No preference
 - Other
- {the end of the Financial year

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"/> X	<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"/> X	<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"/> X	<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"/> X	<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 X
- No
- Don't know

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

Requiring employers to publish information.

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

- Yes X
- No
- Don't know

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

Differences in pay structure between Male and Female, might reduce the work force if employment costs are to be increased. However, if production is decreased, work cannot be completed by a given target date. This action would not therefore increase production.

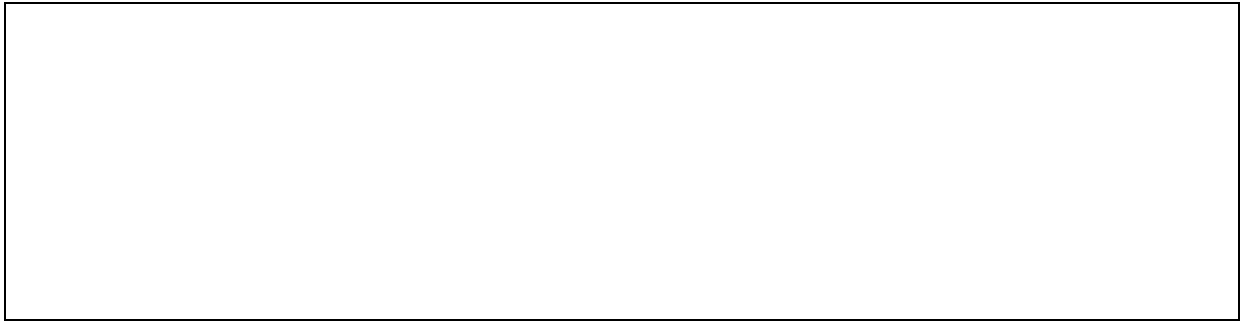
If the minimum no of people in the targeted organization, is 250, employees in organisations with a workforce below this number would be discriminated against, what would be a fair wage.

Whether the work force is contracted to work or serving an apprenticeship, there could be uneasiness, if the implementation of the scheme is not extended to such individuals.

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

- Yes
- No X

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?

Ensuring that Girls are encouraged to study a broad range of subjects, in Schools and have great opportunities for apprenticeships.

The topic of 'Gender Pay' considerations should be included in Career guidance and Citizenship courses.

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?

Provide a series of training seminars for people who could equip women in the Work Force, {both statutory and voluntary}, on matters relating to Women's Rights and incentives for more flexible working hours and child care services.

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

By encouraging life- long learning and continuing skills development, with financial help towards courses. Encouraging, continuing refresher courses at places of work.

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:

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100 Parliament Street
London

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