

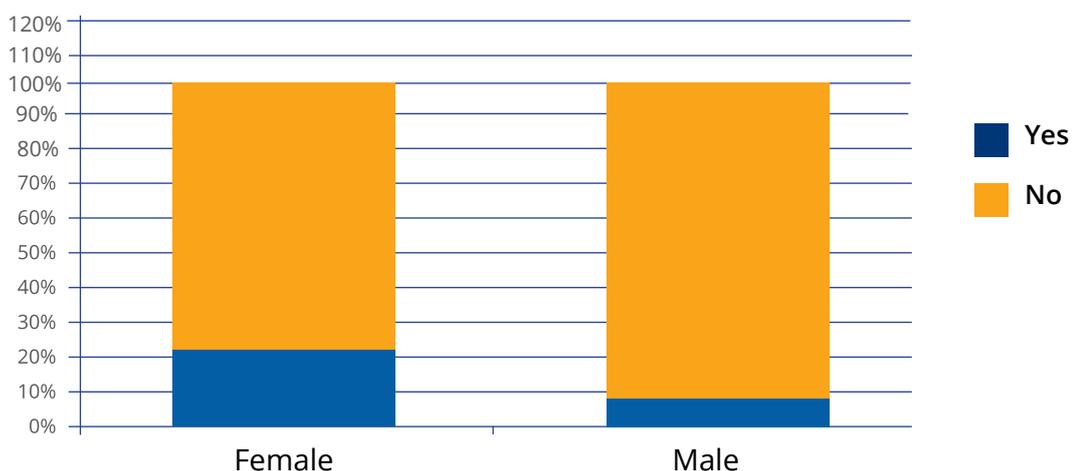
The gender pay gap is still a very prevalent issue

New research from the UK's leading independent job site, CV-Library, has explored the perception and impact of the gender pay gap issue in Britain. The survey of 1,000 UK workers found that the pay gap is still very much a concern for professionals working in the UK today, with many of them admitting to being affected by pay inequality. This report will outline the findings of the survey in more detail.

Looking at it by numbers

It's clear that many people working in the UK have, at some point, been affected by the gender pay gap, with just under a quarter of women (**23.3%**) admitting to being impacted one way or another by unequal wages. This is in stark contrast to only **8%** of men who claim to have been affected by the gender pay gap.

Have you ever been affected by the gender pay gap?



What's more, when asked how the gender pay gap has affected them, a staggeringly high **87.9%** of women answered that they had been paid less because of their gender, compared to just **59.5%** of men. Alongside this, **27%** of males claimed that they had been paid more as a result of their gender, as opposed to only **3%** of women who felt they had been paid more due to their gender.

The ingrained salary issue

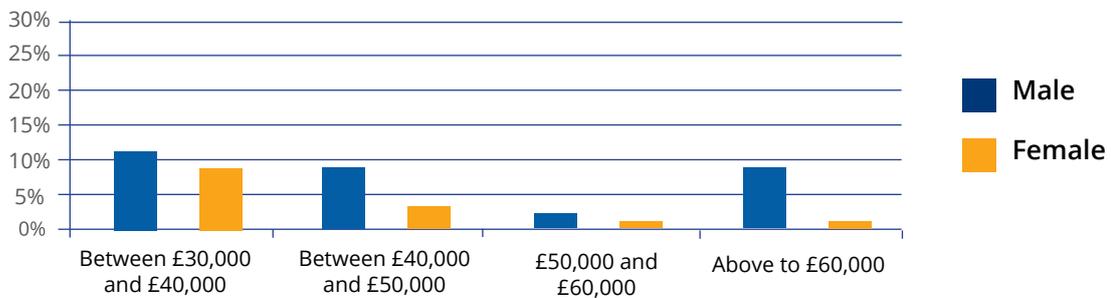
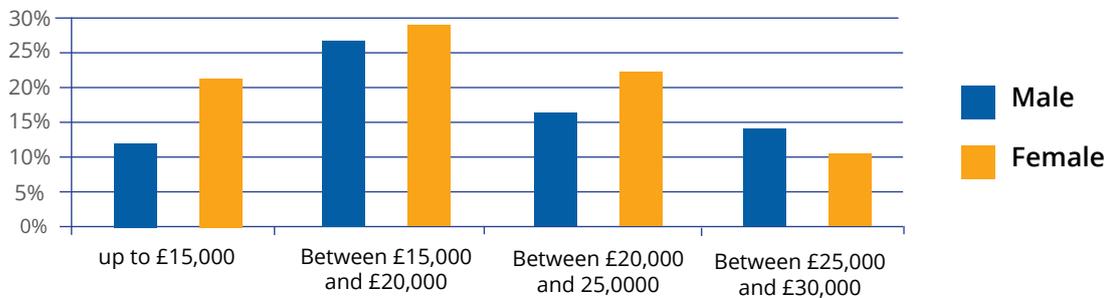
The gender pay gap is nothing new, and that is one of the most difficult challenges to overcoming it; unequal pay has become an ingrained issue and has had an obvious effect on the UK workforce in regards to their salary expectations which fluctuate greatly when the different genders are compared.

When questioned about salary expectations, less than a quarter (**24.9%**) of women expected to earn over £25,000, whereas **43.6%** of men expected to receive £25,000 as a minimum. More worryingly, only **1.2%** of women aimed to receive over £60,000, more than 5 times less than men (**7.2%**).

Not only does this highlight the fact that many women expected less money than their male counterparts, it also suggests a lack of females in high management positions in the workplace where the top pay expectations are likely to come from.

Overcoming the discrepancy between the genders is thus paramount to any company in order to create an inclusive and well-rounded workforce.

What salary do you expect to receive when applying for a job?



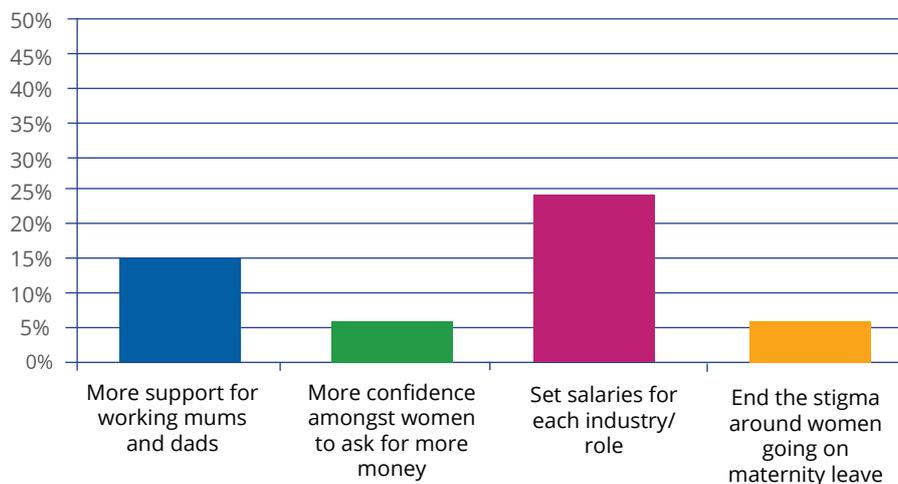
The gender pay gap reporting legislation – April 2017

With the government's gender pay gap reporting legislation inbound in April 2017, there's much being made of how this will impact people's awareness of the issue. With all employers who have over 250+ employees having to publish details on the gender pay gap disparity in their company, it will certainly raise the profile of the issue, but is it enough?

The answer to this, according to CV-Library's findings, is no. The survey found that **57.4%** of those questioned think that more can be done alongside the new legislation. It appears that while the legislation is certainly a step in the right direction, it isn't enough to overcome the issue.

So what additional steps can be taken? Leading the way, **46%** of UK workers feel that standardising salaries in each industry and role would be the best resolution to the gender pay gap, alongside the reporting legislation. This was followed by more support for working parents (**29%**), ending the stigma around maternity leave (**12.5%**) and more confidence amongst women to ask for more money (**12.5%**).

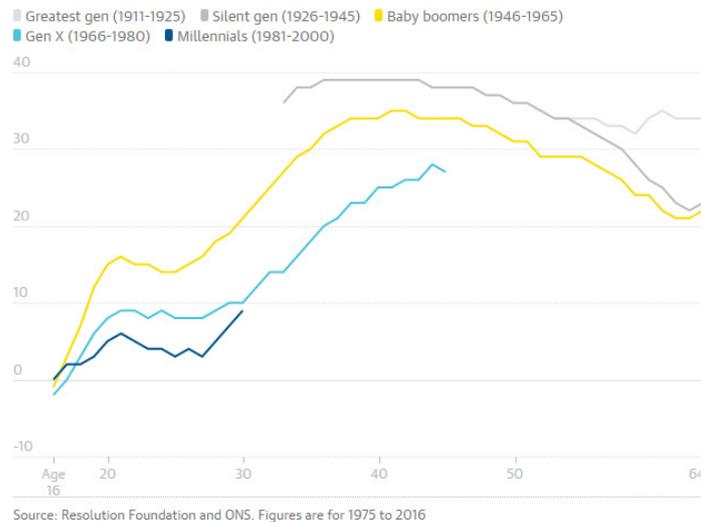
What else needs to be done alongside the gender pay gap reporting legislation



Who needs to push these changes forward?

One thing is clear, the gender pay gap isn't going to go away without a real push from all those involved. But where does this push need to come from?

Based on the results from the CV-Library survey, many UK workers feel that the changes need to be made above them; **41.5%** of men and **31.7%** of females feel that any changes are out of their hands. Alongside this, a further 33.3% of women stated that the issues around the gender pay gap have been going on for too long; suggesting that they feel any meaningful change is unobtainable from themselves.



While the above statistic shows that the pay gap has fallen for the millennial generation, when compared to previous generations, there's still a long way to go to completely eradicate the gender pay gap. The government's reporting legislation is a great first step, but more action needs to be taken by themselves and companies to help close the pay gap. The most likely venture to garner real change in this situation will be collaborative action from employees, employers and the government.

Key takeaways

The gender pay gap is in a much better shape than it has been previously. However, this by no means suggests that enough has been done. The introduction of the gender pay gap reporting legislation from the government is a great first step – but it is up to companies, employees and the government to continue to work collaboratively to effect real change and break down the gender boundaries when it comes to pay. With many women stating that they are being paid less as a direct result of their gender, there is still much to be done and the next steps after April 2017 will prove to be an integral moment in this battle to achieve pay parity.

- **The gender pay gap is still an issue:**

Many women, and men, still admit to seeing the effects of the gender pay gap; there is still a huge issue amongst UK workers in relation to this.

- **The issue is deep-seeded:**

With a huge number of women having much lower salary expectations, steps need to be taken to empower the female working population to strive forward, move into higher positions, and expect the same salary as their male counterparts.

- **The gender pay gap reporting legislation is a good start:**

The display of disparate pay between male and female co-workers will raise the visibility and profile of the issue.

- **But this is by no means enough:**

Collaborative work between companies, government and employees is necessary to take the pay gap issues and affect real change in the UK workplace.

For more information, or to find out more about this survey, please contact our press team on **01252 810995** or **press@cv-library.co.uk**