



CALLING TIME ON THE GENDER PAY GAP.

Women work for free 1 hour and 40 minutes every day.

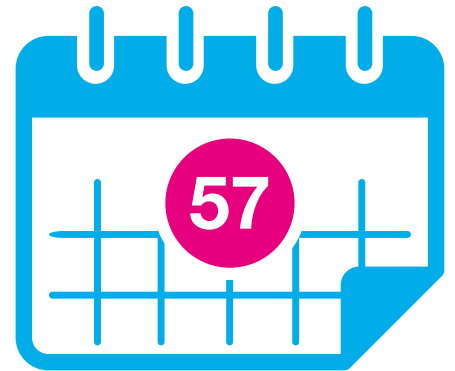
Women managers who work full-time are paid 22% less than men...



...meaning they are effectively unpaid for 1 hour and 40 minutes every day...

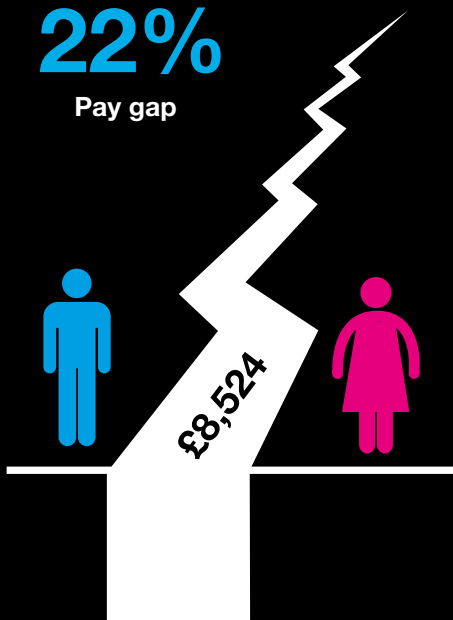


...or work 57 days for free every year.



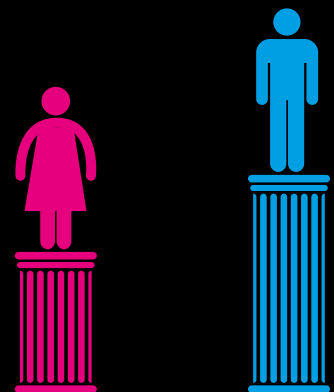
The pay gap now stands at £8,524, rising to £14,943 at senior levels.

22%
Pay gap



£30,612
Average earned by women

£39,136
Average earned by men



£123,756
Average earned by female directors

£138,699
Average earned by male directors

When it comes to bonuses, male managers get almost twice as much as their female colleagues.

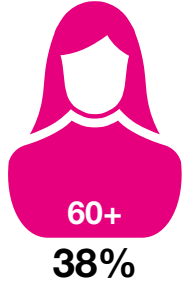
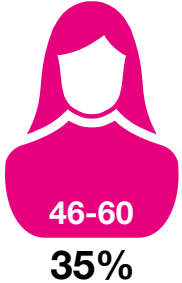
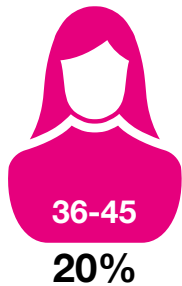
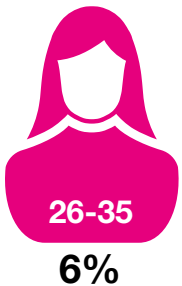


Average man's bonus

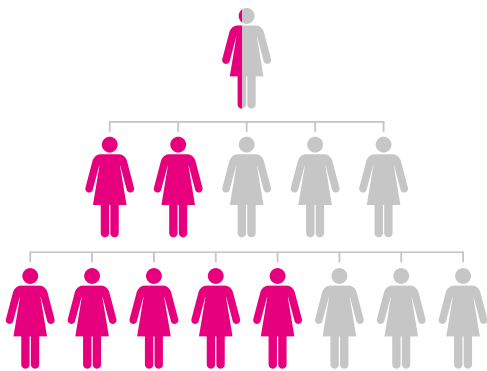


Average woman's bonus

The older women get, the worse the gap...



...and the smaller the chance they're in a senior position.

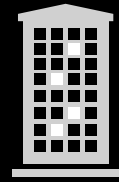
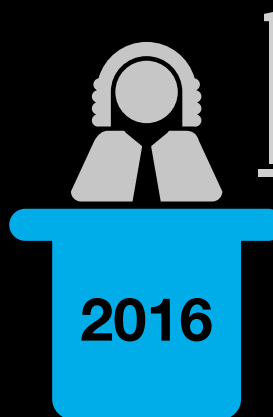


29%
Women at director level

43%
Women at senior level

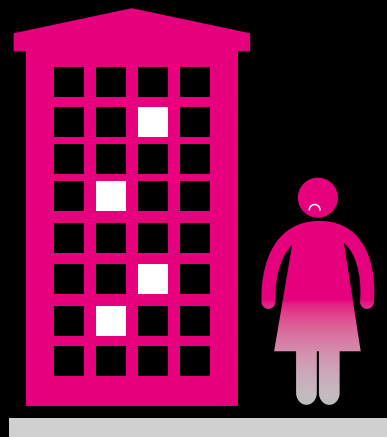
67%
Women at entry level

New legislation comes into force in 2016 that requires organisations of 250+ employees to report what they pay their men and women...



...this will affect over 7,850 organisations employing more than 11.2 million staff, or 40% of the UK workforce.

Organisations with 250-999 employees have the widest pay gap.



Women earn 27% less than men

CMI has produced a guide with eight principles to help organisations prepare for the new gender pay reporting legislation, which you can download at: www.managers.org.uk/mindthepaygap

