#EqualPay50

**Background**

Following the introduction of mandatory Gender Pay Gap reporting the equality trust produced a report From Pin Money to Fat Cats: Pay Inequality in the FTSE 100.

The report identified two drivers for the gender pay gap (still at 18% nationally). These are:

1. the fact that women are disproportionately excluded from higher value work, and
2. that employers have pay structures that fail to pay women fairly for the work they do.

Given that next year is the 50th anniversary of the passage of the Equal Pay Act (requiring companies to pay men and women equally for work of equal value) and there is strong evidence that the law is not being adhered to, we are focusing on the issue of equal pay.

**Objectives**

The objective is to create momentum for change, by increasing the pressure on companies, trade unions, regulators and government to make progress in securing equal pay for women.

Specifically, we are calling on:

- Employers to undertake an Equal Pay Audit,
- Trade unions to raise the issue in their negotiating agenda,
- Regulators (the EHRC) to undertake an investigation into the FTSE100 companies looking at the cause of their gender pay gap (and the extent to which it is due to unequal pay),
- Government to introduce a requirement for companies to undertake (and act upon) equal pay audits.

**Actions**

We are planning to work with our friends at Share Action, the Fawcett Society and a range of trade union and community groups to pressurise employers.

Included in this is organising an ‘Equal Pay Month’ in November to highlight the point in the year when women effectively stop earning due to the gender pay gap (the exact date will be set in October).

Local groups can raise the issue of equal pay in your area throughout November. This might involve action outside a high street company that has a high gender pay gap, but have failed to engage with the need for change.

Similar actions will take place in the week of International Women’s Day (8th March 2020), culminating in a big push on 29 May, the 50th anniversary of the passage of the Equal Pay Act.

We are also co-facilitating a seminar series at academic institutions (including Leeds, Manchester, Queen Mary College London, and Northumbria Universities). If you would like to bring the seminar to your area, or if you would like to support the Equal Pay campaign in another way, please get in contact with Local Groups Organiser Angela Khodeir and we can discuss how you can have the seminar to you.