



per el debat de la bretxa salarial: Can mandatory gender pay gap reporting deliver true opportunity for women?

Tipus: [1]

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Categories: Economia

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Contingut relacionat :

First, disclosure does not directly address the problem of horizontal and vertical segregation: women unable to progress in their career and being over-represented in low paid, low prospect jobs. Progress in increasing female representation on boards in the top 350 companies, following the recommendations of the 2010 Davies report, has been slow. The overall representation of women in FTSE 100 Combined Executive Committee and Direct Reports was only fractionally higher in 2017 (0.1 percentage points) compared to the previous year.

Second, **Mandatory Pay reporting may also lead companies to regrade or re-title jobs that are occupied by men to justify pay gaps.** This is indeed what happened after the introduction of the Equal Pay Act of 1970.

Third, such reporting does not address the part-time pay gap because companies are not obliged to submit information on part-timers. And yet, the United Kingdom has the third highest incidence of female part-time workers in the OECD. Despite laws to increase part-time workers' rights, there are many drawbacks to working part-time, including lower hourly earnings, fewer training and promotion opportunities, less job security, less access to unemployment insurance and reduced pension entitlements. This high incidence of part-time work among women has been found to result in a significant pay and opportunities gap in the United Kingdom.

http://blogs.lse.ac.uk/politicsandpolicy/mandator-gender-pay/?utm_source=feedburner&utm_medium=email&utm_campaign=Feed%3A+BritishPoliticsAndPolicyAtLse+%28British+politics+and+policy+at+LSE%29 [4] (article complet)

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- [5]

URL d'origen: <https://igualtat.diba.cat/news/2018/01/30/per-debat-de-bretxa-salarial-can-mandatory-gender-pay-gap-reporting-deliver-true-opp>

Enllaços:

[1] <https://igualtat.diba.cat/>

[2] <https://igualtat.diba.cat/members/herrerocm>

[3] <https://igualtat.diba.cat/groups/20>

[4] http://blogs.lse.ac.uk/politicsandpolicy/mandator-gender-pay/?utm_source=feedburner&utm_medium=email&utm_campaign=Feed%3A+BritishPoliticsAndPolicyAtLse+%28British+politics+and+policy+at+LSE%29

[5] <https://igualtat.diba.cat/node/4272>