

Submission - Neal Vautier

Hello,

Q: Do I think there is a gender pay gap

A: Yes I do.

Q: Have you experienced inequality in the work place

A: yes, I work in a business that provides energy, that is listed on the London stock exchange, employs approximately 380 staff, yet only has one female in the top three levels of seniority CEO (1), Executive leaders team (5 staff) & Senior leader team (18 staff) equalling 23 staff. And only one female on the board of executives.

Q: What factors do you think contribute to a gender pay gap.

A:

1. Lack of legislation requiring business to record gender pay gap and equality in pay. Without legislation business will continue to ignore the issue.
2. Every business that employs over 20 people or more should be required to submit their record and given a period of time to adjust or record good reasons (legislation already exists in the UK and could be embraced as good practice with little effort).
3. General ignorance of the difference between gender pay gap and equal pay. I am surprised how many top managers in and outside of my own industry simply do not understand.
4. Old boys club still alive and kicking.
5. Lack of understanding and recognition to the benefits of mixed gender in senior teams. Lord sugar proves this every time men teamed with men, woman teamed with woman consistently lose to a mixed team. Study upon study proves mixed gender management have greatly increased odds of succeeding in team tasks.
6. Afraid of change or challenge.

Regards

Neal Vautier