

Women in the workplace: what does the data say?



CLIENT CIPFA
PROJECT CIPFA North East Women in Finance Event
TEAM Georgie Willis
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Introductions



Included is recognised globally for partnering with organisations to deliver innovative, impact-led diversity and inclusion solutions.

We partner with clients across the five areas that our research and practice tells us we need to get right in inclusion work: strategy, data, governance, leadership and systems.

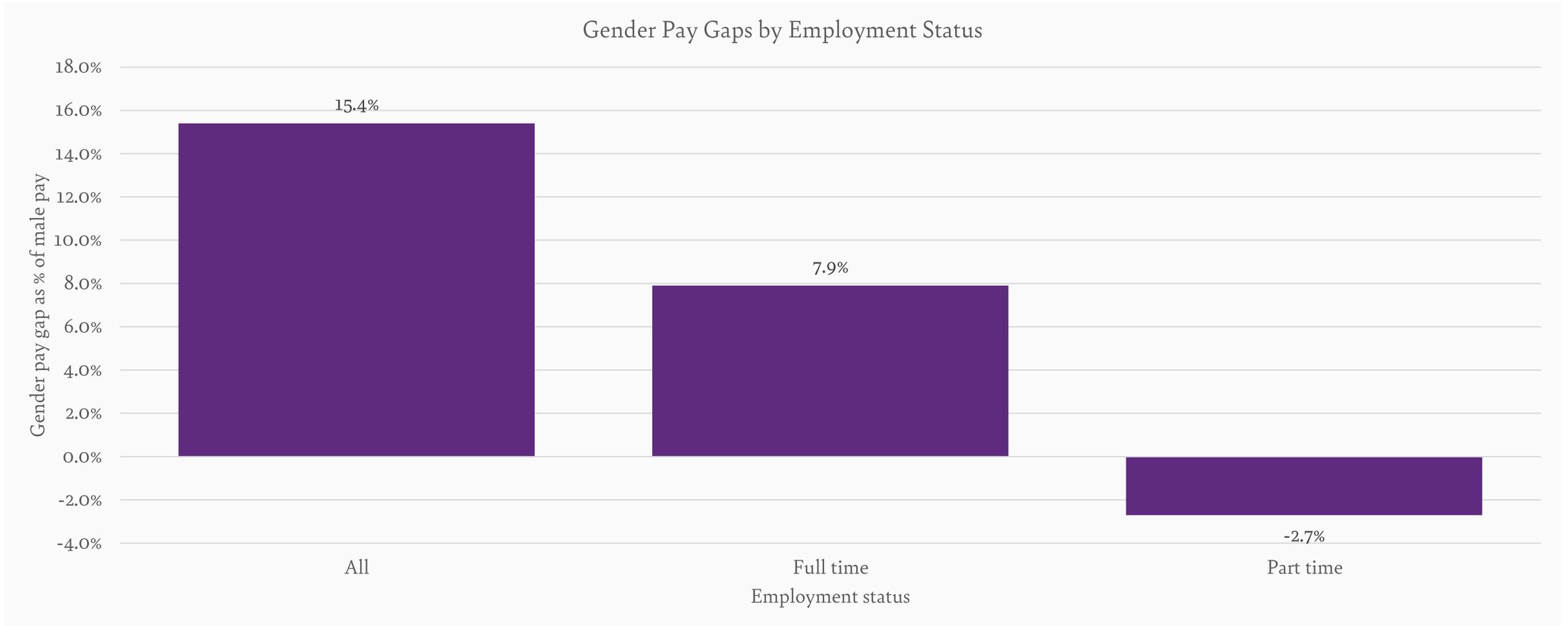


I have over ten years experience in accountancy and legal services, with a focus on people advisory, helping global companies with employee engagement, communications and legal obligations.

My academic background includes research into labour markets and social safety nets.

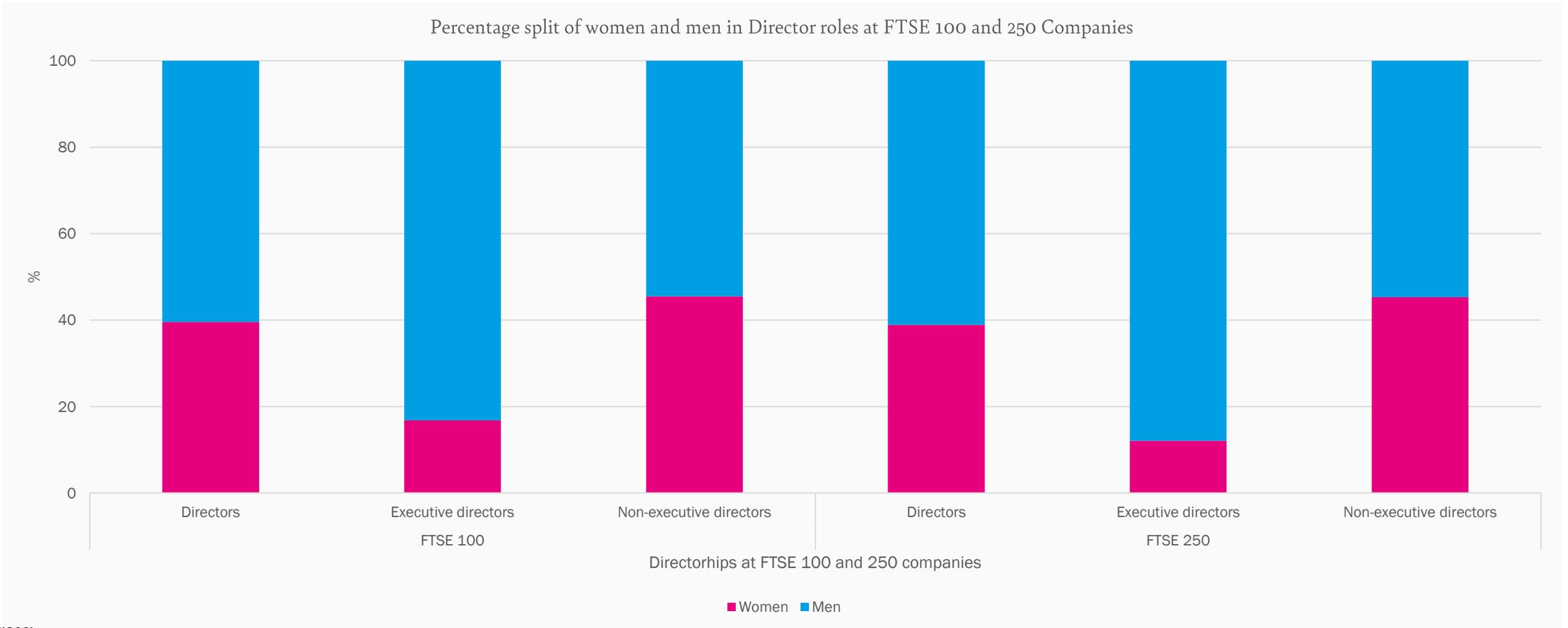
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Across all employment statuses women are paid 15.4% less than men



Sources:
[Women and the UK Economy](#)

Women hold 39.6% of FTSE 100 Directorships and 38.9% of FTSE 250 Directorships



Sources:
[Female FTSE Board Report 2022](#)
[Reward 2021 FTSE-100](#)

Why does any of this matter?



The only accounting qualification to specialise in Public Finance.

CIPFA and the Public Sector more broadly have a duty to reflect the population they serve:

- Better outcomes for the general public
- Better problem solving in teams due to diverse backgrounds and perspectives
- More attractive to a diverse range of Members and Students

What can I do as a finance professional?



- Male allyship
- Identifying and closing gender and ethnicity pay gaps
- Female friendly policies:
 - Flexible work arrangements
 - Support for caring responsibilities
 - Equal maternity and paternity pay and leave
 - Menopause policies
 - Domestic abuse policies

What can CIPFA and my organisation do?

- CIPFA can lead the way as the most diverse accounting body and act as an example to the industry as a whole
 - Ensure intersectionality is considered when implementing change
- Consider using *Included's* five pillar approach to D&I
 - Data: Conduct inclusion surveys on Members and Students and cross reference against demographic data
 - Strategy: Refine how and why you will take action
 - Governance: Create accountability for D&I
 - Leadership: Embed inclusive behaviours throughout CIPFA and the Public Sector
 - Systems: Review processes to remove bias
- Work with other organisations (universities, the Civil Service) to exert pressure on their own policies



included.

Diversity is a reality.
Inclusion is a choice.™

[included.com](https://www.included.com)

