

I would like to start by asking you a question. Look at the image, would you prefer to have slice A or B?

I suspect that most people would choose to have more and therefore opt for B. This visually represents the pay divide between men and women in the workplace which is the topic of my talk today.

Some of you are fortunate to have your mother at home all of the time or at least some of the time caring for you and ensuring that you are fed, clothed and cared for. Yet in the 21st Century more and more women work, they do more than work they have to juggle the demands of a job, a career even, with that of running a house and caring for children. The cost of this is a 32% pay gap between men and women. Women dominate part time employment and women are less likely to gain a promotion with men dominating senior / managerial positions. Is this fair and what can be done to narrow/bridge the gap?

I was shocked and disappointed to discover that last year, research from the Halifax Bank showed that average full time salary for a man was £37,028, compared to £27,991 for a woman. That equates to a third less, the small slice of pizza and it doesn't just affect their pay. Men end up with bigger pensions and savings too. The evidence clearly shows that men are favoured in the workplace, male managers are 40% more likely than female managers to be promoted. Surely women could do just as good a job! Sadly women are discriminated against as they have taken career breaks from work or employers may feel that they will require time off work to care for their children. However, the majority of men in senior roles are probably fathers themselves and have reached their position because of the sacrifices made by women.

This needs to change! I feel strongly that the issue of women's equality needs to be addressed as it is important for everyone – for women, men, for business and the next generation.

My research however, has also uncovered that since 2009 women appear to be closing the gap. Women's earnings have risen twice as fast as men's with a growth of 8%, compared to 4% according to the Halifax. This sounds promising but if increases continued at that rate it would take until at least 2050 for the pay gap to disappear!

Nevertheless...

Despite the fact that...

I believe that . . .

Research shows that...

The evidence clearly shows that...

Another factor to be considered is...

Imagine . . .

Imagine what would happen if...

Think about this . . .

In conclusion I strongly believe that women deserve to have better career prospects, better salaries and a shared responsibility in raising a family with men. In short, women deserve a bigger slice of pizza!

Thank you for listening, I hope I have successfully convinced you more needs to be done to prevent this inequality.