



## Links & tips shared in the chat

### Links:

Here are two resources, from Octopus Money, designed to help attendees translate the ideas in the webinar into action in their businesses:

1. [5 pillars of leading financial wellbeing strategies](#)
2. [Tips for setting and measuring financial wellbeing objectives](#)

The study linking more women board members to more action on climate change:

<https://www.reuters.com/business/sustainable-business/boardrooms-with-more-women-deliver-more-climate-says-arabesque-2022-03-22/>

Research which shows that while employers are complying with the law, not many are embracing the spirit of the law:

<https://emerging-europe.com/voices/the-new-eu-policy-for-pay-transparency-is-great-but-it-wont-solve-the-gender-pay-gap/>

Article about the New EU Policy for Pay Transparency (and how it won't alone solve the gender pay gap): <https://emerging-europe.com/voices/the-new-eu-policy-for-pay-transparency-is-great-but-it-wont-solve-the-gender-pay-gap/>

Article from Make A Difference Media on economic abuse:

<https://makeadifference.media/financial/economic-abuse-and-cost-of-living-crisis/>

The article mentioned about the 'F off fund':

<https://www.thebillfold.com/2016/01/a-story-of-a-fuck-off-fund/>

BITC research mentioned:

<https://www.bitc.org.uk/report/prioritise-people-unlock-the-value-of-a-thriving-workforce/#:~:text=Investing%20in%20a%20thriving%20workforce,creates%20a%20compelling%20investment%20case>

## Poll result:

Do you believe that a more gender balanced leadership is likely to deliver better commercial performance?

78% Yes, definitely

12% Somewhat

4% Not really sure

6% No, not really

0% No it definitely doesn't

## Audience comments

- Yes! Helping someone identify and align their actions to their optimal financial wellbeing (not necessarily maximising wealth) is the best thing a financial coach/advisor can do for someone :)
- Role play with new managers helped me immensely with my first employees.. and again in different business cycle phases
- I always ask my friends or family that are having children do you know about the shared maternity leave
- love the example of the wine list
- We all know what men can be like when it comes to women and perhaps a pretty face will be chosen over someone else in a role. Perhaps good looking women are more likely to get a payrise than others? I think this is a real problem. Perhaps that's where some of the issue lies because women have always been seen as "lower" than men
- I believe it's called "beauty bias"
- Expense policies also exacerbate this issue. You can expense a round of golf with a client out of hours but not expense childcare to be able to be present at the important meeting with a client
- Missed the quote - please repeat it... Love it - thank you!
- I've seen the supper club concept work too when embedded within other organizations with natural groups (churches), or based on goal-based cohorts (e.g. mortgage clients of everyone who all want to buy their first home)
- Thank you for sharing Skye. Love the idea of an F off fund. I just googled and actually found a few different articles on this. Seems like perhaps a lot of people resonate with it.
- I have been trying to find part time work in Jersey - "loads of jobs everyone says" - however financial seervices employers will NOT offer part time hours and would

rather leave the jobs empty! So frustrating! What generation are they in? And agreed with Siobhan - you do more work in part time hours than full time!! (And that from my view as a has been director!!)

- That is so true
- The other time when women often drop out of the workplace is menopause
- I worked somewhere where the pay gap was the opposite way round (so women in better paid roles on average) but there was still a pension pay gap the other way round (due to carer responsibilities and lack of investment)
- I'm a menopause coach and educator within many jurisdictions - and work with governments and COOs to try to close this work gap!
- Likewise, many financial coach curricula are almost equally counselling and math skills training - those relationship skills are a main driver of comfort with money coaching!
- bring up equal pay!
- ask for your salary to be benchmarked/reviewed
- Be very happy to focus a chat on menopause having worked with PCC FACT: as of 6 July 1/3 expect to stop working before retirement age according to BSI.

### **Insights shared by panellists:**

- part of the answer is convincing leaders that without helping people understand their pay, pension and benefits, you don't get value from all of the money you're already spending
- you're spot on. Our coach training focusses as much on engagement as anything else. Money is about hopes and dreams not maths!

### **Questions:**

- Do you have any tips on how to convince finance professionals/leaderships to budget for gender pay solutions?
- Do you find that financial professionals are open to spending on pay gap solutions and just need it highlighting by Rewards professionals?
- What are your thoughts on career growth and financial earning power in industries, such as retail, that predominantly employ women and where the salaries are not always high or have limited pay ceilings?
- I'd love to hear your thoughts on embedded pay gap thinking into salary budgeting; how do you salary budget on AOPs/QOs, do you use benchmark data on this, do you include wiggle room for compensation variance?
- It was mentioned earlier that women are more risk averse when it comes to money. In a cost of living crisis this is likely to be heightened even more. Should we be changing attitudes in the current climate and if so, how do we go about that?
- I believe my two male colleagues who do equal work are paid more than me. I don't know how to have a conversation about this - or who to have it with. HR / my manager?

- What hope do you have for degendering the working world?
- Would bringing in changes to the society view of men who should do this type of job and women do this type of job help close the gender pay gap?
- What advice can you give to self-employed persons when income is not regular?
- We all know what men can be like when it comes to women and perhaps a pretty face will be chosen over someone else in a role. Perhaps good looking women are more likely to get a payrise than others? I think this is a real problem. Perhaps that's where some of the issue lies because women have always been seen as "lower" than men
- I am currently looking for work in perhaps a role where more money is available because the money in my company now isn't as much as I need but so often it says you need experience in this and that which I might not have. How can I prove to them that I can learn what I need to?
- How can you start the conversation about money with your manager? I mentioned it the other day and he said nothing can be done.
- If you could reconstruct the working week/ways of working that our societies consider a norm, what would your ideal be? (i.e. one formed by the gender spectrum rather than biased by the man?)
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- What hope do you have for degendering the working world?
- What advice can you give to self employed persons when income is not regular?
- What can companies do to close the pension gap taking into account that more women take career breaks due to carer responsibilities?

## **Thank yous:**

- great session thank you :)
- thank you for your time and thoughts!
- Thank you!
- Thank you!
- Really interesting session - thank you!
- Brill thanks ladies - completely with you the whole time!!
- Thank you