

Older Women

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Stronger Workforce

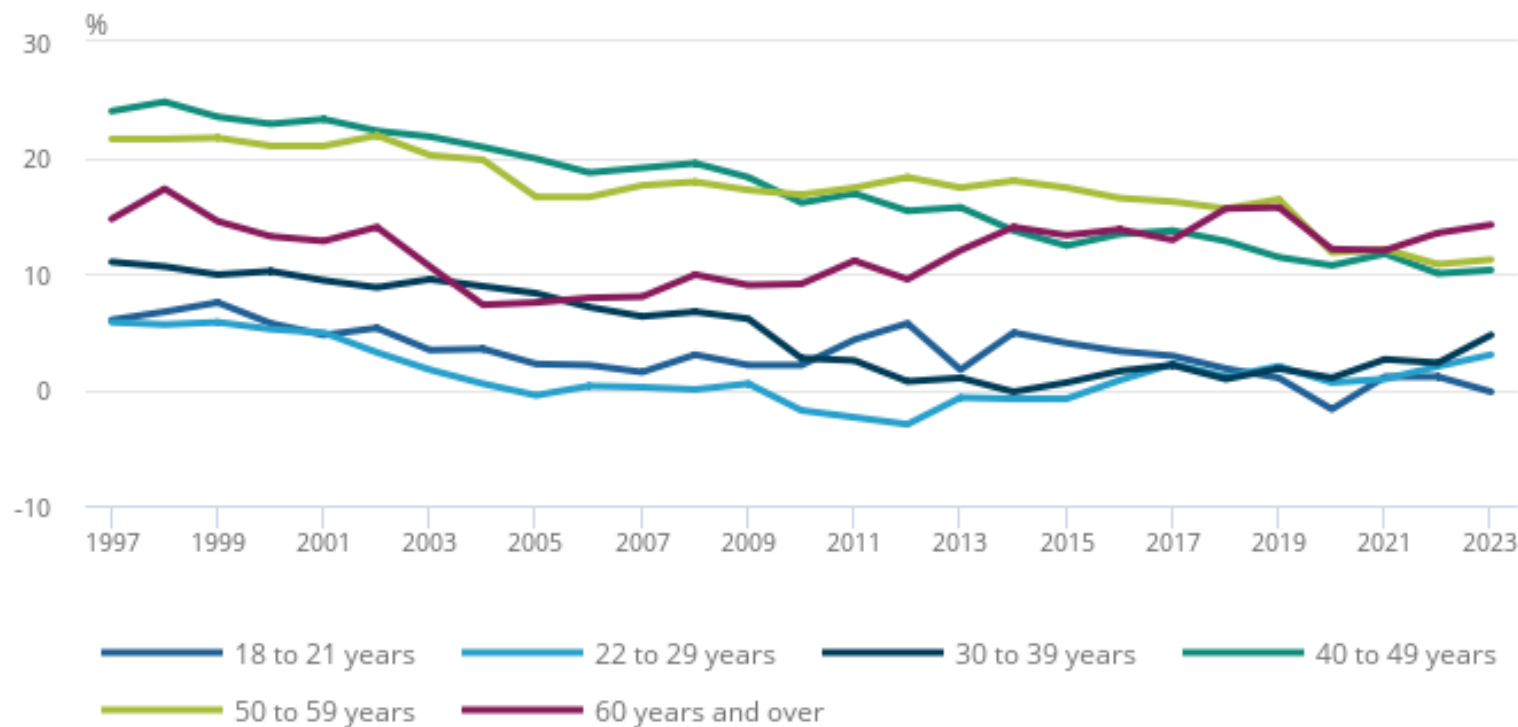
Why we need to recognise,
recruit and retain
older women in the
workforce.

The gender pay gap disproportionately affects older women:

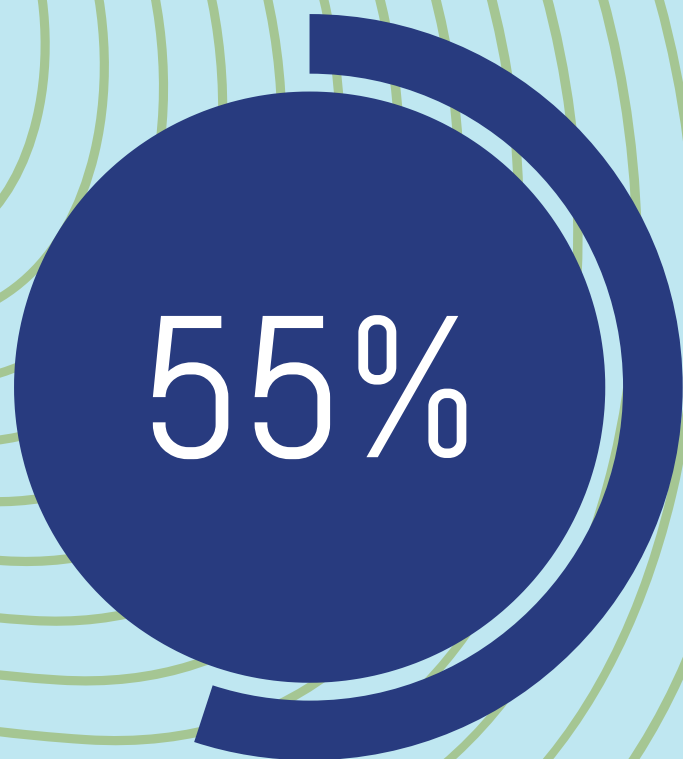


Figure 2: The gender pay gap for full-time employees aged 40 years and over is much higher than for employees aged below 40 years

Gender pay gap for full-time median gross hourly earnings (excluding overtime), by age group, UK, April 1997 to 2023



Source: Annual Survey of Hours and Earnings from the Office for National Statistics



By the time a woman reaches the age of 50, she's earning 55 cents on the dollar of every male employee.

[Why We Need Older Women in the Workplace - The Cut](#)

Representation

A diverse representation of senior leaders is vital for longevity of employee retention. For younger female employees, it is important to feel represented in the long term structure of a business.

Productivity

Diverse businesses with one female senior executive are more likely to reach success compared to those with exclusively male senior leaders.

[Women Do Female Executives Drive Start-up Success? - Dow Jones \(2012\)](#)