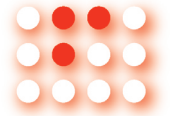
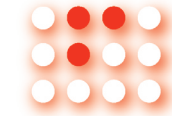


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Young women and the gender pay gap

Young women with vocational qualifications earn 15% less than men with comparable qualifications, according to a TUC analysis.

Men aged between 22 and 30 with a vocational qualification above GCSE level will earn, on average, £10 an hour, but women with the same qualification level will earn only £8.50.

The 15% gender pay gap for young women with vocational qualifications is nearly a third higher than for young women with academic qualifications (10.5%) and is significantly above the overall gender pay gap (8.5%).

One of the main reasons young women earn less than their male peers is because they work predominantly in sectors where pay is poorer.

The growth in apprenticeships may make the matters even worse. The analysis shows that in 2015, just one in 40 vocational qualifications in construction were awarded to women. And they received just 10.8% of vocational qualifications in engineering and manufacturing. This contrasts with vocational qualifications in health and care, where women dominate with 63.6% of qualifications.

The TUC wants schools to challenge traditional gender roles at an early stage and for young people to be made aware of the returns from different qualifications and careers.

Mentoring programmes for women in industries in which they are underrepresented is another TUC recommendation.

TUC general secretary Frances O'Grady said: "Young women with vocational qualifications experience a huge gender pay gap.

"Many are still pursuing careers in 'traditional' industries that offer lower wages. Whereas in better-paid sectors like engineering and construction they remain a rarity.

"Unless we challenge gender stereotyping and discrimination from the outset, the situation is not going to improve."

www.tuc.org.uk/equality-issues/gender-equality/equal-pay/young-women-vocational-qualifications-earn-15-less-men

Top executives in £1m a year pay club

Forty-three executives of top companies were happy to receive a remuneration package of at least £1 million in their firm's last financial year.

LABOUR RESEARCH DEPARTMENT

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Erik Engstrom, chief executive of media group RELX, comes top with a remuneration package of £10.9 million.

RELX comprises a UK public company and a Dutch company and the two different remuneration codes show how the treatment of share-based awards can affect total remuneration.

Under the UK code, Engstrom's shares are valued at £7.7 million, but under the Dutch civil code they are valued at only £3.25 million. So his total remuneration under the UK statutory basis is £10.9 million, but "only" £6.4 million under Dutch rules.

The two executive directors of biopharmaceutical group AstraZeneca take second and third spot. Pascal Soriot, chief executive of the Anglo-Swedish group, received £8.4 million in 2015, while chief financial officer Marc Dunoyer had a total remuneration package of £5.96 million.

Tim Slater, a co-founder and now chief executive of the online retailer Ocado, fills fourth spot on £5.88 million. Matthew Ingle dovetailed 20 years as a founder and 10 years as chief executive of kitchen group Howden with a £5.23 million remuneration package to take fifth spot.

Year-on-year comparisons can be made for 37 of the 43 executives and 16 saw their remuneration package increase last year. All the increases, which range from 6.4% up to 210.0%, were well in excess of the rise in average earnings of 1.7% to 2.2%.

The two AstraZeneca executives take the top two spots here, with a 210.0% rise for Dunoyer and a 139.4% rise for Soriot. This was on the back of a share-based award in 2015 when none was awarded the year before.

It's the same story for Roger Whiteside, chief executive of bakers Greggs, as long-term, share-based incentives worth £1.36 million were awarded last year against nothing in 2014. This resulted in a 108.8% rise.

Last year was Martyn Coffey's second full year as chief executive of paving and stone group Marshalls. A monetary boost to his annual and long-term bonus carved a rise in his package of 87.5%.

Fifth spot goes to David Lockwood, chief executive of electronics group Laird. A £710,000 monetary boost to his package through rises in basic salary, annual bonus and long-term incentives translates to an 84.6% rise taking his package to £1.55 million.

Executive	Company (financial year end)	Total remuneration (£000)	% change
Erik Engstrom	RELX Group (12.15)	10,869	-37.7
Pascal Soriot	AstraZeneca (12.15)	8,397	139.4
Marc Dunoyer	AstraZeneca (12.15)	5,955	210.0
Tim Steiner	Ocado (11.15)	5,880	-9.3
Matthew Ingle	Howden Joinery (12.15)	5,225	-16.0
David Buttress	Just Eat (12.15)	4,536	17.6
Adam Crozier	ITV (12.15)	3,972	-18.0
Mark Robson	Howden Joinery (12.15)	3,686	-17.4
Nick Luff	RELX Group (12.15)	3,513	n.a
Ian Conn	Centrica (12.15)	3,009	n.a
Duncan Tatton-Brown	Ocado (11.15)	2,984	-14.2
Graham Chipchase	Rexam (12.15)	2,946	-7.4
Clive Bannister	Phoenix Group (12.15)	2,889	-6.9
Peter Plumb	Moneysupermarket.com (12.15)	2,715	-19.3
Roger Whiteside	Greggs (12.15)	2,586	108.8
Kate Swann	SSP (9.15)	2,565	n.a
Mike Wroe	Just Eat (12.15)	2,345	-4.3
Ian Griffiths	ITV (12.15)	2,264	-17.2
David Sleath	SEGRO (12.15)	2,258	10.5
Mark Richardson	Ocado (11.15)	2,239	-28.1
Martyn Coffey	Marshalls (12.15)	2,064	87.5
Mark Dixon	Regus (12.15)	1,991	-28.1
James McConville	Phoenix Group (12.15)	1,778	-29.7
David Robbie	Rexam (12.15)	1,736	-6.2
Nigel Stein	GKN (12.15)	1,681	-42.5
Mark Selway	IMI (12.15)	1,667	6.4
Mark Hanafin	Centrica (12.15)	1,616	-18.7
Tim Cobbold	UBM (12.15)	1,592	n.a
Neil Abrams	Ocado (11.15)	1,568	-41.7
David Lockwood	Laird (12.15)	1,549	84.6
Adrian Ringrose	Interserve (12.15)	1,502	-16.5
John Hughes	Just Eat (12.15)	1,411	-7.8
Justin Reed	SEGRO (12.15)	1,351	9.7
Stephen Young	Meggitt (12.15)	1,347	9.3
Adam Walker	GKN (12.15)	1,285	36.0
Richard Howson	Carillion (12.15)	1,283	25.3
John Fallon	Pearson (12.15)	1,263	-33.4
Andy Gulliford	SEGRO (12.15)	1,224	12.3
Nick Anderson	Spirax-Sarco (12.15)	1,191	19.1
Phil Redding	SEGRO (12.15)	1,170	11.5
Dominique Yates	Regus (12.15)	1,090	n.a
Richard Hutton	Greggs (12.15)	1,079	45.2
Graham Donoghue	Moneysupermarket.com (12.15)	1,073	n.a

The total remuneration figure given in the table includes: basic salary, cash bonus, long-term share bonuses, golden hello, golden handshake, pension payments and a cash figure for other benefits that directors receive, such as use of company car, life

insurance, private health benefits and housing allowance. It does not include dividends received from their shareholdings in their company.

Directors' greed led to death of worker

Two company directors have been jailed over safety failings in Heaton Norris, Stockport.

At Manchester Crown Court, Allan Thomson was found guilty of gross negligence manslaughter and both he and his company, Building and Dismantling Contractors Ltd, were found guilty of offences under section 2 of the *Health and Safety at Work Act* and for breaching regulations 4 and 7 of the *Work at Height Regulations*.

Meanwhile, Michael Smith and his firm, C Smith and Sons (Rochdale), were found guilty of offences under section 2 of the *Health and Safety at Work Act* and for breaching both the *CDM Regulations* and *Work at Height Regulations*.

On 8 April, Allan Thomson was jailed for six years, fined £400,000 and was ordered to pay £55,000 costs. Sentencing, Honourable Justice Mark Turner slammed Thomson for a "callous and disgraceful" attempt to wrongly shift the blame on to the dead man by attempting to draw up bogus health and safety documents after the accident.

Michael Smith was jailed for eight months, fined £90,000 and ordered to pay £45,000 costs.

C Smith and Sons had won a contract to demolish the Harvey's and Carpetright buildings in Heaton Norris, Stockport in 2014.

Smith then subcontracted the job of dismantling the roof to Thomson's company, Building and Dismantling Contractors Ltd, based in Scotland.

On 21 January 2014, one of a group of four workers fell through a skylight to the concrete floor below, fracturing his spine, pelvis, right leg, heel and wrist.

Ambulance and police attended, but the incident was deemed to be an accident and once advice was passed regarding the company's obligations to inform the Health and Safety Executive (HSE), officers left the scene.

Despite their colleague suffering horrific injuries, the men were ordered to return to the roof just hours

later and Scott Harrower fell through a skylight to the concrete below. He suffered catastrophic head injuries and died as a result.

Detective chief inspector Richard Eales said: "It is clear from the evidence that both Smith and Thomson saw an opportunity to make a quick profit without any thought for the workers they sent on to the roof, and as a direct result of that greed Scott died and another man suffered life-changing injuries."

The police also pointed out that Thomson and Smith's remorse did not then stretch to admitting their guilt, as both tried to hide behind their companies and refused to plead guilty to the charges levelled against them personally.

HSE inspector Sandra Tomlinson said: "Falls from height, and in particular falls involving fragile roofs, are one of the main causes of work-related deaths in Britain. The risks are therefore well-known and documented, as is the guidance on how to reduce these risks.

"The roof dismantling works were not properly planned or supervised and adequate precautions, such as netting, were not put in place."

www.itv.com/news/granada/2016-04-08/two-men-jailed-after-workplace-fatalities/
www.manchestereveningnews.co.uk/news/greater-manchester-news/building-firm-bosses-jailed-after-11159729

Retail price inflation increases to 1.6%

After a stutter, the main inflation measures posted higher increases in March, Office for National Statistics figures show.

In March, the annual rate of inflation – as measured by the Retail Prices Index (RPI) – was up to 1.6% from 1.3% for each of the previous two months. That's the highest rate for 14 months, as it was last that rate in the December 2014.

The rising cost of consumer durables, such as furniture and electrical goods, and travel costs was offset by a fall in food prices.

Inflation under the Consumer Prices Index (CPI) was also higher. The annual percentage increase for this measure was up to 0.5% in March from 0.3% the previous two months. The March increase matched that of December 2014 and it was last higher in November that year.

Rises in air fares and clothing prices were the main contributors to the increase in the rate between February and March 2016.

These upward pressures were partially offset by a fall in food prices and a smaller rise in petrol prices than a year ago, the Office for National Statistics said.

Nevertheless, the CPI rate remains well below the Bank of England's 2% target.

	Price inflation			
	RPI ¹	% increase on a year earlier		
	RPI	RPI	RPIX ²	CPI
February 2015	256.7	1.0	1.0	0.0
March	257.1	0.9	0.9	0.0
April	258.0	0.9	0.9	-0.1
May	258.5	1.0	1.1	0.1
June	258.9	1.0	1.1	0.0
July	258.6	1.0	1.1	0.1
August	259.8	1.1	1.2	0.0
September	259.6	0.8	0.9	-0.1
October	259.5	0.7	0.8	-0.1
November	259.8	1.1	1.1	0.1
December	260.6	1.2	1.3	0.2
January 2016	258.8	1.3	1.4	0.3
February	260.0	1.3	1.4	0.3
March	261.1	1.6	1.7	0.5

¹ January 1987=100 ² RPI except mortgage interest payments

Half of the 14 groups that make up the basket of goods used to calculate the RPI increased by more than the overall rise of 1.6%.

The fares and other travel costs group rose overall by 8.7% on the back of a 12.5% increase in other travel costs, such as air fares.

The clothing and footwear group is usually at the very top of the rises. The 7.4% increase in the year to March included rises of 10.2% in the cost of women's clothing and 8.8% in children's clothing.

The housing group's overall increase of 3.1% was matched by the rise in rents.

Four groups posted a decrease in the year to March. The fuel and light group's decrease of 3.9% included a 23.6% fall in oil and other fuels and a 6.1% fall in gas prices.

The food basket saw a decrease of 2.3%, with prices down for most items that make up the group. Of the basics, bread prices were down by 2.3%, milk by 4.9% and eggs by 8.7%.

The motoring group's 1.0% fall included a 9.9% cut in the price of petrol and oil, offset by a 13.9% rise in vehicle tax and insurance.

An 8.0% decrease in audio visual equipment, with price cutting on items such as TVs, saw a decrease of 0.7% in the leisure goods group.

More than 1.6%	%	1.6% or less	%
Fares etc	8.7	Household goods	1.6
Clothing & footwear	7.4	Personal goods & services	0.8
Tobacco	4.6	Alcoholic drink	0.0
Housing	3.1	Leisure goods	-0.7
Leisure services	2.6	Motoring expenditure	-1.0
Household services	2.6	Food	-2.3
Catering	1.9	Fuel & light	-3.9

<http://www.ons.gov.uk/economy/inflationandpriceindices/bulletins/consumerpriceinflation/mar2016>

Lead In and Out campaigns chosen

The two lead campaign organisations in the EU referendum have been named by the watchdog, the Electoral Commission.

The commission has decided the lead campaigner for Brexit should be Vote Leave Limited – ahead of Grassroots Out, backed by UKIP's Nigel Farage.

Vote Leave's core campaign committee comprises Tory MPs Michael Gove and Boris Johnson, Labour's Gisela Stuart, along with the campaign's chief executive Matthew Elliot (ex-Taxpayers' Alliance), Dominic Cummings, a former special adviser to Gove, and former Labour MP Ian Davidson.

The successful, and sole applicant, as lead campaigner for the "Remain" outcome was The In Campaign Ltd. Will Straw, son of Labour politician Jack Straw, heads up this campaign.

Both organisations will be able to spend up to £7 million on their respective campaigns.

www.electoralcommission.org.uk/i-am-a/journalist/electoral-commission-media-centre/news-releases-referendums/electoral-commission-designates-vote-leave-ltd-and-the-in-campaign-ltd-as-lead-campaigners-at-eu-referendum