This shocking anecdote about Dame Brenda Hale highlights a real instance of women remaining underrepresented, despite being more than qualified for the position. Similarly, just last year, *International Journal of Gender and Entrepreneurship* published research on the entrepreneurial gender divide, which further illustrated attitudes towards females and finance.

**So where are we now?**

These findings demonstrate that prejudice and discrimination remains when it comes to women and money. Not just from a gender pay gap perspective, but also when it comes to trusting and providing women with capital and access to financial resources. Although this new legislation regarding gender pay gap reporting is a positive development when it comes to addressing the issue of gender pay, research and public opinion still demonstrates that women’s authority, autonomy and equal status is questioned when it comes to money and earning.

This blog is based on the following research article.


**Click here to read!**

Women who seek access to capital often come up against the assumption that "women can’t handle money"

Hechavarria and Ingram, 2016

By March 2018, employers in Great Britain with more than 250 staff will be required, by law, to publish information on their own website about the difference in salaries they pay to their male and female staff.

This new legislation on gender pay reporting is a step in the right direction when it comes to recognizing, and perhaps minimizing, the gender pay gap.

**What factors contribute to such a noticeable gender pay gap in 2017?**

The mains reasons are often identified as outright discrimination, unequal caring responsibilities (including childcare and caring for relatives), the segregated labour market, and the fact that males still dominate the majority of senior roles.

I find the narratives around this new gender pay gap legislation compelling, and they remind me of the demeaning and dangerous stereotypes that still exist about females—most disappointingly, the misguided, sexist idea that women can’t be trusted with money.

As a Publisher of Gender Studies journals, I see the world-class research that is published on the subject of gender, especially in the contexts of business, management and entrepreneurship. *Gender in Management: An International Journal* recently published research providing context to one of the main causes of the gender pay gap—that men continue to make up the majority of those in the highest paid and most senior roles and that women remain under-represented in the top executive positions.

Sources:

- https://www.fawcettsociety.org.uk/policy-research/the-gender-pay-gap/